

1 **JEFFERSON TRANSIT AUTHORITY**  
2 **RESOLUTION 23-04**  
3 **Longevity Incentive - 2023**  
4

5 **A RESOLUTION** of the Board of Directors of the Jefferson County Public Transportation Benefit  
6 Area, hereinafter called the "Authority", authorizing two longevity incentive payments to Jefferson Transit  
7 staff in 2023;  
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9 **WHEREAS**, Jefferson Transit has been dealing with staffing shortages throughout 2021 and 2022,  
10 and is seeing these shortages continue into 2023. Jefferson Transit recognizes the dedication, loyalty,  
11 and consistent efforts to serve the citizens of Jefferson County and to incentivize staff to continue their  
12 employment with JTA during these extraordinary times.  
13


14 **WHEREAS**, in order to address staff retention challenges, Jefferson Transit has planned for two  
15 longevity incentives for employees in 2023. The longevity incentives will be based on employment dates  
16 between two 5 month periods, part time or full time employment, and paid status.

- 17 1. In 2023, JTA will make two longevity incentive payments to eligible employees as follows:  
18 a. The first payment will occur on July 28, 2023  
19 b. The second payment will occur on Dec 15, 2023  
20 2. Eligibility for the longevity incentive payments will be as follows:  
21 a. Represented and non-represented employees who are employed with Jefferson Transit  
22 in regular positions between February 26, 2023 and December 10, 2023, except:  
23 i. Part time employees will receive longevity incentives up to \$750, and full time  
24 employee up to \$1500 within each 5 month period.  
25 ii. Employees who are still in a training period (not yet probationary or regular  
26 employee or released to work independently) on July 23, 2023 and December  
27 10, 2023 receive a payment of \$500.  
28 iii. Those in an unpaid leave status are eligible for the payment on a pro-rated basis,  
29 based upon the calendar days they were in active service between February 26,  
30 2023 to July 23, 2023 and July 24, 2023 to December 10, 2023. An approved  
31 FMLA absence counts as active service time.  
32 iv. Those on an unpaid leave of absence or suspension status between February  
33 26, 2023 to July 23, 2023 and July 24, 2023 to December 10, 2023 are eligible  
34 for longevity incentive payments on a pro-rated basis, based upon the calendar  
35 days they were in active service.  
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37 **NOW, THEREFORE, BE IT RESOLVED** the Authority does hereby approve the General  
38 Manager to issue the 2023 longevity incentive payments to eligible staff.  
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40 **CERTIFICATION**  
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42 The undersigned duly qualified Clerk of the Board, acting on behalf of the Jefferson County Public  
43 Transportation Benefit Area, certifies that the foregoing is a true and correct copy of a resolution adopted  
44 at a legally convened meeting of the Jefferson Transit Authority Board held on February 21, 2023.

\_\_\_\_\_   
Chair

\_\_\_\_\_   
Member

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Vice Chair

\_\_\_\_\_ *Greg Brotherton*  
Member



Member

Attest:



Clerk of the Board

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