

**RESOLUTION**

**SIGN-ON BONUS FOR NEWLY HIRED TRANSIT DRIVERS**

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

**WHEREAS**, the previous sign-on bonus will expire on December 31, 2024, and the City desires to continue attracting qualified applicants, the Transit Division Manager has recommended continuing to offer the \$2,000 sign-on bonus for newly hired Transit Drivers; and

**WHEREAS**, at a meeting held on October 7, 2024 the Personnel Committee recommended offering a \$2,000 sign-on bonus to newly hired Transit Drivers that would be paid in two installments. The first \$1,000 would be paid on their first paycheck following six-months of continuous employment as a Transit Driver and the remaining \$1,000 would be paid on their first paycheck following their one-year anniversary of continuous employment as a Transit Driver, effective January 1, 2025 through December 31, 2025. In order to qualify for an installment payment, the newly hired Transit Driver must be employed with the City on the day after meeting the time requirement is met, (ex: 6 months and 1 day after hire).

**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 that would be paid in two installments. The first \$1,000 would be paid on their first paycheck following six-months of continuous employment as a Transit Driver and the remaining \$1,000 would be paid on their first paycheck following their one-year anniversary of continuous employment as a Transit Driver, effective January 1, 2025 through December 31, 2025.

INTRODUCED \_\_\_\_\_ ADOPTED \_\_\_\_\_

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Justin M. Nickels, Mayor

<b>Fiscal Impact:</b>	\$2,000 per new Transit Driver; \$1,000 after 6 months and \$1,000 after 1-year of employment.
<b>Funding Source:</b>	6400-36500-511100 (Transit Salary Line)
<b>Finance Director Approval:</b>	/SMA
<b>Approved as to form:</b>	/EGN