



2017-18 Recommended Bus Driver Compensation Schedules

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September 5, 2017

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

- State approved 2017-18 compensation increase of \$1 k for all non-certified staff, except.....
- Bus Drivers
- Based upon state-wide recruitment & retention challenges,
- State provided \$16.8 m for Bus Driver 2017-18 compensation increases

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

- Initial estimates indicated WCPSS would receive \$1.68 m
- \$2.2 m actual allotment received
- Recommended schedule utilizes full \$2.2 m

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Focus on addressing multiple issues with current schedule

- Beginning Rate of \$12.55 per hour not competitive
- Rate Compression from Steps 1 through 6
- Inconsistent Step Differentials

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Step	Current Bus Driver	Current Step Differential
0	12.55	
1	12.93	0.38
2	12.93	0.00
3	12.93	0.00
4	12.93	0.00
5	12.93	0.00
6	12.93	0.00
7	13.20	0.27
8	13.48	0.28
9	13.75	0.27
10	14.05	0.30
11	14.36	0.31
12	14.82	0.46
13	15.31	0.49
14	15.45	0.14
15	15.61	0.16
16	16.11	0.50
17	16.45	0.34
18	16.95	0.50
19	17.25	0.30
20	17.53	0.28
21	17.81	0.28
22	18.09	0.28
23	18.34	0.25
24	18.58	0.24
25	18.79	0.21
26	18.99	0.20
27	19.22	0.23
28	19.43	0.21
29	19.66	0.23
30	19.86	0.20
31	20.10	0.24
32	20.29	0.19

- Beginning Rate of \$12.55 per hour not competitive
- Rate Compression from Steps 1 through 6
- Inconsistent Step Differentials
- 13 years before crossing \$15/hour threshold

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Step	Current Bus Driver	Current Step Differential	2017-18 Bus Driver Recommended	Step differential
0	12.55		13.11	
1	12.93	0.38	13.38	0.27
2	12.93	0.00	13.65	0.27
3	12.93	0.00	13.92	0.27
4	12.93	0.00	14.19	0.27
5	12.93	0.00	14.46	0.27
6	12.93	0.00	14.73	0.27
7	13.20	0.27	15.00	0.27
8	13.48	0.28	15.27	0.27
9	13.75	0.27	15.54	0.27
10	14.05	0.30	15.81	0.27
11	14.36	0.31	16.08	0.27
12	14.82	0.46	16.35	0.27
13	15.31	0.49	16.62	0.27
14	15.45	0.14	16.89	0.27
15	15.61	0.16	17.16	0.27
16	16.11	0.50	17.43	0.27
17	16.45	0.34	17.70	0.27
18	16.95	0.50	17.97	0.27
19	17.25	0.30	18.24	0.27
20	17.53	0.28	18.51	0.27
21	17.81	0.28	18.78	0.27
22	18.09	0.28	19.05	0.27
23	18.34	0.25	19.32	0.27
24	18.58	0.24	19.59	0.27
25	18.79	0.21	19.86	0.27
26	18.99	0.20	20.13	0.27
27	19.22	0.23	20.40	0.27
28	19.43	0.21	20.67	0.27
29	19.66	0.23	20.94	0.27
30	19.86	0.20	21.21	0.27
31	20.10	0.24	21.48	0.27
32	20.29	0.19	21.75	0.27

Bus Driver Recommendation

- Begins to address starting rate by increasing to \$13.11 per hour
- Addresses Rate Compression
- Addresses inconsistent Step Differentials.....
- Time to pass \$15 per hour threshold reduced from 13 years to 7

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Step	Current Bus Driver	Current Step Differential	2017-18 Bus Driver Recommended	Step differential	2017-18 Bus Driver Team Lead w \$1 k Increase	Recommended Bus Driver vs. 2017-18 Team Lead w \$1 k
0	12.55		13.11		13.12	0.01
1	12.93	0.38	13.38	0.27	13.60	0.22
2	12.93	0.00	13.65	0.27	14.00	0.35
3	12.93	0.00	13.92	0.27	14.00	0.08
4	12.93	0.00	14.19	0.27	14.00	-0.19
5	12.93	0.00	14.46	0.27	14.00	-0.46
6	12.93	0.00	14.73	0.27	14.00	-0.73
7	13.20	0.27	15.00	0.27	14.00	-1.00
8	13.48	0.28	15.27	0.27	14.28	-0.99
9	13.75	0.27	15.54	0.27	14.59	-0.95
10	14.05	0.30	15.81	0.27	14.89	-0.92
11	14.36	0.31	16.08	0.27	15.36	-0.72
12	14.82	0.46	16.35	0.27	15.85	-0.50
13	15.31	0.49	16.62	0.27	16.00	-0.62
14	15.45	0.14	16.89	0.27	16.15	-0.74
15	15.61	0.16	17.16	0.27	16.66	-0.50
16	16.11	0.50	17.43	0.27	17.00	-0.43
17	16.45	0.34	17.70	0.27	17.50	-0.20
18	16.95	0.50	17.97	0.27	17.80	-0.17
19	17.25	0.30	18.24	0.27	18.09	-0.15
20	17.53	0.28	18.51	0.27	18.37	-0.14
21	17.81	0.28	18.78	0.27	18.65	-0.13
22	18.09	0.28	19.05	0.27	18.91	-0.14
23	18.34	0.25	19.32	0.27	19.15	-0.17
24	18.58	0.24	19.59	0.27	19.35	-0.24
25	18.79	0.21	19.86	0.27	19.56	-0.30
26	18.99	0.20	20.13	0.27	19.79	-0.34
27	19.22	0.23	20.40	0.27	20.01	-0.39
28	19.43	0.21	20.67	0.27	20.23	-0.44
29	19.66	0.23	20.94	0.27	20.43	-0.51
30	19.86	0.20	21.21	0.27	20.68	-0.53
31	20.10	0.24	21.48	0.27	20.87	-0.61
32	20.29	0.19	21.75	0.27	21.08	-0.67

Bus Driver Recommendation

- Begins to address starting rate of \$12.55 per hour
- Addresses Rate Compression
- Addresses inconsistent Step Differentials.....
- Reduces time to pass \$15 threshold from 13 years to 7
- *Creates equity issue with Bus Driver Team Leads*

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Step	Current Bus Driver	Current Step Differential	2017-18 Bus Driver Recommended	Step differential	2017-18 Bus Driver Team Lead w \$1 k Increase	2017-18 Bus Driver Team Lead Step Differential	2017-18 Recommended Bus Driver vs. 2017-18 Team Lead w \$1 k Increase
0	12.55		13.11		13.12		0.01
1	12.93	0.38	13.38	0.27	13.60	0.48	0.22
2	12.93	0.00	13.65	0.27	14.00	0.40	0.35
3	12.93	0.00	13.92	0.27	14.00	0.00	0.08
4	12.93	0.00	14.19	0.27	14.00	0.00	-0.19
5	12.93	0.00	14.46	0.27	14.00	0.00	-0.46
6	12.93	0.00	14.73	0.27	14.00	0.00	-0.73
7	13.20	0.27	15.00	0.27	14.00	0.00	-1.00
8	13.48	0.28	15.27	0.27	14.28	0.28	-0.99
9	13.75	0.27	15.54	0.27	14.59	0.31	-0.95
10	14.05	0.30	15.81	0.27	14.89	0.30	-0.92
11	14.36	0.31	16.08	0.27	15.36	0.47	-0.72
12	14.82	0.46	16.35	0.27	15.85	0.49	-0.50
13	15.31	0.49	16.62	0.27	16.00	0.15	-0.62
14	15.45	0.14	16.89	0.27	16.15	0.15	-0.74
15	15.61	0.16	17.16	0.27	16.66	0.51	-0.50
16	16.11	0.50	17.43	0.27	17.00	0.34	-0.43
17	16.45	0.34	17.70	0.27	17.50	0.50	-0.20
18	16.95	0.50	17.97	0.27	17.80	0.30	-0.17
19	17.25	0.30	18.24	0.27	18.09	0.29	-0.15
20	17.53	0.28	18.51	0.27	18.37	0.28	-0.14
21	17.81	0.28	18.78	0.27	18.65	0.28	-0.13
22	18.09	0.28	19.05	0.27	18.91	0.26	-0.14
23	18.34	0.25	19.32	0.27	19.15	0.24	-0.17
24	18.58	0.24	19.59	0.27	19.35	0.20	-0.24
25	18.79	0.21	19.86	0.27	19.56	0.21	-0.30
26	18.99	0.20	20.13	0.27	19.79	0.23	-0.34
27	19.22	0.23	20.40	0.27	20.01	0.22	-0.39
28	19.43	0.21	20.67	0.27	20.23	0.22	-0.44
29	19.66	0.23	20.94	0.27	20.43	0.20	-0.51
30	19.86	0.20	21.21	0.27	20.68	0.25	-0.53
31	20.10	0.24	21.48	0.27	20.87	0.19	-0.61
32	20.29	0.19	21.75	0.27	21.08	0.21	-0.67

Bus Driver Team Lead Schedule

- Schedule has compression
- Schedule has inconsistent step differentials, and
- Bus Driver Recommendation creates equity issues with Bus Driver Team Leaders even w Team Lead \$1 k increase.....

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Step	Current Bus Driver	Current Step Differential	2017-18 Bus Driver Recommended	Step differential	2017-18 Bus Driver Team Lead w \$1 k Increase	2017-18 Bus Driver Team Lead Step Differential	2017-18 Recommended Bus Driver vs. 2017-18 Team Lead w \$1 k Increase	Recommended 2017-18 Team Lead (\$1 k plus 50 cents over Bus Driver)	Recommended 2017-18 Team Lead Step Differential
0	12.55		13.11		13.12		0.01	13.61	
1	12.93	0.38	13.38	0.27	13.60	0.48	0.22	13.88	0.27
2	12.93	0.00	13.65	0.27	14.00	0.40	0.35	14.15	0.27
3	12.93	0.00	13.92	0.27	14.00	0.00	0.08	14.42	0.27
4	12.93	0.00	14.19	0.27	14.00	0.00	-0.19	14.69	0.27
5	12.93	0.00	14.46	0.27	14.00	0.00	-0.46	14.96	0.27
6	12.93	0.00	14.73	0.27	14.00	0.00	-0.73	15.23	0.27
7	13.20	0.27	15.00	0.27	14.00	0.00	-1.00	15.50	0.27
8	13.48	0.28	15.27	0.27	14.28	0.28	-0.99	15.77	0.27
9	13.75	0.27	15.54	0.27	14.59	0.31	-0.95	16.04	0.27
10	14.05	0.30	15.81	0.27	14.89	0.30	-0.92	16.31	0.27
11	14.36	0.31	16.08	0.27	15.36	0.47	-0.72	16.58	0.27
12	14.82	0.46	16.35	0.27	15.85	0.49	-0.50	16.85	0.27
13	15.31	0.49	16.62	0.27	16.00	0.15	-0.62	17.12	0.27
14	15.45	0.14	16.89	0.27	16.15	0.15	-0.74	17.39	0.27
15	15.61	0.16	17.16	0.27	16.66	0.51	-0.50	17.66	0.27
16	16.11	0.50	17.43	0.27	17.00	0.34	-0.43	17.93	0.27
17	16.45	0.34	17.70	0.27	17.50	0.50	-0.20	18.20	0.27
18	16.95	0.50	17.97	0.27	17.80	0.30	-0.17	18.47	0.27
19	17.25	0.30	18.24	0.27	18.09	0.29	-0.15	18.74	0.27
20	17.53	0.28	18.51	0.27	18.37	0.28	-0.14	19.01	0.27
21	17.81	0.28	18.78	0.27	18.65	0.28	-0.13	19.28	0.27
22	18.09	0.28	19.05	0.27	18.91	0.26	-0.14	19.55	0.27
23	18.34	0.25	19.32	0.27	19.15	0.24	-0.17	19.82	0.27
24	18.58	0.24	19.59	0.27	19.35	0.20	-0.24	20.09	0.27
25	18.79	0.21	19.86	0.27	19.56	0.21	-0.30	20.36	0.27
26	18.99	0.20	20.13	0.27	19.79	0.23	-0.34	20.63	0.27
27	19.22	0.23	20.40	0.27	20.01	0.22	-0.39	20.90	0.27
28	19.43	0.21	20.67	0.27	20.23	0.22	-0.44	21.17	0.27
29	19.66	0.23	20.94	0.27	20.43	0.20	-0.51	21.44	0.27
30	19.86	0.20	21.21	0.27	20.68	0.25	-0.53	21.71	0.27
31	20.10	0.24	21.48	0.27	20.87	0.19	-0.61	21.98	0.27
32	20.29	0.19	21.75	0.27	21.08	0.21	-0.67	22.25	0.27

Bus Driver Team Lead Recommendation

- Recommend additional increase beyond \$1 k to bring Bus Driver Team Lead to 50 cents per hour over same step Bus Driver
- Addresses equity issue & creates consistent differentiation from same step Bus Driver
- Removes Compression from Team Lead Schedule
- Creates consistent Team Lead Step Differential

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Step	Current Bus Driver	Current Step Differential	2017-18 Bus Driver Recommended	Step differential	2017-18 Bus Driver Team Lead w \$1 k Increase	2017-18 Bus Driver Team Lead Step Differential	2017-18 Recommended Bus Driver vs. 2017-18 Team Lead w \$1 k Increase	Recommended 2017-18 Team Lead (\$1 k plus 50 cents over Bus Driver)	Recommended 2017-18 Team Lead Step Differential
0	12.55		13.11		13.12		0.01	13.61	
1	12.93	0.38	13.38	0.27	13.60	0.48	0.22	13.88	0.27
2	12.93	0.00	13.65	0.27	14.00	0.40	0.35	14.15	0.27
3	12.93	0.00	13.92	0.27	14.00	0.00	0.08	14.42	0.27
4	12.93	0.00	14.19	0.27	14.00	0.00	-0.19	14.69	0.27
5	12.93	0.00	14.46	0.27	14.00	0.00	-0.46	14.96	0.27
6	12.93	0.00	14.73	0.27	14.00	0.00	-0.73	15.23	0.27
7	13.20	0.27	15.00	0.27	14.00	0.00	-1.00	15.50	0.27
8	13.48	0.28	15.27	0.27	14.28	0.28	-0.99	15.77	0.27
9	13.75	0.27	15.54	0.27	14.59	0.31	-0.95	16.04	0.27
10	14.05	0.30	15.81	0.27	14.89	0.30	-0.92	16.31	0.27
11	14.36	0.31	16.08	0.27	15.36	0.47	-0.72	16.58	0.27
12	14.82	0.46	16.35	0.27	15.85	0.49	-0.50	16.85	0.27
13	15.31	0.49	16.62	0.27	16.00	0.15	-0.62	17.12	0.27
14	15.45	0.14	16.89	0.27	16.15	0.15	-0.74	17.39	0.27
15	15.61	0.16	17.16	0.27	16.66	0.51	-0.50	17.66	0.27
16	16.11	0.50	17.43	0.27	17.00	0.34	-0.43	17.93	0.27
17	16.45	0.34	17.70	0.27	17.50	0.50	-0.20	18.20	0.27
18	16.95	0.50	17.97	0.27	17.80	0.30	-0.17	18.47	0.27
19	17.25	0.30	18.24	0.27	18.09	0.29	-0.15	18.74	0.27
20	17.53	0.28	18.51	0.27	18.37	0.28	-0.14	19.01	0.27
21	17.81	0.28	18.78	0.27	18.65	0.28	-0.13	19.28	0.27
22	18.09	0.28	19.05	0.27	18.91	0.26	-0.14	19.55	0.27
23	18.34	0.25	19.32	0.27	19.15	0.24	-0.17	19.82	0.27
24	18.58	0.24	19.59	0.27	19.35	0.20	-0.24	20.09	0.27
25	18.79	0.21	19.86	0.27	19.56	0.21	-0.30	20.36	0.27
26	18.99	0.20	20.13	0.27	19.79	0.23	-0.34	20.63	0.27
27	19.22	0.23	20.40	0.27	20.01	0.22	-0.39	20.90	0.27
28	19.43	0.21	20.67	0.27	20.23	0.22	-0.44	21.17	0.27
29	19.66	0.23	20.94	0.27	20.43	0.20	-0.51	21.44	0.27
30	19.86	0.20	21.21	0.27	20.68	0.25	-0.53	21.71	0.27
31	20.10	0.24	21.48	0.27	20.87	0.19	-0.61	21.98	0.27
32	20.29	0.19	21.75	0.27	21.08	0.21	-0.67	22.25	0.27

Bus Driver Team Lead Recommendation

- Requires \$88 k additional funding
- \$2.2 m additional State funding for Bus Drivers cannot be used for Bus Driver Team Leads
- Recommend 2017-18 Budget Business Case for Market Competitive Compensation be used to fund
- Funding available, \$264 k in final Business Case

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Next Steps

- Good steps forward.....
- Still more work to be done to address Bus Driver starting rate
- State Budget directs DPI to study Bus Driver compensation & challenges of recruitment & retention and report back to Legislature by April 1, 2018
- Business Case in 2018-19 Proposed Budget to locally fund further increases (?)

2017-18 Recommended Bus Driver / Team Lead Compensation Schedule

Next Steps

- If Board supports recommendations,
- Request Action at tonight's Board Meeting.....
- Allows implementation on the September 2017 payroll, including retroactive amounts
- Q & A



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September 5, 2017