

Bus Driver Recruitment & Retention

- Continues to be a major challenge
- Compensation – Currently reviewing bus driver pay schedule
- Proposal – retention bonus for 2016-17



Level of Service - Number of routes

- Level of service driven by number of bus drivers
- WCPSS owns 944 buses
- Funding for 850 drivers
- Reduction of 166 buses/routes in last 3 years
- Nowhere to find more efficiencies
- 120 “shared runs” – not popular with High Schools
- Next steps if trend continues?
- One pro – DPI efficiency rating is 96.14%, increased funding

2016-2017	762
2015-2016	814
2014-2015	908
2013-2014	928



2017-2018 Bus driver pay

- Increase hourly rates for all drivers
- \$14 to \$15 per hour starting rate (level 0, first year driver)
- Current starting rate is \$12.55 per hour
- Current salary range = \$19,327 to \$31,247 (7 hours/day for 220 days)
- Salary range at \$15/hour starting wage = \$23,100 to \$35,497



2017-2018 Bus driver pay

How to pay?

- Apply current funding available for the attendance bonus
- Request additional local funding in 2017-2018 budget

