

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

1. **Happy New Year or Two Steps Forward and three Steps Back**

With the new year come new beginnings and new challenges. While two of our candidates completed their training, tested, and are now the newest additions to our workforce, we lost three drivers over the winter break. One of our north drivers was hired by Oceanlake Elementary School as their new interpreter, one of our south drivers decided to retire and focus on his "hobby." A third driver decided to transfer to another location due to lack of housing. The two new drivers are already on their routes, and as it so happens, one of them speaks Spanish and can help us with our phone calls to Spanish-speaking families.

We were also fortunate that a couple of our sister locations were still on winter break during the first week of the new year. We were able to bring in a few OOT drivers who helped us in Lincoln City and Waldport. Starting January 8th, you will see management back on routes until we have more of our candidates come through the training.

2. **Preparing for the Cold**

In preparation for the forecasted winter weather, our drivers are reviewing chaining and adverse weather-condition driving. Everybody will have their ice cleats ready, ice melt is stocked, and deicer is hanging on the fences for the windshields. Now we just need to remember to set our alarms for the early morning road checks.

3. **Preventable Collision 2024 campaign idea: One "Event" a Week**

First Student continuously collects data in multiple areas to see how the company and locations can improve their practices. One of these areas includes Preventable Collisions. Preventable collisions are defined as incidents where the driver did not do everything in their power to prevent the collision from happening.

To improve driver awareness, First Student is launching this campaign on January 8, 2024. Some events include the following and will certainly build morale and team spirit:

- Mirror Grid Monday: Lot walks/discussions, Drive-Thru Mirror Grids
- Turning Tuesday: Left/Right-Hand Turn cone stations
- Winding Wednesday: Serpentine course at the beginning or mid-day route
- Thankful Thursday: Awards day, Search events with prizes
- Fun Friday: Potlucks, Favorite Jersey Day

4. **Driver/Candidate Comparison Report (as of 12/07/2023)**

	12/7/2023		1/4/2024	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 01/04/2024, LOA excluded)	48	25	50	23
Out of Town Drivers	0	25	3	20
Routes not currently serviced (combos)	16	9	16	4
Other Considerations:				
Cover Drivers positions not staffed	3	28	3	26
Route Monitor positions not staffed	3		2	
Drivers on LOA/FMLA/WC (Regular & Casual)	2		2	
Casual Drivers with limited availability	7		6	
LCSD & FS Staff (1 & 9) Available to Drive	10	10	10	10

Please note that this information is subject to frequent changes.

We currently have two candidates in training and have received three applications for various positions.

5. **Ugly Sweaters, Games and Lots of Holiday Food**

During our Holiday Feast on December 1, 2023, we had many elves, lots of yummy food, and some really ugly sweaters.

