

**A RESOLUTION REQUESTING FUNDING FOR  
A COMPREHENSIVE EMPLOYMENT EFFICIENCY STUDY**

WHEREAS, the City of Fort Wayne ("City") desires to be as fiscally responsible and efficient as possible with its resources; and

WHEREAS, the City incorporated Six Sigma strategies in the Richards Administration and found many efficiencies, and the Richards Administration advocated "searching for best business practices to produce high performance government"; and

WHEREAS, the last comprehensive review of government employment and processes was during the Richards Administration and many best business practices have since changed as technological advances have occurred; and

WHEREAS, wages and benefits comprise over 70% of the City's civil budget; and

WHEREAS, most of the City's civil budget funds are mutually exclusive with park improvements, economic development investments, neighborhood improvements, public safety vehicles, and infrastructure upgrades; and

WHEREAS, when Members of the Common Council of the City ("Council") in recent years have tried to eliminate certain positions deemed superfluous, those efforts were often controversial due to their subjective nature; and

WHEREAS, it is prudent to consistently review the size and structure of government and its employment, its cost effectiveness in light of its different policy directives, and to eliminate duplication and overlap; and

WHEREAS, Members of the Council believe it is in the best interest of the City to hire an independent company to analyze and evaluate the City's current staffing levels and employment practices to determine if there are areas that can be improved, consolidated, and/or streamlined.

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:**

**SECTION 1.** That the Common Council of the City of Fort Wayne recommends that the City contract with an independent firm, mutually agreed upon by the Mayor and the Council, to conduct a comprehensive evaluation of government employment which would identify any potential consolidations, surpluses, or inefficiencies of positions.

**SECTION 2.** That the Council respectfully requests that the Mayor initiate funding for said evaluation in the 2017 Budget.

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Russ Jehl, Council Member

APPROVED AS TO FORM AND LEGALITY

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Joseph G. Bonahoom, Attorney for City Council