

EXHIBIT 14

EXAMPLES OF STAFF RETENTION AND BONUS/INCENTIVE PROGRAMS

STAFF RETENTION BONUS/INCENTIVE PROGRAMS EXAMPLES

Recognition is a powerful way for organizations to show their commitment to their employees. LADOT encourages the Contractor to host Monthly or Quarterly Employee Recognition Events. These events, which may feature awards, barbecues, certificates, and other recognitions, are designed to show appreciation without disrupting operations or causing late trips on the service routes.

Retention Bonuses, which reward employees for their commitment to the company, can significantly boost employee morale and commitment. These bonuses, which may include monetary rewards, salary increases, or additional paid vacation days, are a key component of an effective Employee Retention Bonus Program, which would be weighed more during the Proposal evaluation than just an Employee Recognition Program alone.

An Attendance Bonus is a monetary incentive for employees based on their consistent attendance and punctuality. It is designed to motivate employees to maintain excellent attendance records by rewarding them for their reliability and dedication. Depending on the Contractor's policies, the bonus can be awarded as a one-time payment or added to regular compensation.

Spot Bonuses, which are given for exceptional acts that go above and beyond regular duties, are a powerful way to recognize and reward outstanding employee performance. These one-time, discretionary bonuses, typically given immediately after a notable achievement, can significantly boost employee morale and motivation.

Goal-based bonuses for maintenance staff who pass their ASE certifications are another retention method for Proposers to consider when determining staff retention policies.

A Recruitment Bonus is a fair way to reward employees who refer new drivers or mechanics to apply for positions with the Contractor. The bonus is based on the new referral completing all training requirements or working for a specific period of time after completing training, ensuring fairness in the system.

Time Off Bonuses

Another way to encourage attendance or safety is to offer time off as a prize for extended periods of incident-free workdays. The time off could be a half-day off bonus or bonus vacation days; the system should be flexible, considering the needs of the employees.

Gift Card Prizes

Choosing the right gift card prize can motivate employees in an attendance or safety program. Give gift cards for businesses that most employees can use, such as restaurants, grocery stores, or online retail vendors. Choose to scale amounts based on the goals and lengths of the Contractor initiative. The Contractor could offer one gift card reward for reaching the first attendance or safety milestone, and increase the gift card value to reach the next goal.

Pro-Attendance/Safety Merchandise

Rewarding individual employees with attendance/safety-related Contractor merchandise after they meet specific milestones. Examples include a coffee mug with a logo that announces the employee's excellent adherence to attendance or safety policies, as well as a t-shirt with a logo. The merchandise should be products that are both useful and appealing to most employees.

Attendance or Safety "Money"

Another incentive program involves using attendance or safety bills as prizes. When employees exhibit model attendance and safety, distribute attendance and safety bills that can be saved and used to "buy" rewards throughout the program's duration. The rewards should be useful and appealing products to most employees.