

**MINUTES OF THE SPECIAL MEETING
OF THE AMES CITY COUNCIL**

AMES, IOWA

JULY 2, 2018

The Ames City Council Special Session was called to order pursuant to law by Mayor John Haila at 2:37 p.m. on the 2nd day of July, 2018, in the City Council Chambers in City Hall, 515 Clark Avenue. As it was impractical for them to attend in person, Mayor John Haila and the following Council members were brought in telephonically: Bronwyn Beatty-Hansen, Gloria Betcher, Amber Corrieri, Tim Gartin, and David Martin. Council Member Chris Nelson and *ex officio* Member Allie Hoskins were absent.

MEMORANDUM OF UNDERSTANDING (MOU) WITH INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE) FOR ONE-TIME HIRING BONUS FOR CYRIDE MECHANIC ASSISTANT POSITION: Assistant City Manager Brian Phillips explained that CyRide has had two failed recruitments for the Mechanic Assistant position. In reviewing the reasons for the difficulty in finding a qualified individual for the position, CyRide reviewed the wages and hiring practices of its major competitors. According to Mr. Phillips, it was found that many of the firms were paying hiring bonuses to new employees, and it is believed that that initial pay differential is negatively impacting the attractiveness of CyRide's position.

As a proposed solution, for the next Mechanic Assistant recruitment only, which will begin in July 2018, CyRide proposed to include a hiring bonus, payable in three installments (\$500 at the first paycheck, \$500 after six months, and \$1,000 after 18 months). Mr. Phillips emphasized that the hiring bonus will be offered only one time to determine if the addition of the hiring bonus made a difference in attracting more qualified applicants to the job opening. Assistant City Manager Phillips advised that it is critical that the position be filled as soon as possible as the summer months are when they catch up on maintenance of the CyRide vehicles.

According to Mr. Phillips, the membership of the IUOE, which represents CyRide's mechanics, is supporting of this approach. In addition, the Transit Board of Trustees approved the hiring bonus at its meeting held June 28, 2018.

It was pointed out that the proposed MOU attached to the Council Action Form stated that the change would be made to the terms of the Collective Bargaining Agreement effective July 1, 2019. Mr. Phillips stated that the year should have been July 1, 2016; that was a typo and will be corrected.

Moved by Corrieri, seconded by Betcher, to adopt RESOLUTION NO. 18-408 approving a Memorandum of Understanding with the International Union of Operating Engineers that would allow a one-time hiring bonus for the CyRide Mechanic Assistant position.

Roll Call Vote: 5-0. Resolution declared adopted unanimously, signed by the Mayor, and hereby made a portion of these Minutes.

COUNCIL COMMENTS: Council Member Betcher commented that she had heard from Julie Weeks, Ames Convention & Visitors Bureau, that there is an opportunity for the Mayor and City Council members to volunteer to staff the information booth to be located Downtown for RAGBRAI. Ms. Betcher also mentioned that If others are interested in volunteering during RAGBRAI, those opportunities are listed on AMESRAGBRAI.com.

ADJOURNMENT: Moved by Corrieri to adjourn the meeting at 2:44 p.m.

Diane R. Voss, City Clerk

John A. Haila, Mayor