Transit Authority of River City

MEMORANDUM

To: TARC Board of Directors

From: Ozzy Gibson, Executive Director

Date: November 20, 2024

Re: Resolution 2024 -43 Approval of JCPS Bonus

The JCPS agreement with TARC ("Agreement") included paying Incentive Bonuses for New Bus Drivers who had a CDL and a School Bus Endorsement when they started employment with JCPS on or after July 1, 2024. The information was presented on a salary pay schedule provided to TARC along with all the pay criteria and then later amended after the Teamsters negotiations were completed, which was an exhibit incorporated as part of the Agreement.

The incentive bonus for any driver who had a CDL was $2,000 and a $4,000 incentive bonus if the driver had both a CDL and School Bus Endorsement, respectively, when they started employment with JCPS on or after 7/1/24. These Bonuses, however, were not payable until after the successful completion of a 90-work day probationary period and are only eligible to be paid one-time during a driver's career.

There have been many challenges and lessons learned from this partnership with JCPS as TARC continues to press forward to do what is best for our community. As such, TARC would like to pay these Bonuses now as was promised to our members. We appreciate all they continue to do to make this partnership successful. We are hopeful that JCPS will honor these incentive bonuses in accordance with the additional language that was presented to JCPS recently. We expect the bonus amounts not to exceed $124,000.

Please call me at 561-5100 if you have any questions. Thank you.

Transit Authority of River City

RESOLUTION 2024-43
JCPS BONUS

A Resolution authorizing the Executive Director to approve JCPS bonus payments for the bonus incentives listed on the salary pay schedule.

WHEREAS, TARC would like to pay incentive bonuses to the TARC leased bus drivers as set forth on a pay schedule sent to TARC by JCPS, which was incorporated into the Agreement between the entities; and

WHEREAS, the incentives included a $2,000 bonus for any driver who had a CDL and a $4,000 bonus if a driver had both a CDL and School Bus Endorsement, respectively, when starting employment with JCPS on or after 7/1/24, which is to be paid after successful completion of a 90-work day probationary period; and

WHEREAS, TARC would like to ensure our employees receive these bonuses now in order to show support and recognizing their efforts toward making this partnership with JCPS successful and serving our community; and

WHEREAS, the bonus amount shall not exceed $124,000; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Transit Authority of River City that:

The Executive Director is hereby authorized to approve payment for JCPS bonus incentives not to exceed a total amount of $124,000.

ADOPTED THIS 20th DAY OF November 2024

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Ted Smith, Chair of the TARC Board of Directors