

Talking Points-Please contact me at Darleen.vanriper@firstgroup.com with any comments or questions

1. Welcome Seattle OOT Drivers!

We were fortunate to receive the assistance of four Out-of-Town drivers to help cover routes. Tracy Joyce & Mack Anderson are helping in the North area; Bonita Kilgore & Yolanda Washington are covering routes in Toledo and Newport. They are scheduled to leave us on 02/18/2023; however, we are negotiating an extension, so we can better service the families of our community.

Having the OOT drivers in Lincoln County allows our staff to take care of tasks such as dispatching, routing, payroll and video retrieval. All four of them have wonderful demeanors and their experiences as traveling drivers allow them to adapt to the many scenarios they encounter on their routes.

2. Love the Bus...and your Driver!

February is Love the Bus Month, and we celebrate our team with various activities and events. We will be holding a Photo Contest in which employees are encouraged to share pictures of how they love their bus. Photo contents must follow company policies and may not include images or identifying information of students. Prizes will include gift cards and small items.

We are also planning on holding appreciation breakfasts/luncheons throughout the remainder of February.



3. Birthday Month Celebrations

Each area will reestablish and continue the tradition of celebrating employee birthdays. It is just another form of showing our appreciation for each employee being part of the student transportation family. This month, we will add the traditional St Patrick's corned beef and cabbage to the menu.



4. Driver/Candidate Comparison Report (as of 02/07/2023)

	1/3/2023		2/7/2023	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 11/1/2022, LOA excluded)	57	16	53	20
Out of Town Drivers	0	16	4	16
Routes not currently serviced (combos)	15	1	12	4
Other Considerations:				
Cover Drivers positions not staffed	5	21	3	23
Route Monitor positions not staffed	0		2	
Drivers on LOA/FMLA/WC (Regular & Casual)	3		4	
Casual Drivers with limited availability	10		11	
LCSD & FS Staff (1 & 9) Available to Drive	9		10	

Please note that this information is subject to frequent changes.

January was a month in which we lost more drivers than we gained. Two employees decided that they needed to retire to take care of their health conditions, while another decided that it was time for him to move on as his route was dissolved. His route was an Eddyville route, and ECS admin decided that they currently do not need that particular route. January also brought in a couple of new drivers, but they immediately needed to go on MLOA. We hope they get well soon, so we can assign them to their "forever" routes as soon as possible.

Routes continue to be combined, and staff/management continues to cover open routes as follows: Kim Bolden, ALM; Sheila Morris, LSM; Donald Ayarza, SM; Brenda Porter, Dispatcher; Karen Howard, Dispatcher; Dave Pearson, TIC; Eric Treve, Technician, and Darleen Van Riper, LM. Lisa Loring covers SN routes as needed, and Mona continues to be our stand-in East-dispatcher.

While Annette Brooks-Flatt is still the ace up our sleeves, we are able to avoid using her skills to cover route. We appreciate Rich for allowing us to use Annette as a driver when it is absolute necessary, and we are thankful that she is willing to help when she can.

5. The Training Pipeline

Our training pipeline continues on its rollercoaster ride: we receive applications, run the candidates through the prerequisites (background check, fingerprinting, drug test), and coach them through the process of obtaining their learner's permit.

During the last few months, we have received multiple driver (van & CDL) applications in the south. The application flow in the north is intermittent, and we rarely interview candidates who live in the east-west areas. Since most of our open routes are in the west area, we are running a couple of routes out of the south. One of them is covered by one of our techs who lives in the south and works out of Toledo.