

HUMAN RESOURCES SUBCOMMITTEE BOARD OF DIRECTORS MEETING



Meeting Notice:

Due to the COVID-19 pandemic, state of emergency and Governor Beshear's Executive Orders regarding social distancing, this meeting of the TARC Board of Directors will be held via video-teleconference pursuant to Senate 150 (as signed by the Governor on March 30, 2020) and Attorney General Opinion 20-05, and in accordance with KRS 61.826, because it was not feasible to offer a primary physical location for the meeting.

The next meeting of this subcommittee of the TARC Board of Directors will be:
Wednesday June 16 at 1:00 p.m.

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.

Meeting Instructions:

Join Zoom Meeting:

<https://zoom.us/j/96620472916?pwd=aEh1SVQ2SEdBbUliYtMdk5RVExtZz09>

Meeting ID: 966 2047 2916

Passcode: 209316

One tap mobile: +13017158592,,96620472916#

HUMAN RESOURCES SUBCOMMITTEE BOARD OF DIRECTORS MEETING



Agenda

I.	Quorum Call / Call to Order	Mary Morrow	1:00
II.	Review Charter Responsibilities	Carrie Butler	1:05 - 1:10
III.	Mission Statement & Success Factors		1:10 – 1:15
IV.	On the Move, Openings		1:15 – 1:20
V.	Hiring Efforts and Results		1:20 – 1:45
VI.	Proposed Agenda Items / Next Meeting Date	Carrie Butler	1:45 - 1:50
VII.	Adjournment		1:50



HR SUBCOMMITTEE MEETING
JUNE 16, 2021





TABLE OF CONTENTS

BOARD OF DIRECTORS HUMAN RESOURCES SUBCOMMITTEE MEETING

I. Call to Order	1:00pm
II. Review Charter Responsibilities	1:05pm - 1:10pm
III. Mission Statement & Success Factors	1:10pm - 1:15pm
IV. On the Move, Openings	1:15pm - 1:20pm
V. Hiring Efforts and Results	1:20pm - 1:45pm
VI. Proposed Agenda Items and Next Meeting Date	1:45pm – 1:50pm
VII. Adjourn	1:50p,

HUMAN RESOURCE SUBCOMMITTEE

CHARTER RESPONSIBILITIES

Meet quarterly

Review the Executive Director's compensation

Identify Board training opportunities and ensure that appropriate Board training is given

Prepare a Board meeting attendance matrix annually

Ensure the policies and procedures applicable to all employees are public, discernable, and followed



MISSION STATEMENT

Deliver
transportation
services that
enhance the
Greater Louisville
community



MISSION STATEMENT & SUCCESS FACTORS

DELIVER TRANSPORTATION SERVICES THAT ENHANCE THE GREATER LOUISVILLE COMMUNITY



Deliver Quality Services

- Safe
- Accessible
- Sustainable



Support the Community's Well Being

- Program Involvement
- Workforce & Economic Development
- Outreach



Focus on Rider Needs

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



Engage an Effective Team

- Promote Transparency
- Training & Development
- Opportunities for Growth



Maintain Adequate Financial Resources

- MTTF, Revenue, Expenses
- Fund Capital Needs
- Prudent Contractual Management



Explore Visionary Opportunities

- Long Range Planning
- Transformative Technology
- Multimodal Trends

ORGANIZATIONAL ANNOUNCEMENTS

Congrats, **Jessica Holman**, Director of Customer Experience!

Congrats, **Jennifer Miles**, Director of Mobility Services!

Open - Director of Marketing and Communication

Open - Assistant Director of Finance

Open - Accounting Fare Media Coordinator

Open - Mechanic

Open - Division Vehicle Maintenance Supervisor

Open - Staff Accountant II

Open - Hostler (Bus Cleaner)



“If you know 100
qualified drivers
we will hire them
today!”

- Carrie Butler

**WE'RE
HIRING!**

HIRING EFFORTS

MULTIPRONGED APPROACH – AWARENESS, ONBOARDING, & TRAINING!

4 week campaign with Outfront Media,

13 billboards, including Lynn Family Stadium, and 10 shelters

Radio promo with IHeart Media 96.5 and 101.3
192 spots, onsite live remote Friday, 6/11

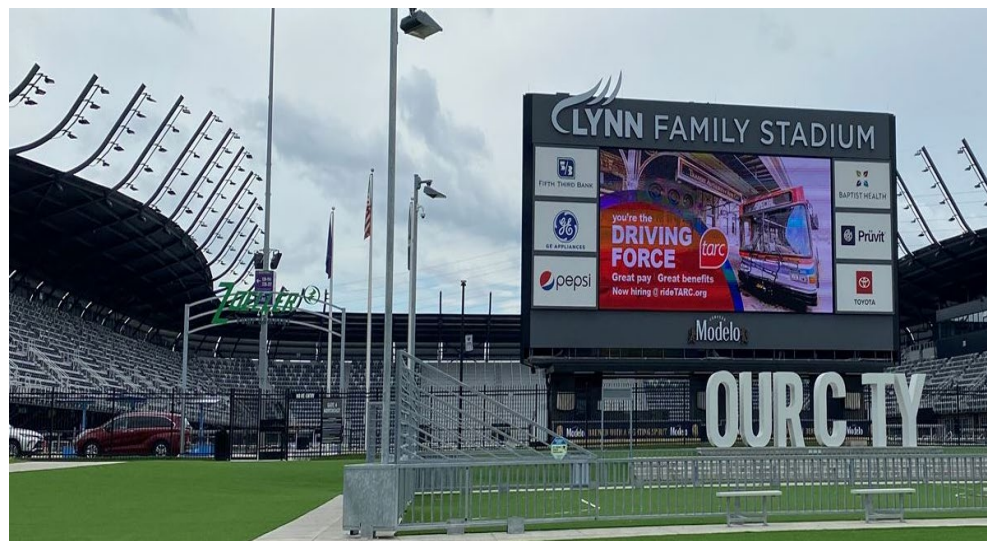
Revamped CDL Permit training

Community support





BILLBOARDS, SHELTERS, & RADIO





COMMUNITY SUPPORT

CHURCH LIAISONS

Bates Memorial

Burnett Ave Baptist

Canaan Christian

Christ Temple

Grace Pointe

Highland Baptist

Highview Baptist

Hikes Point Christian

Kenwood Heights

Northeast Christian

Oak Grove Baptist

Southeast Christian

Sojourn

Walnut Street Baptist

The Transit Authority of River City (TARC) is hiring and we need your help!
We are hoping you can help share the news with your congregation.

TARC is hiring Coach Operators!

- Pay begins at greater than \$17/hour and you can earn up to \$25/hour
- Paid training and great benefits including health, dental, and vision coverage , retirement plan participation, and paid time off
- Candidates must be 21 years old, enjoy working with the public, and have a passion to serve the community

How to apply:

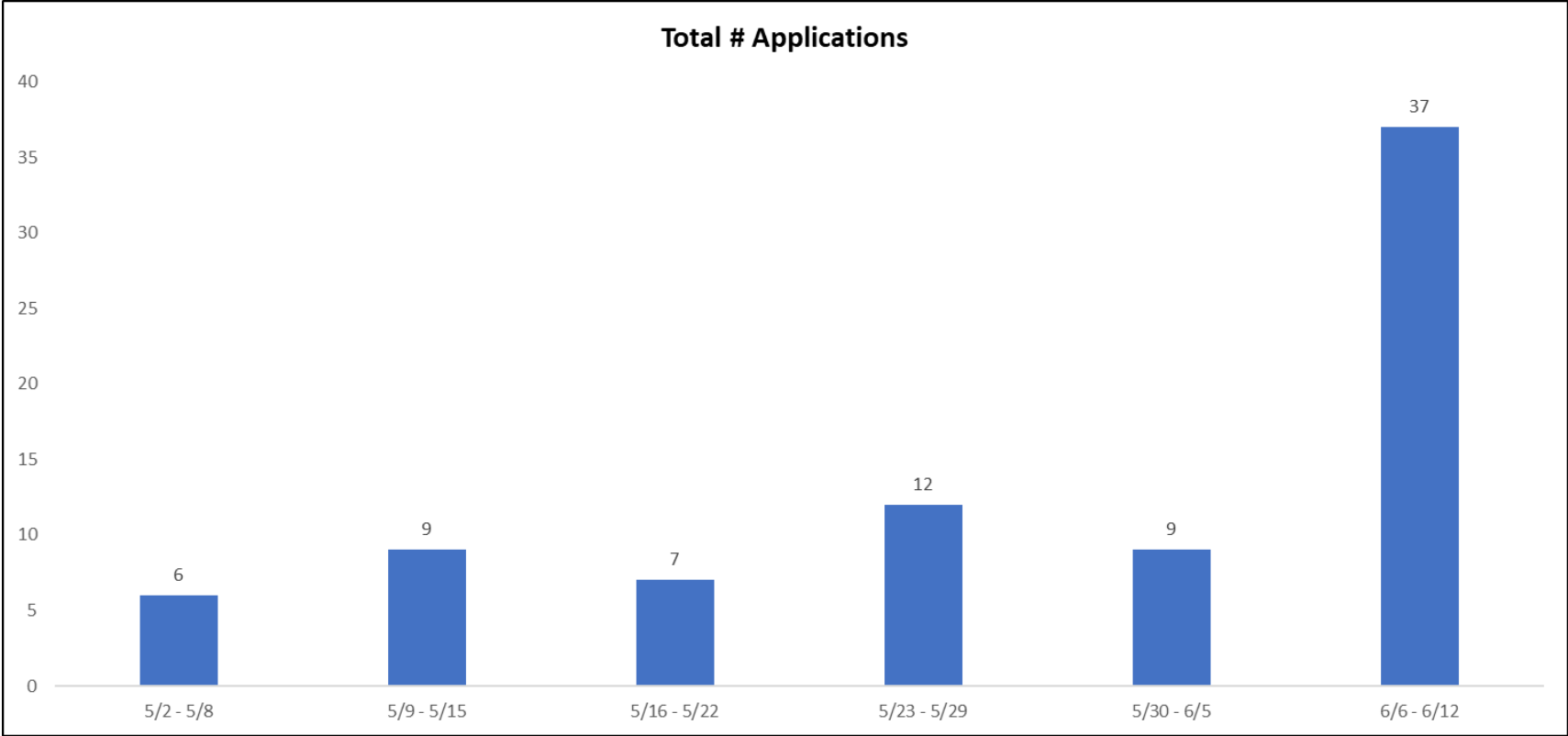
- Apply in person during our hiring event Friday, June 11, from 11am-3pm, at TARC Union Station, 1000 W. Broadway
- Or, you can apply online at www.rideTARC.org





RECENT RESULTS

37 APPLICATIONS RECEIVED LAST WEEK



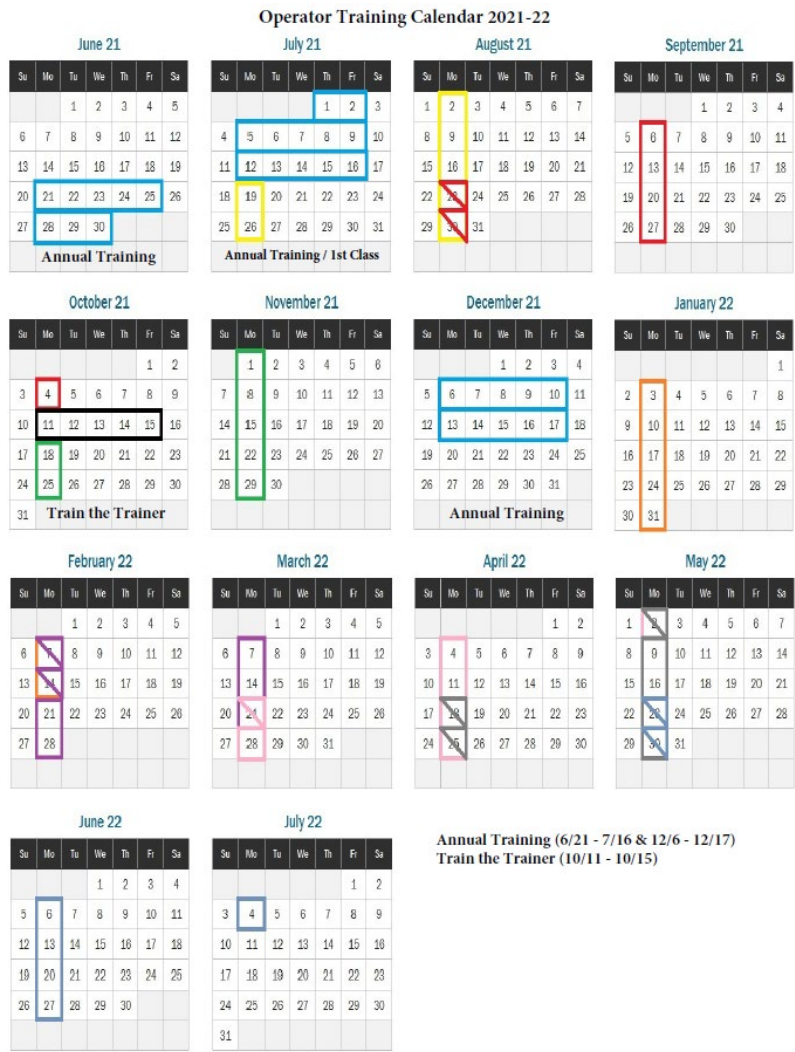
Now the hard work begins!



TRAINING CALENDAR

Revamped training calendar now includes
CDL Permit training, increasing potential
applicant pool!

- Week1: Permit prep- **NEW!**
- Week2: Classroom, skills course
- Week3: Intro to driving fundamentals
- Week4: Driving with trainers, CDL exam
- Week5: Passenger care, driving, CS
- Week6: Paperwork, driving
- Week7: Driving, final ride evaluations



WHAT WE ARE TRYING TO AVOID!

With bus drivers in short supply, some Research Triangle transit agencies must cut service!


Greater Dayton RTA to eliminate routes, change routes to deal with driver shortage!



MTA bus driver shortage leads to canceled trips and longer waits in NYC!

LTD scraps additional summer service amid driver shortage!

MCTS Summerfest shuttles canceled for 2021 due to driver shortage!

Rider Alert



Temporary
Service
Reductions



THANK YOU



HR SUBCOMMITTEE MEETING

March 17, 2021