

## RESOLUTION NO. 23-39

### A RESOLUTION TO AUTHORIZE TWO LONGEVITY INCENTIVE PAYMENTS TO JEFFERSON TRANSIT AUTHORITY (JTA) STAFF 2024.

**WHEREAS**, the Board of Directors of the Jefferson County Public Transportation Benefit Area d.b.a. Jefferson Transit Authority (“Board”) are responsible to designate funds for a specific purpose; and

**WHEREAS**, Jefferson Transit has been dealing with staffing shortages throughout 2021 to 2023, and anticipates staffing shortages to continue into 2024. JTA recognizes the dedication, loyalty, and consistent efforts of JTA staff to serve the citizens of Jefferson County and requests to incentivize staff to continue their employment with JTA during these extraordinary times.

**WHEREAS**, in order to address staff retention challenges, JTA has planned for two longevity incentives for employees in 2024. The longevity incentives will be based on employment dates between two 6-month periods, part time or full-time employment, and paid status.

1. In 2024, JTA will make two longevity incentive payments to eligible employees as follows:

- a. The first payment will occur on June 28, 2024
- b. The second payment will occur on December 13, 2024

2. Eligibility for the longevity incentive payments will be as follows:

- a. Represented and non-represented employees who are employed with Jefferson Transit in regular positions between January 1, 2024, and December 7, 2024, except:
  - i. Part time employees will receive longevity incentives up to \$1000, and full-time employees up to \$2000 within each 6-month period.
  - ii. Employees who are still in a training period or not yet released to work independently on June 23, 2024, and December 8, 2024, receive a pro-rated payment up to \$500.
  - iii. Those in an unpaid leave status are eligible for the payment on a pro-rated basis, based upon the calendar days they were in active service between January 1, 2024, to June 23, 2024, and June 24, 2024, to December 7, 2024. An approved FMLA absence counts as active service time.
  - iv. Those on an unpaid leave of absence or suspension status between January 1, 2024, to June 23, 2024, and June 24, 2024, to December 7, 2024, are eligible for longevity incentive payments on a pro-rated basis, based upon the calendar days they were in active service.

Resolution 23-39  
Adopted 12/19/23

**NOW, THEREFORE, BE IT RESOLVED** the Board does hereby approve the General Manager to issue the 2024 longevity incentive payments to eligible staff.

**ADOPTED** by the Jefferson Transit Authority Board of the Jefferson County Public Transportation Benefit Area at a regular meeting thereof, held this 19<sup>th</sup> day of December 2023.



\_\_\_\_\_  
Chair



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Vice Chair

Attest:



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Clerk of the Board

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Adopted 12/19/23