
AGENDA ITEM SUMMARY

Subject: Transit Driver hire discussion- relative to contracted operator

Background Summary:

July 1, 2021 we increased the transit driver wages for part time to \$16.00/hr from \$14.82/hr and full time to \$17.50/hr from \$14.82/hr. We did this to encourage applications for transit driver positions.

While this has only been in effect for a few weeks we have yet to garner hardly any applications. We are in a bind trying to find drivers as we have a couple of part time drivers who would like to cut back on hours and not be driving as much. Currently we have one full time driver and six part time drivers. These drivers cover the four daily busses we have that operate in Charles City and regionally to Mason City.

The discussion at hand here is to convey the desire to hire the interested applicant that we currently have to be a part time driver. Steve Elthon is working towards obtaining the required Class C CDL with passenger endorsement. Steve also happens to be the brother/brother-in-law to Dan and Tammy Elthon of Circle K who oversee the day to day operations of the Transit. So the concern has been if we are violating the city's nepotism policy by hiring Steve.

I've spoken to our labor law attorney Michael Galloway and he said he didn't see this as a pure nepotism issue since Circle K is a contract entity. since we are struggling to find people interested in driving he suggested discussing this with the council up front prior to hiring the individual. So that is what I'd like to do. Tammy Elthon will be present at the meeting to answer questions as needed. I have asked Tammy how she thinks this would work and what the other drivers would think of hiring her brother-in-law. Tammy told me that Steve has worked for both Dan and her before and it has been a professional relationship. She also stated that the other drivers appear to have no concerns about Steve's relationship, they just want to see another driver hired asap.