

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

1. **Tax Kickers & Very Few New Applications!**

'Tis the season where lots of folks receive their tax returns. This year, the pot is sweetened by the Oregon Kicker. Unfortunately, this is also one of the reasons why people delay their job searches, which leads to the lack of applications. We have heard from multiple sources that people choose not to work, as long as they have this financial cushion. At this point, it is only speculation that those who decide to leave us consider this as one of their reasons; however, it is possible that this lump sum makes the decision easier. We hope to get through this season as best as we can, and that we will have an increase in applications starting April. If you know of anyone who wants to join the ranks of School Bus Heroes, please share our website with them at www.workatfirst.com to learn more about our job opportunities and to apply.

2. **Have You Hugged Your Mechanic Today?**

With much of our focus directed towards drivers and monitors, it is easy to overlook those who make sure that they can do their jobs. Our technicians here at First Student Lincoln County do a fantastic job keeping our assets up and running. They are always available to answer technical questions and troubleshoot any issues our drivers may encounter.

Our assets are on a rotation schedule for annual preventative maintenance reviews, and our corporate tracker lists those PMs that are late. Our mechanics have been able to stay off that naughty list, so they have certainly earned their hugs. We currently have a job opening for a Technician in Toledo. Applications can be submitted at www.workatfirst.com.



3. **Dispatchers-The Frontline of Transportation**

When you call our offices, you are most likely going to speak with one of our dispatchers. These wonderful people are the heart of operations and my right (and left) hand. They route our students, they process transportation changes, they speak first with angry parents, and follow any processes necessary to keep the lines of communications among the members of the transportation team open. They are also instrumental in covering the district's many field and athletic trips.

We are also looking for a second dispatcher in Toledo, and yes, you guessed it, if you know of someone who is has excellent customer service, communication and organization skills, send them to www.workatfirst.com.

4. **Trainers Help Drivers: Diminishing Clearance**

This week, our safety focus is on Diminishing Clearance. We encounter situations where we have to make the decision to continue on our path or deviate from it. Sometimes it is just a car mirror that sticks out too far, and sometimes it's that construction vehicle that is blocking the way.

Our drivers are trained to make on-the-spot decisions on GO or NOGO. To help hone this skill, we put our drivers through an exercise that allows them to practice using their reference points and maneuver through diminishing clearance.



5. **Driver/Candidate Comparison Report (as of 3/12/2024)**

	2/7/2024		3/7/2024	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 01/04/2024, LOA excluded)	48	25	47	26
Out of Town Drivers	1	24	4	22
Routes not currently serviced (combos)	16	8	16	6
Other Considerations:				
Cover Drivers positions not staffed	3	28	3	29
Route Monitor positions not staffed	-3		-1	
Drivers on LOA/FMLA/WC (Regular & Casual)	1		1	
Casual Drivers with limited availability	5		9	
LCSD & FS Staff (1 & 7) Available to Drive	10	10	8	10

Please note that this information is subject to frequent changes.