

RESOLUTION 8-2019

A RESOLUTION OF THE MAYOR AND COUNCIL FOR THE CITY OF BENSON, ARIZONA, THAT AUTHORIZES A REDUCTION IN FORCE AT AND REORGANIZATION OF ITS SAN PEDRO GOLF COURSE

WHEREAS, the City of Benson owns and operates a golf course that is named and known as the San Pedro Golf Course; and

WHEREAS, the City of Benson has adopted a Human Resources Administrative Policy; and

WHEREAS, section 1.22 of the above referenced Administrative Policy gives the Mayor and Council for the City of Benson sole discretion to determine that a Reduction in Force is necessary or advisable and, if so determined, to adopt by resolution the work center(s) where a permanent reduction in staffing shall occur and also the policy and/or criteria to be used in selecting those staff members for separation from City employment; and

WHEREAS, the Mayor and Council for the City of Benson have determined that a Reduction in Force is necessary and advisable at its San Pedro Golf Course; and

WHEREAS, the Mayor and Council for the City of Benson wants to set forth appropriate policies and/or criteria to be used in selecting those staff members at its San Pedro Golf Course for separation from City employment.

NOW THEREFORE, BE IT RESOLVED by the City of Benson Mayor and Council as follows:

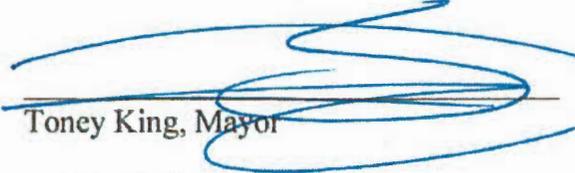
1. A Reduction in Force is necessary and advisable at the San Pedro Golf Course.
2. A subsequent but essentially simultaneous reorganization of operations at the San Pedro Golf Course is necessary and advisable.
3. The Director of Golf Operations position for the San Pedro Golf Course is eliminated effective April 1, 2019.
4. Effective April 1, 2019, the daily operations of the San Pedro Golf Course (excluding maintenance and food and beverage) will be reassigned to the Administration Department reporting to the City Manager.
5. Effective April 1, 2019, the maintenance operations of the San Pedro Golf Course will be reassigned to the Public Works Department.

6. Effective April 1, 2019, the food and beverage operations at the San Pedro Golf Course, aka The City Grille, will be reassigned to the Administration Department reporting to the City Manager,
7. Effective April 1, 2019, the food and beverage staff shall be reduced from 12 to 8 individuals as follows:
 - a. Wait staff being reduced by 3 positions.
 - b. Dishwasher/prep cooks being reduced by 1 position

The City Manager shall select food and beverage staff members for separation in her discretion based on consideration of the following criteria, to be weighted as the City Manager deems appropriate: (1) seniority; (2) job performance (as assessed based on feedback from the management); (3) cost savings; and (4) the recommendations of outside consultants retained to assess activities at the San Pedro Golf Course.

8. The City Manager and her designees are authorized to take all steps necessary and proper to implement this Resolution and carry out its intents and purposes.

PASSED AND ADOPTED by the Mayor and Council of the City of Benson, Arizona, this 28th day of March, 2019.



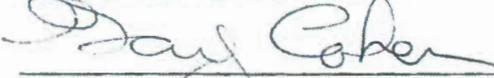
Toney King, Mayor

ATTEST:



Vicki L. Vivian, CMC, City Clerk

APPROVED AS TO FORM:



Mesch Clark Rothschild
City Attorneys, by Gary J. Cohen