

**To the Mayor and Members of the City Council**

August 20, 2020

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**SUBJECT: POSITION REDUCTIONS**

The purpose of this budget response is to provide information regarding the positions that have been identified by departments for elimination and what the City is doing to assist these individuals associated with those positions.

To date, eighty (80) positions have been identified for elimination. Of those, eighteen currently contain incumbents. Below is the breakdown of the characteristics of those positions and individuals.

- Departments
  - City Attorney's Office – 2
  - Human Resources – 4
  - Police – 5
  - Parks and Recreation – 3
  - Library – 3
  - Property Management – 1
- Of the above positions:
  - Eleven are full-time and seven are part-time
  - Eleven are non-exempt and seven are exempt
- Years of Service range from six months to 18.7 years
- Males and females representation is equal – 50/50
- Race/Ethnicity:
  - Fifty-percent (9) are White
  - Thirty-three percent (6) are African-American
  - Seventeen (3) percent are Hispanic

**Assistance Provided To Affected Individuals**

The City is providing an unprecedented level of assistance to these individuals through both the department and Human Resources.

- Five of the positions (City Attorney's Office and Parks and Recreation) have already either been moved to other vacant positions or alternative vacant positions have been eliminated
- Two individuals will be seeking retirement

The remaining 11 individuals will receive the following support from their departments and HR to assist them in locating other jobs:

- All affected individuals will receive 30 to 60 days' notification

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- All affected full-time individuals will receive access to RiseSmart. RiseSmart is an outplacement organization that can assist affected individuals with finding work, whether that is at the City of Fort Worth or not. The services they offer include:
  - One-on-one transition coach that provides support for job search strategy, interview preparation and more
  - Resume and Cover letter consultation from dedicated resume writers matched by industry and specialty
  - Job Concierge service
  - Video interviewing preparation
  - Unlimited technology with customized career content
- Internal job search assistance from a member of Talent Acquisition to help target job searches, including suggestions to improve resumes; interviewing tips and techniques; and review of vacancy reports to determine potential job opportunities with City

The City of Fort Worth has never before been able to provide the level of assistance contained in the above and are committed to helping those that desire assistance.

If there are any questions concerning the above, please contact Brian Dickerson, Human Resources Director, at 817-392-7783.

**David Cooke**  
**City Manager**