



ALAMEDA-CONTRA COSTA TRANSIT DISTRICT

Master Minute Order

File Number: 20-018

Report ID: 20-018

Type: Regular - Operations

Status: Received

**Agenda
Section:**

Meeting Body: Board of Directors -
Regular Meeting

Report Created: 12/04/2019

Final Action: 01/22/2020

ded Action: Consider receiving status update on the recruitment and hiring effort for bus operators and mechanics. [Requested by Director Shaw - 11/13/19]

Moved to 1/22 meeting because Diane Shaw will not be present.

Sponsors:

Enactment Date:

Attachments: STAFF REPORT, Att.1. HR Recruitment Visuals,
Att.2. Recruitment Tactic Schedule

Enactment Number:

Hearing Date:

Effective Date:

History of Legislative File

Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
Board of Directors - Regular Meeting	01/22/2020	Received				Pass
<p>Action Text: MOTION: ORTIZ/WILLIAMS to receive status update on the recruitment and hiring effort for bus operators and mechanics. The motion carried by the following vote:</p> <p>Notes: [A recruitment video was presented at the meeting.]</p> <p>Human Resource Manager Yvonne Castro and Marketing and Communications Manager Nichele Laynes presented the staff report.</p> <p>Director Williams inquired about the Unity Council's involvement in recruitment efforts. Acting Senior Human Resources Administrator Monique Chappell reported that the District has reviewed candidate driving records to ensure they meet the District's driving standards and is considering 15-20 applicants. Staff is working to ensure that we meet established timeline to have the cohorts ready to start their first class. She also commented on feedback received about the program.</p> <p>Director Harper asked about retention. Ms. Castro advised that it was important to help candidates understand the opportunities that AC Transit provides and the resources available to them. General Manager Michael Hursh advised that the</p>						

District has also partnered with ATU to create an operator mentor program that pairs veterans' operators with new operators to help them get acclimated to the job. He also commented on new operator graduations and how bus operators connect with the community and recognize operators out at the divisions.

Director Shaw asked if staff partnered with community colleges to offer courses that would help train mechanics. Ms. Castro advised that staff shares current openings with local colleges and is looking for ways to partner with them.

Director Harper advised that he had heard complaints about the application and hiring process. He added that Human Resources needs to take a look at its processes to be more flexible.

Public Comment:

Kennard Plummer, Business Agent for ATU Local 192, commented on the hiring of people with little or no education which has led to fewer people completing the program. In addition, new operators are not being given enough time acclimate to what it takes to drive a bus, which is causing new operators a lot of stress, especially at night.

Latrina Meredith, Vice President of ATU Local 192, complained about the Human Resource Department saying that there is not enough communication with applicants about the status of their applications and that it took too long to process them. She also complained about the testing process.

Ayes: 7 Vice President Ortiz, President Wallace, Director Harper, Director Williams, Director Peeples, Director Young, Director Shaw
