



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

MEMO

TO: Personnel Committee

FROM: Dan Koski, PE, Director of Public Infrastructure

DATE: February 12, 2025

RE: Transit Sign On Bonus

As you are aware, the Transit Division has been offering a sign on bonus of \$2,000 as a recruitment incentive in order to attract and retain new drivers. The idea was that by having the bonus, it will make it easier to draw in potential new drivers in order to prevent having routes and times affected, and to avoid incurring overtime expenses. In October of last year, we split the bonus in half, whereby the recipient would receive \$1,000 after the first 6 months, and the other half after a full year of employment, rather than receiving the entire amount at the conclusion of the first year, as had been the previous policy.

While the bonus has proven effective, we feel that the current market conditions and extremely high demand for drivers with CDL's is forcing us to reconsider the amount. Drivers possessing a CDL are currently able to command a premium in all sectors of the market. Our practice of hiring drivers in on a part time basis both limits our talent pool, as well as our ability to attract drivers to work for Maritime Metro Transit. In addition, the union contract limits us as to what we can do.

Currently, we have 12 full time drivers and 5 part time drivers. Previously, we had a stronger part time pool but with recent promotions and retirements it has dwindled fairly quickly. In addition, we have one driver retiring in March, and another in September. Each of those full time positions will be filled from our part time pool. Of the 3 remaining part time drivers, 1 was hired for only Saturday coverage, so we cannot use them during the week, another was hired for only Wednesday, Thursday, and every other Saturday. The remaining part time driver is semi-retired and only wants to drive 2 – 3 days per week. As you can see, this puts us in a bind.

We are looking for ways to encourage more people to apply and build our part time pool back up to a comfortable staffing level. Our suggestion would be to increase the sign on bonus from \$2,000 to \$3,000 with the funds coming out of the operations salary line to be paid for out of savings with vacant positions. In following the current policy, they would receive half after 6 months of employment, and the other half after completion of a full year of employment.

Thank you very much for your consideration.