

R E S O L U T I O N

SIGN-ON BONUS FOR NEWLY HIRED TRANSIT DRIVERS

WHEREAS, Maritime Metro Transit (MMT) historically was fully staffed, so any new hires were initially hired on as part-time and were not made full-time, until a position opened due to retirements or attrition; and

WHEREAS, due to the nationwide labor shortage, MMT has recently needed to hire new drivers and immediately place them into full-time positions; and

WHEREAS, the current resolution language allows for a sign-on bonus for part-time Transit Drivers and the intention is to offer a sign-on bonus for all newly hired drivers regardless of part-time or full-time status; and

WHEREAS, due to the current practice of issuing the bonus upon hire, with the expectation that prorated payback is required if the employee leaves prior to their first anniversary, there have been difficulties recuperating sign-on bonus monies from employees that leave before one year of employment. The bonus will now be issued to employees on their first paycheck following their one-year anniversary of continuous employment as a Transit Driver.

WHEREAS, at a meeting held on August 7, 2023 the Personnel Committee recommended updating the existing resolution offering a \$2,000 sign-on bonus to newly hired Transit Drivers on their first paycheck following their one-year anniversary of continuous employment as a Transit Driver, effective August 22, 2023 through December 31, 2024.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc to approve offering a \$2,000 sign-on bonus to newly hired Transit Drivers on their first paycheck following their one-year anniversary of continuous employment as a Transit Driver, effective August 22, 2023 through December 31, 2024.

INTRODUCED _____ ADOPTED _____

APPROVED _____
Justin M. Nickels, Mayor

This resolution was drafted by Debra A. Charney, Human Resources Generalist

Fiscal Impact:	\$2,000 per new Transit Driver after one year of employment
Funding Source:	6400-36500-511100 (Transit Salary Line)
Finance Director Approval:	/SA
Approved as to form:	/EN