



Bus Driver Recruitment Recommendation

June 15, 2021
Finance Committee

Bus Driver Recruitment Recommendation

Background Landscape

- 2020-21 Bus Driver needs compared to 2021-22 needs
- Update on current staffing levels
- Review of Bus Driver recruiting activities
- Recommendation for Bus Driver Recruitment Incentive
- Staff may propose recruitment incentives for other categories of non-certified staff at Board's July 20th meeting

Bus Driver Recruitment Recommendation

2020-2021

- 760 routes (Drivers) required for full implementation of normal runs
- Significant VA attendance allowed us to consolidate routes down to 680
- Peak of 715 Bus Drivers – August 2020
- Peak of 62 Permanent Sub Drivers – August 2020
- Currently 660 Bus Drivers on staff
- Currently 54 Permanent Sub Drivers on staff
- Estimated attrition of 15 additional drivers over summer based on prior years

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2021-22

- 785 routes (Drivers) required for full implementation of normal runs
- Anticipated 700 Bus Drivers and Permanent Subs on staff at Summers end prior to new recruitment results
- Goal of gaining at least 85 drivers

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Recruiting Efforts

- Joint campaign with Communications Department
- Avenair Bold initiatives for commercials, social media advertising, signage, etc.
- Bus Driver Virtual Information Sessions – May, June, July
- Bus Driver Job Fairs – May, June, July – 20 Fairs conducted across the county thus far
- 76 attendees → 23 applicants → 10-12 likely drivers thus far
- Recruiting efforts are challenged by almost full employment local economy
- Help wanted and recruitment incentives abound

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Recruitment Incentive Recommendation

- WCPSS currently pays for onboarding costs of Bus Drivers up front
 - Physical Exam
 - DMV CDL Training, Testing, Licensure
- Recommend a \$1,200 sign-on bonus for new Bus Drivers
 - \$400 payable after 3 months on the job & with satisfactory performance
 - \$800 payable after 12 months on the job & with satisfactory performance
- Requesting approval at Board's June 15th Board meeting if supported
- On boarding of Bus Drivers is unique from other non-certified staff
- Bus Drivers cannot perform their assigned duties until 6 to 8 weeks after hire - CDL training, testing, and licensure

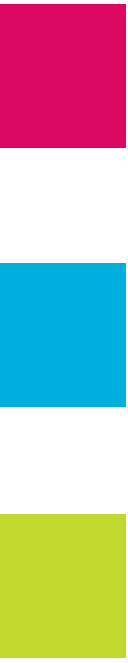
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Next Steps

- Requesting approval at Board's June 15th Board meeting if supported
 - 6 to 8 week lag from hire to performing normal duties
 - Next Board Meeting July 20
- Staff is assessing other categories of non-certified staff with high vacancy rates
- Staff may propose recruitment incentives for other categories of non-certified staff at Board's July 20th meeting

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Q&A





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