

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 9/25/2019

Staff Report No. 19-304

TO: AC Transit Board of Directors
FROM: Michael A. Hursh, General Manager
SUBJECT: Revised Classification

ACTION ITEM

RECOMMENDED ACTION(S):

Consider the adoption of Resolution No. 19-032 approving the revised classification of Bus Operator.

BUDGETARY/FISCAL IMPACT:

There is no fiscal impact associated with this report.

BACKGROUND/RATIONALE:

Staff is proposing revisions to the classification of Bus Operator. The Bus Operator classification has not been revised or updated for over 25 years. The revisions include modernizing the duties, updating the knowledge, skills and abilities as well as physical requirements and minimum qualifications.

ADVANTAGES/DISADVANTAGES:

The advantage to revising the Bus Operator classification is to provide an updated description of current work being performed, minimum qualifications that are industry standard and physical requirements that are reflective of what a bus operator needs to physically perform. There are no disadvantages to revising this classification.

ALTERNATIVES ANALYSIS:

The only alternative that was considered by Staff was to not revise the classification and continue to do business as-is with current classification. This alternative is not recommended because the current classification does not accurately reflect the work being performed, market standard minimum qualifications or the physical requirements necessary to perform the job. Additionally, current recruitment efforts would use outdated information, as the classification would not be updated. This would cause a disconnect between candidates and the job being performed.

PRIOR RELEVANT BOARD ACTION/POLICIES:

None.

ATTACHMENTS:

1. Resolution 19-032 and Related Exhibit

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Approved/Reviewed by:

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