

RESOLUTION NO. 23-40

A RESOLUTION OF KITSAP TRANSIT BOARD OF COMMISSIONERS AUTHORIZING KITSAP TRANSIT TO EXTEND THE CURRENT NEW HIRE INCENTIVE PROGRAM FOR OPERATORS FOR ANOTHER YEAR AND TO RESEARCH EXPANDING TO OTHER DEPARTMENTS.

WHEREAS, on July 19, 2022, Kitsap Transit Board of Commissioners approved Resolution 22-49, authorizing staff to develop and implement a one-year (1-year) pilot program for newly hired operators, offering an incentive in an amount not to exceed seven thousand dollars (\$7,000) per employee; and

WHEREAS, the incentive is distributed as follows:

- New hires having obtained Commercial Driver's License and Department of Transportation medical card – \$1,500
- New hires already in possession of Commercial Driver's License and medical card upon hiring – \$2,000
- Completion of eighty (80) hours of solo driving – \$2,000
- Completion of 2080 hours of solo driving – \$2,000; and

WHEREAS, as of pay period ending May 26, 2023, a total of fifty-three (53) employees have received the initial incentive payment, with forty-nine (49) receiving one thousand five hundred dollars (\$1,500) after obtaining the required credentials and four (4) receiving two thousand dollars (\$2,000), having been hired with the credentials in hand; and

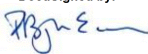
WHEREAS, twenty-one (21) employees have received the two thousand dollar (\$2,000) second step incentive for completing eighty (80) hours of solo driving; and

WHEREAS, none of the new employees have received the three thousand dollar (\$3,000) portion of the incentive, as the requirement to receive this portion is two thousand eighty (2,080) hours of solo driving time, which usually takes approximately fourteen (14) months or longer with our generous leave policies and holidays; and

WHEREAS, to continue to encourage new hires, the Executive Director would like to extend the program to new operators for another year as well as expand to offer a similar incentive in other departments.

NOW THEREFORE, BE IT RESOLVED the Board of Commissioners hereby authorizes the extension of the new hire incentive program for another one-year (1-year) period in an amount not to exceed seven thousand dollars (\$7,000) per new hire to attract new operators and authorizes the Executive Director to expand the proposal to other departments.

ADOPTED by the Kitsap Transit Board of Commissioners at a regular meeting held on the 6th day of June, 2023.

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Rebecca Erickson, Chairperson

ATTEST:

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Jackie Bidon, Interim Clerk of the Board