

HUMAN RESOURCES SUBCOMMITTEE BOARD OF DIRECTORS MEETING



Meeting Notice:

The next meeting of this subcommittee of the TARC Board of Directors will be held at:

TARC's Headquarters 1000 W. Broadway, Louisville, KY 40203

Board Room on:

Wednesday, September 22 at 1:00 p.m.

Alternately, Board members, members of the public and/or TARC staff may join via Zoom using the following:

<https://us06web.zoom.us/j/85823062394?pwd=a3FZb0kxZ04yeTgrczViSEnhNVU1QT09>

Meeting ID: 85823062394

Passcode: 672964

One tap mobile: +13017158592,,85823062394#

Pursuant to the Americans with Disabilities Act, persons with a disability may request a reasonable accommodation for assistance with the meeting or meeting materials. Please contact Ashlie Woods at 502.561.5108. Requests made as early as possible will allow time to arrange accommodation.

HUMAN RESOURCES SUBCOMMITTEE BOARD OF DIRECTORS MEETING



Agenda

I.	Quorum Call / Call to Order	Tawanda Owsley	1:00
II.	Staff Presentation	Carrie Butler	1:05 - 1:25
III.	Proposed Agenda Items / Next Meeting Date	Carrie Butler	1:25 - 1:50
IV.	Adjournment		1:55



**HUMAN RESOURCES
SUBCOMMITTEE MEETING**

SEPTEMBER 22, 2021





TABLE OF CONTENTS

BOARD OF DIRECTORS HUMAN RESOURCES SUBCOMMITTEE MEETING

I. Call to Order	1:00pm
II. Mission Statement & Success Factors	1:00pm - 1:10pm
III. COVID19 Update	1:10pm - 1:15pm
IV. Fixed Route Hiring Update	1:15pm - 1:20pm
V. TARC3 Hiring Update	1:20pm - 1:25pm
VI. Open Positions	1:25pm - 1:30pm
VII. Diversity, Equity, & Inclusion Training Update	1:30pm - 1:50pm
VIII. Proposed Agenda Items / Next Meeting Date	1:50pm - 2:00pm
IX. Adjourn	2:00pm

MISSION STATEMENT

Deliver
transportation
services that
enhance the
Greater Louisville
community





MISSION STATEMENT & SUCCESS FACTORS

DELIVER TRANSPORTATION SERVICES THAT ENHANCE THE GREATER LOUISVILLE COMMUNITY

1

Deliver Quality Services

- Safe
- Accessible
- Sustainable

2

Focus on Rider Needs

- Voice of the Customer
- Dependability
- Frequent, Fast, & Direct

3

Maintain Adequate Financial Resources

- Mass Transit Trust Fund
- Fund Capital Needs
- Prudent Contractual Management

4

Support the Community's Well Being

- Program Involvement
- Workforce & Economic Development
- Outreach

5

Engage an Effective Team

- Promote Transparency
- Training & Development
- Opportunities for Growth

6

Explore Visionary Opportunities

- Long Range Planning
- Transformative Technology
- Multimodal Trends



COVID VACCINATION EFFORTS

BY THE NUMBERS.....

	<u>TARC</u>	<u>TARC3</u>
# Transit Operators	357	121
# Frontline Workers	232	47
TOTAL EE's	589	168
Total Vaccinated	256	64
% Vaccinated	43%	38%

- Onsite vaccines offered Sep16
- Keeping a watchful eye on vaccine mandate discussions





LABOR SHORTAGE

WORK SHIFTS: KENTUCKY'S LABOR SHORTAGE AND HIRING CHALLENGES

Kentucky tourism being impacted by staffing shortages

NEWS > COVERING KENTUCKY



**What's causing Kentucky's labor shortage?
One official says a 'perfect storm' is contributing to it.**

Career & Workplace

Labor shortage forced some business owners to consider shutting down

Career & Workplace · Guest comment

GUEST COMMENT: Growing workforce shortage highlights pervasive, long-term issues

Kentucky business owners to testify at congressional hearing about labor shortage



TARC (FIXED ROUTE) OPERATOR STAFFING

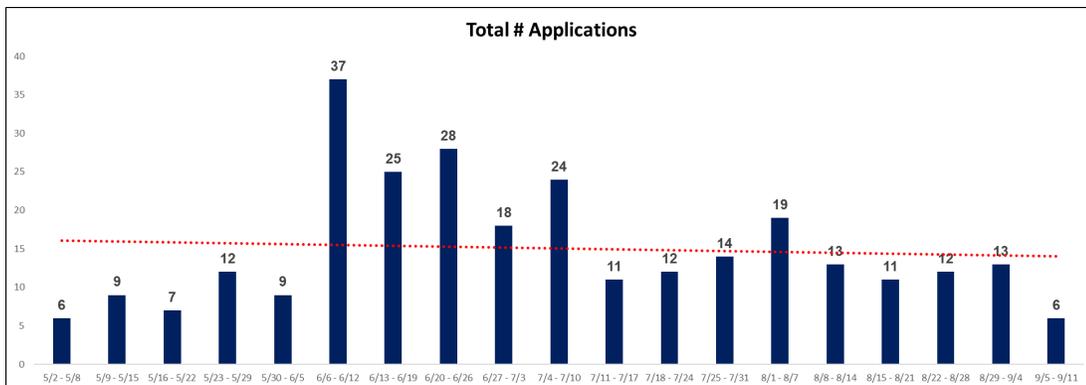
Budgeted: 376

Total Operators: 330
Delta to Budget: 46

Available Operators: 301
Delta from Total: 29

252 applications received since 5/30

- Graduated 10 from Jun19 class
- 21 began Aug23 class, 16 remain
- Next class begins Oct18, 11 verbal offers, working to fill

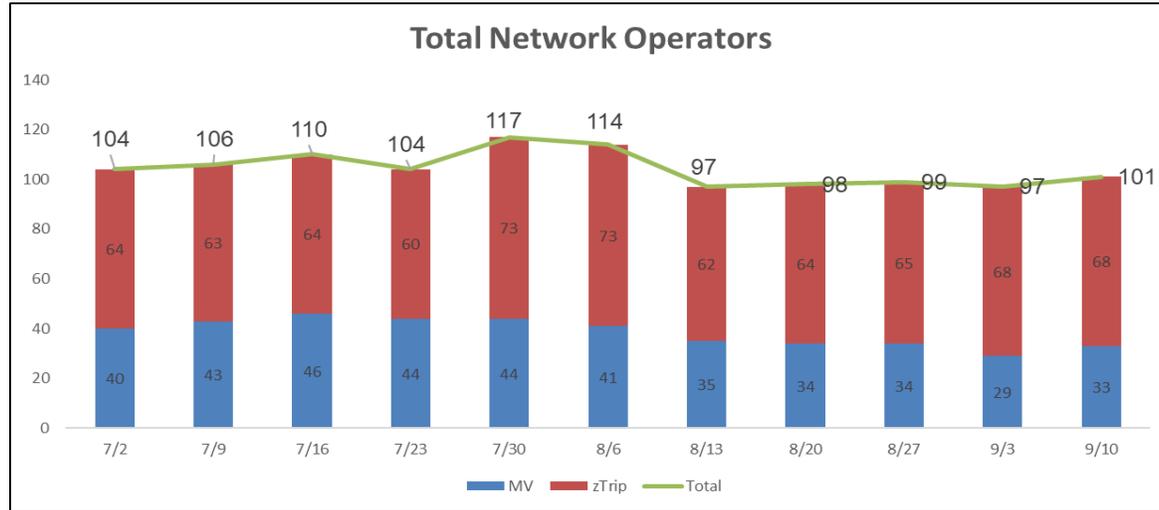


Ten new Coach Operators were officially welcomed to the TARC team during their Operator Badge Ceremony on Friday, Sept. 3. These new operators are road ready after completing six weeks of intense training and passing a skills test to earn a Commercial Driver's License. Congrats!





TARC3 (PARATRANSIT) OPERATOR STAFFING



Total Network Headcount to Date: 101

Operator Updates

- 10 drivers hired since August 1 (6 in August, 4 in September)
- Momentum (6 drivers) begins 9/13
- 7 drivers currently in training
- 9 in qualifications, 4 interviews scheduled

Staffing / Service Actions

- Onsite recruiter
- VP Operations onsite
- \$500 employee referral bonus
- \$1,000 new employee sign on bonus
- Utilizing external job placement websites
- 100's phone contacts weekly
- Quarterly performance bonus
- Day of service incentives offered to drivers
- Weekly tokens of appreciation for staff



OPEN POSITIONS

Assistant Director of Finance

Coach Operator

Dispatch Supervisor

Hostler (Bus Cleaner)

Mechanic

Operator Supervisor

Procurement and Contract Administrator

Relief Supervisor

Staff Accountant

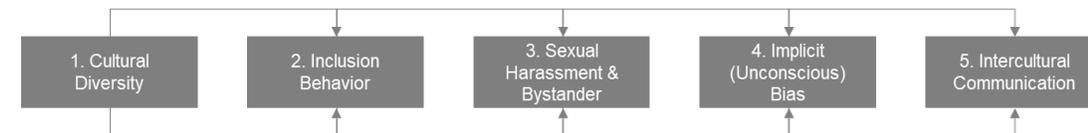
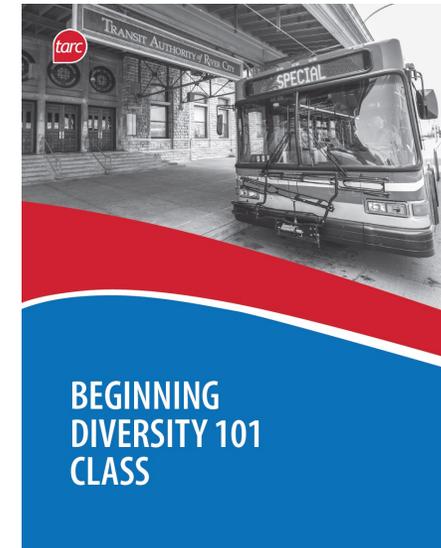




EMPLOYEE DIVERSITY, EQUITY & INCLUSION TRAINING

UNDERSTAND ENVIRONMENT, REVIEW PERSPECTIVES, ANALYZE CLIMATE, & ALIGN PRACTICES

- Leadership diversity training to date:
 - Beginning Diversity 101
 - Inclusion Behaviors: The Bridge to Employee Engagement
 - Sexual Harassment Prevention
- Development Roadmap for Leadership (4th Quarter '21, 1st Quarter '22):
 - Implicit (Unconscious) Bias
 - Intercultural Communication
- Completed EE Training
 - 18 Sessions of Sexual Harassment Prevention
 - 10 more sessions planned for 2021
 - 9 Sessions of Beginning Diversity (180 EE's *)
 - 22 more sessions planned for 2021-2022
- Future scheduling can include TARC Board of Directors





THANK YOU



HR SUBCOMMITTEE MEETING

September 22, 2021