



**AUSTIN CITY COUNCIL  
MINUTES**

**SPECIAL CALLED MEETING  
THURSDAY, JANUARY 22, 2015**

The City Council of Austin, Texas convened in a Special Called Meeting on Thursday, January 22, 2015, City Hall, 301 W. Second Street, Austin, Texas.

Mayor Adler called the meeting to order at 10:12 a.m.

Mayor Adler recessed the Council Meeting to go into Executive Session at 10:13 a.m.

**EXECUTIVE SESSION**

The City Council went into Executive Session, pursuant to Chapter 551 of the Texas Government Code, to receive advice from Legal Counsel, to discuss matters of land acquisition, litigation, and personnel matters as specifically listed on this agenda and to receive advice from Legal Counsel regarding any other item on this agenda.

1. Discuss legal issues related to hiring in the Austin Fire Department, United States of America v. City of Austin, Texas, Case no. 1:14-cv-533-LY (W.D. Tex.) and labor negotiations with employees in the Austin Fire Department (Private consultation with legal counsel - Section 551.071 of the Government Code).

Executive Session ended and Mayor Adler called the Council Meeting back to order at 12:55 p.m.

2. City as an employer: workforce issues  
**Presentation was made by Anthony Snipes, Assistant City Manager, Mark Washington, Director, Human Resource Department and Deven Desai, Chief Labor Relations Officer. Direction was given to staff to provide Council with the following: wages of the lowest paid employees for the Cities of Seattle and San Francisco; information on the interpretation of the Attorney General's opinion on living wage vs. prevailing wage; an analysis of not only the costs to extend health care coverage to temporary employees but also the net impact to the City for excluding temporary employees; information on the number of temporary employees who could not receive coverage under the Affordable Care Act; the information provided to the previous Council relating to contract employees; an analysis of the ability to require health care coverage as part of the City's contracting processes; the City policy on hiring of temporary employees; clarification on whether or not the cost of living is included in the market studies conducted for sworn employees; a copy of the 2013 request for proposal (RFP) for firefighters recruitment and hiring; and a cost analysis of hiring new firefighters vs. paying overtime to existing firefighters.**

Mayor Adler adjourned the meeting at 4:21 p.m. without objection.

The minutes were approved on this the 29th day of January, 2015 on Council Member Kitchen's motion, Council Member Renteria's second on a 10-1 vote. Council Member Zimmerman voted nay.