



# 19-1186

**Standing Committee:** Personnel Committee

**Document Name:** Resolution to approve offering a \$500 sign-on bonus to newly hired part-time Transit Drivers for 2020 with a pro-rated payback if the new hire did not retain continued employment with the City of up to one year from the date of hire

**Action:**

Place on File - No Council action needed

Refer to:

Refer to Council

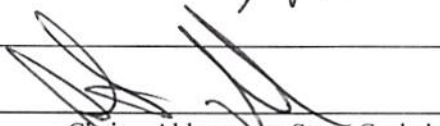
Consent

Non-Consent

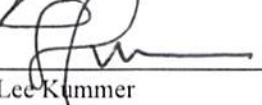
**Committee Recommendation:**

Adopt the resolution **APPROVE**

**Attest:**

  
Chair - Alderperson Steve Czekala 04 Nov 19  
Date

  
Vice-Chair - Alderperson Eric Sitkiewitz

  
Alderperson Lee Kummer

Alderperson Mike Williams

  
Alderperson Courtney Delot

**Approved:**

  
Justin M. Nickels 11-19-19  
Date  
Mayor

Personnel  
11-18-19

19-1186

RESOLUTION

SIGN-ON BONUS FOR PART-TIME TRANSIT DRIVERS

WHEREAS, due to the difficulty in hiring qualified part-time Transit Drivers, the City has previously offered a sign-on bonus to attract qualified applicants; and

WHEREAS, as the previous sign-on bonus will expire on December 31, 2019, and the City is still struggling to attract applicants, the Transit Manager has suggested offering a \$500 sign-on bonus for new part-time Transit Drivers; and

WHEREAS, at a meeting held on November 4, 2019 the Personnel Committee recommended offering a \$500 sign-on bonus to newly hired part-time Transit Drivers, effective January 1, 2020 through December 31, 2020, with a monthly pro-rated payback if the new hire does not retain continued employment with the City for up to one year from the date of issuance of the sign-on bonus.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc to approve offering a \$500 sign-on bonus to newly hired part-time Transit Drivers, effective January 1, 2020 through December 31, 2020, with a monthly pro-rated payback if the new hire did not retain continued employment with the City of up to one year from the date of issuance of the sign-on bonus.

INTRODUCED NOV 18 2019 ADOPTED NOV 18 2019

Justin M. Nickels APPROVED 11-19-19

Justin M. Nickels, Mayor

This resolution was drafted by Kathleen M. McDaniel, City Attorney

Fiscal Impact:	\$500 per new PT Transit Driver, w/prorated repayment if employee leaves prior to 1 year anniversary
Funding Source:	6400-36500-511100 (Transit Salary Line)
Finance Director Approval:	/ SC
Approved as to form:	/kmm



DATE: 1 November 2019  
TO: Personnel Committee  
FROM: Kara Ottum, Transit Division Manager  
RE: \$500 Sign-on Bonus

Due to the strong job market, it has been difficult to retain and attract qualified applicants. Maritime Metro Transit would like to continue to offer the \$500 Sign-on Bonus through 2020 to new applicants.

Please let me know if you have any questions.

Sincerely,

*Kara Ottum,*  
*Transit Division Manager*

CC: Dan Koski, Director of Public Infrastructure  
Kathleen McDaniel, City Attorney  
Jessie Lillibridge, Human Resources Director