



Memorandum

Human Resources

To: Fred Sanchez Date: January 20, 2012

From: Laura Brown  
Human Resources Director

Subject: Titan Bowl & Billiards Manager – Job Elimination

This memo is to confirm the decision to reduce the Titan Bowl & Billiards Manager position to a part time supervisor position as per the reasons stated below. A meeting was held with yourself, Kurt Borsting, TSC Director, Andrea Willer, Titan Recreation Director, and myself to discuss this action.

Andrea Willer's recommendations were as follows:

"An analysis of the Titan Bowl & Billiards programs, services, and budget was conducted. The data demonstrates a steady decline in program scope. Several years ago two major program elements were eliminated from the program and the manager's responsibilities-the Titan Bowling Team, and the Irvine Campus liaison. More recently the following programs have experienced a decline in interest/participation as well: bowling leagues; billiard leagues; bowling, billiard, table tennis and video game tournaments; and ACUI qualifying tournaments. This year Titan Bowl & Billiards also lost a long standing reservation for the Troy High School Physical Education program.

While participation and income has declined, expenses have not. Full time wages, part time wages, and benefits have increased over this same time period. The net result is that the Titan Bowl & Billiards program is no longer a self supporting program. Approximately \$15,000-\$20,000 in student fees is needed to support the program.

Due to the significant reduction in scope, a full-time manager is no longer needed to coordinate and supervise the program."

It was agreed the level of manager was no longer required to maintain this department, so the Titan Bowl & Billiards position would be eliminated and replaced by a supervisor, part time position.

Due to the elimination of this position, Ken Maxey, the Titan Bowl & Billiards Manager would be displaced. At this time, the Facility & Equipment Coordinator position is vacant. Ken Maxey meets the minimum qualifications for this position and the skills required are transferable, so we all agreed to offer this position to Ken Maxey.



Memorandum

Human Resources

Andrea Willer and I informed Ken Maxey of the job elimination and offered him the Facility & Equipment Coordinator position, and he accepted on Thursday, January 19, 2012.

The Titan Bowl & Billiards Manager will be eliminated on January 31, 2012. Ken Maxey will move to the Facility & Equipment Coordinator position at the same rate of pay on February 1, 2012.

By signing below, you agree with this decision.

*Fred Sanchez*

\_\_\_\_\_  
Fred Sanchez, Executive Director

*Kurt Borsting*

\_\_\_\_\_  
Kurt Borsting, TSC Director

*1/23/12*

*Laura Brown*

\_\_\_\_\_  
Laura Brown, Human Resources Director

*1/23/12*

*Andrea Willer*

\_\_\_\_\_  
Andrea Willer, Titan Recreation Director

*1/23/12*