



## Testimony by City of Wilsonville Mayor Julie Fitzgerald Supporting HB 3205 A:

### ***Strategies to Successfully Hire Public-Transit Bus Operators Requires Special Compensation Bonus to Attract Qualified Candidates***

Scheduled for public hearing on May 9, 2023, before the  
Senate Committee On Labor and Business

Chair Taylor, Vice-Chair Bonham, and Members of the Committee:

I am testifying in support of HB 3205 A, which would exempt hiring bonuses offered to prospective employees from inclusion as compensation from pay equity requirements.

The City of Wilsonville operates the award-winning South Metro Area Regional Transit (SMART) agency, which provides public transit service in the Wilsonville area, and service to Canby, Salem, Tualatin, and plans when feasible to extend transit service to Oregon City, downtown Portland and Woodburn.

**Public-transit bus drivers require special skills and certifications, including a commercial driver's license (CDL) and an ability to communicate effectively with a wide range of riders on public transit. This is a unique skill set hard to come by.**

The transit industry is among many of the sectors severely impacted by worker shortages. The inability to hire bus operators has had significant impacts to our ability to deliver transit service throughout our service area in the South Metro and North Willamette Valley region, and could impact plans to expand transit service.

SMART offers competitive wages and benefits to our employees and has strategically utilized hiring bonuses to recruit new bus operators. In an industry where worker shortages have had such a significant impact in providing an essential public service to our community, the City supports utilizing hiring bonus pay as an incentive.

The City appreciates your consideration and urges a Do-Pass vote on HB 3205 A.  
Thank you.

Sincerely,

A handwritten signature in blue ink that reads "Julie Fitzgerald".

Julie Fitzgerald, Mayor  
City of Wilsonville, operator of South Metro Area Regional Transit (SMART)