



July 17, 2019 Metropolitan Council Committee of the Whole: Bus Operator Staffing, MN State Fair Overview and August Service Changes



July 17, 2019

Brian Funk, Deputy Chief Operations Officer – Bus

Aaron Koski, Workforce Development

Adam Mehl, Marketing and Customer Services

Greg Tuveson, Street Operations

Adam Harrington, Director Service Development

Bus operator workforce challenges



- Record low unemployment rate of 2.7% (May 2019 BLS)
- Regional and National CDL driver and Bus Operator shortage

Bus Driver Positions Available | First Transit Is Hiring
apply.firstgroupcareers.com/Bus/Driver

First Transit Is Hiring Drivers At 7 Locations In The Twin Cities. Start A Rewarding Career Helping Others By Providing Convenient Mobility. Apply Today! Competitive Pay. Year-Round Employment.

Jobs

Near Minneapolis, MN

Bus driver Past 3 days Full-time School bus Bus Driver Regional driver

- School Bus Drivers In-Training**
Minneapolis Public Schools
Minneapolis, MN (+1 other)
via TopSchoolJobs
15 days ago Full-time
- School Bus Driver**
First Group
Minneapolis, MN
via TopMinnesotaCareers
2 days ago Full-time
- Driver**
MV Transportation
St Paul, MN
via CareerBuilder
23 hours ago

→ 100+ more jobs

<https://www.indeed.com/q-Now-Hiring-School-Bus-Drivers-jobs.html>

1388 Now Hiring School Bus Drivers jobs available on Indeed.com. Apply to Bus Monitor, Bus Attendant,

RTD Bus Driver, Train Operator Shortage Affecting Service

By Michael Abeyta March 27, 2019 at 5:23 pm Filed Under: Amalgamated Transit Union, Bus Drivers, RTD

Product Roadmap With Airtable
Looks Like A Spreadsheet, Acts Like A Roadmap management and more!

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DENVER (CBS4)— Whether it's a ride to work or a night out, Colorado buses and trains to get them where they are going. But the system can't run without people.

RTD train and bus operators are responsible for moving people around area and it can be a good career opportunity.

NOW HIRING

School Bus Drivers and Bus Aides

Click Here to Apply

DRIVE WITH US.

\$19.98–\$25.31 per hour
\$2,000 bonus
No CDL required to apply

Demand for Professional Drivers

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BHC TRUCKING
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BHC Trucking now hiring CDL drivers
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No experience + \$60K
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Biggest Challenge Facing Driver Recruiters
vanhale.com

ALL STATE EXPRESS
When Time Matters
Now Hiring Class A CDL Driver Operators...
justajob.com

WE'RE HIRING!
CDL Drivers in Cleveland, OH
hennrich.com

B & B TRUCKING INC.
TAKE PRIDE... WE DO!
8 Trucking Jobs in KALAMAZOO, MICHIGAN...
garysjobboard.com

WV MANAGER
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jobcenter
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CDL Drivers, Schenck Inc., CR...
schcnk.com

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West...
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stanbee.com

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Current Job Openings at Diesel Driving...
diesel.edu

ARGOS
Class A and B CDL Drivers in Columbia...
usairtime.com

Truck Driving Jobs | Company Drivers
infojobs.com

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WV MANAGER
Vista Management is now hiring CDL...
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MCKAY IS NOW HIRING CDL DRIVERS AND TRACTOR PULLERS
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NOW HIRING CDL DRIVERS
NOW HIRING BUS DRIVERS
Don't leave your CDL license! There will be no other training class for CDL starting Monday October 23, 2017

Blair TRUCKING LLC
Truck Driver Jobs | Class A CDL Drivers...
blairtrucking.com

YOURGA TRUCKING, INC.
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Demand for Professional Drivers



CL minneapolis > all minneapolis > jobs > transport

transportation

- search titles only
- has image
- posted today
- bundle duplicates
- include nearby areas

MILES FROM ZIP

miles from zip

- internship
- non-profit
- telecommute

employment type

- full-time
- part-time
- contract
- employee's choice

reset

update search

search transportation

- ★ Jul 11 ☺ [Hey Driver! Your DOG is Cool with us!](#) ☺ (Minneapolis/St. Paul) [pic](#) [map](#) [x](#)
- ★ Jul 10 [Fed Ex Ground Driver - \\$38 to \\$43K per year!](#) (mahtomedi) [map](#) [x](#)
- ★ Jul 10 [Seeking Local Driver-Home Daily! \\$1,500 Sign On Bonus](#) (Eagan) [pic](#) [map](#) [x](#)
- ★ Jul 10 [** CDL Class B Delivery Driver **](#) (St. Paul) [map](#) [x](#)
- ★ Jul 10 [*** CLASS A CDL DRIVER NEEDED ***](#) (MOUNT PROSPECT) [map](#) [x](#)
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- ★ Jul 10 🚚★[Local CDL Delivery Truck Driver \(008\)](#)★🚚 (St. Paul) [pic](#) [img](#) [map](#) [x](#)
- ★ Jul 10 [Class A - Local, Curtainside Flat Bed Trailer - FT \\$23.00/hr](#) (Bloomington) [map](#) [x](#)
- ★ Jul 10 [Midwest Regional! Get Home Every Weekend! Start at 50 CPM!](#) (Hiring in Minneapolis) [pic](#) [map](#) [x](#)
- ★ Jul 10 [Lease to Own Curtainside - Priority Courier Experts](#) (Twin Cities) [img](#) [map](#) [x](#)
- ★ Jul 10 [Owner Operators Wanted - \\$4000 Sign on Bonus](#) (Twin Cities) [img](#) [map](#) [x](#)
- ★ Jul 10 [Class A Driver, Home Daily, Excellent Pay and Benefits!](#) (Dayton, MN) [pic](#) [map](#) [x](#)
- ★ Jul 10 [Full time/Part Time Dispatcher \(55102\)](#) [map](#) [x](#)
- ★ Jul 10 [LOCAL CLASS A DRIVER! \\$1K sign on bonus](#) (Minneapolis) [pic](#) [map](#) [x](#)
- ★ Jul 10 [CLASS A CDL DRIVERS/OWNER OPERATORS NEEDED](#) (Des Plaines) [map](#) [x](#)
- ★ Jul 10 [Airport Rental Car Drivers](#) (minneapolis) [map](#) [x](#)
- ★ Jul 10 [OWNER/OPS TO PULL SIDE DUMP TRAILERS](#) (METRO) [map](#) [x](#)

Demand for Professional Drivers



What

Job title, keywords, or company

bus driver



Where

City, state, or zip code

Minneapolis-Saint Paul, MN



bus driver jobs in Minneapolis-Saint Paul, MN

Sort by:

relevance - date

Distance:

within 25 miles

Job Type

Full-time (175)

Part-time (107)

Temporary (32)

Contract (3)

Location

Minneapolis, MN (36)

Saint Paul, MN (24)

Bloomington, MN (12)

Blaine, MN (11)

Roseville, MN (10)

+ more »

Company

Greyhound (51)

Minnesota Coaches (24)

Jefferson Lines (10)

First Transit (10)

Enterprise Holdings (8)

Midwest Paratransit Services (8)

Metropolitan Council (7)

Lorenz Bus Service, Inc. (7)

schmitt & sons (5)

North St. Paul-Maplewood... (4)

The Salvation Army USA C... (4)

Minneapolis Public Schools (4)

Park 'N Fly (4)

Eden Prairie Schools (3)

TRI-VALLEY OPPORTUNI... (3)

Upload your resume - Let employers find you

Page 3 of 264 jobs

Bus Driver

Breck School ★★★★★ 5 reviews

Golden Valley, MN 55422

Driver must be able to safely exit via the rear emergency door and safely assist students ranging in weight from 50 to 200 pounds off the bus out of same rear...

[Apply instantly](#)

Sponsored [save job](#)

Special Needs Bus Drivers Wanted

Septran School Transportation

Bloomington, MN

\$18.75 an hour

Kids need drivers and so do we! We are looking for drivers who enjoy children, love driving, and are safety minded....

[Apply instantly](#)

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School Bus Driver \$3,000 sign-on bonus*

First Student ★★★★★ 2,166 reviews

New Hope, MN 55427

\$18 an hour ++

Requirements of a School Bus Driver:.. Now Hiring School Bus Drivers in Robbinsdale, MN. As a First Student Bus Driver, your major responsibilities will be to:....

Sponsored by FirstGroup [save job](#)

School Bus Driver

Minnesota Coaches, Inc.

Little Canada, MN

\$18.20 an hour

Monarch Bus Service/Minneapolis & Suburban Bus Company:.. We are currently looking to fill several school bus driver positions in our Twin Cities terminals!...

[Apply instantly](#)

Sponsored 1 day ago [save job](#)

School Bus Driver

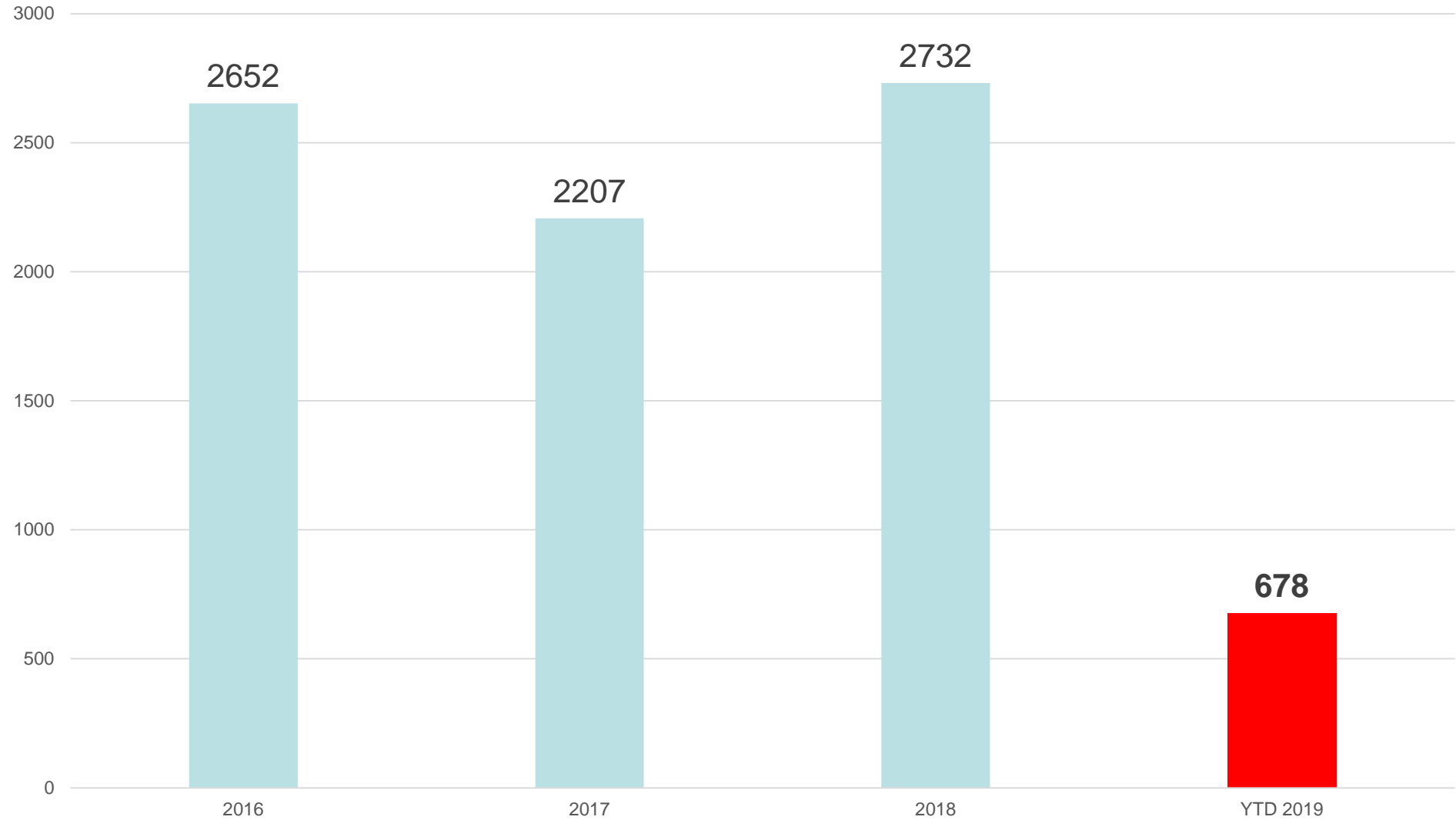
Minnesota Coaches, Inc.



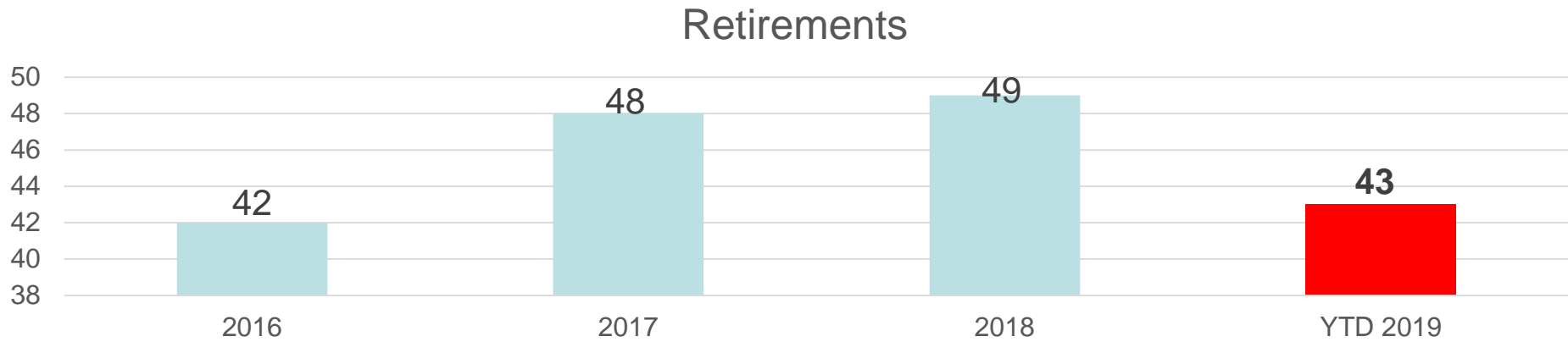
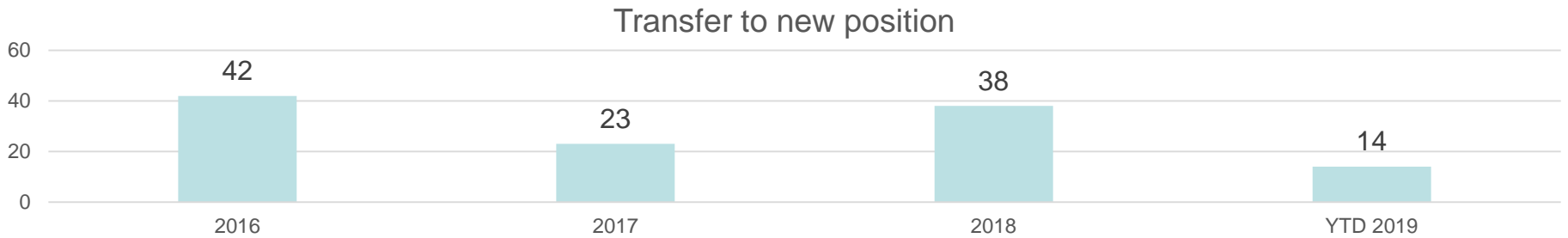
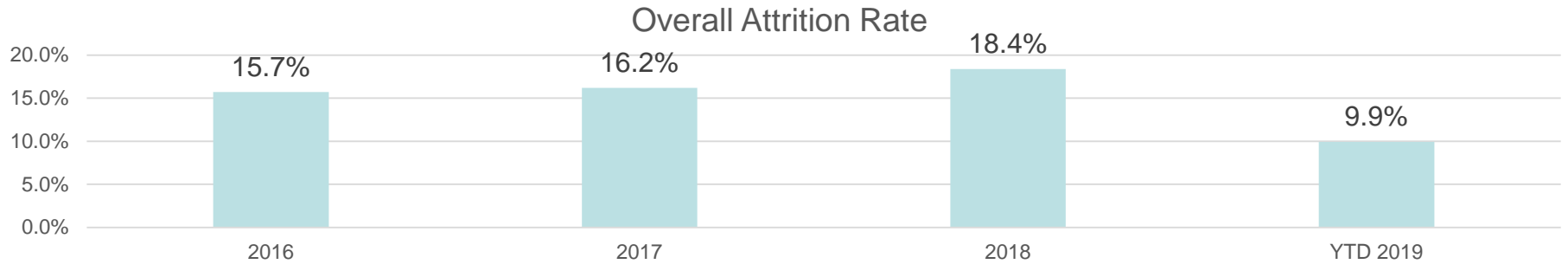
Incoming Operator Applicants



Applicant Count



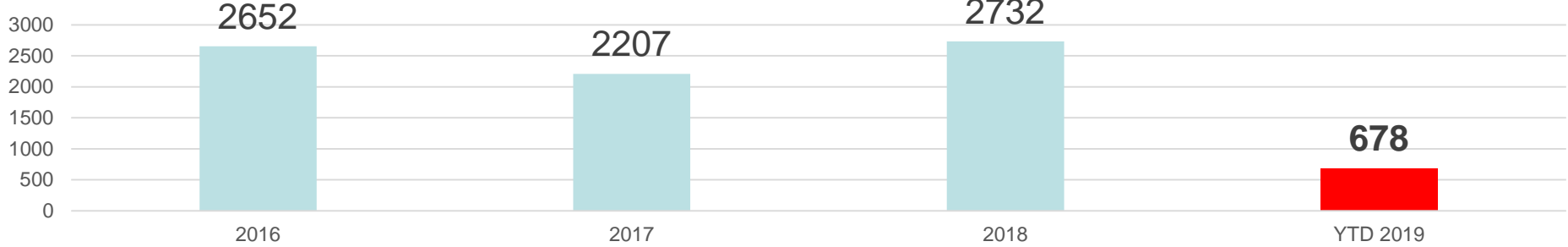
Turnover for Bus Operator position



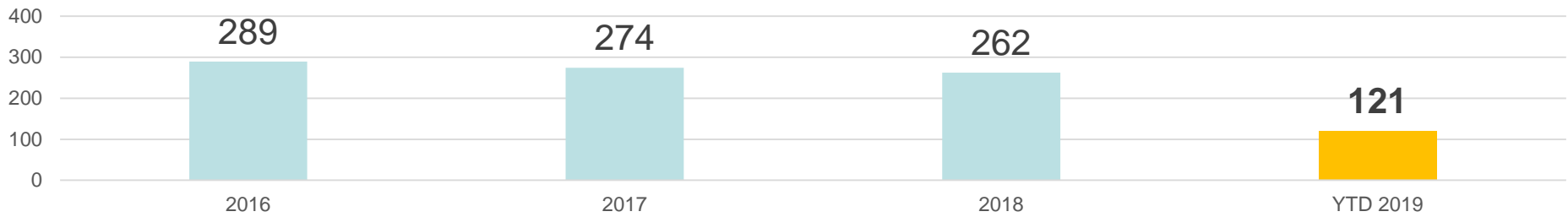
Applicants to New Hires



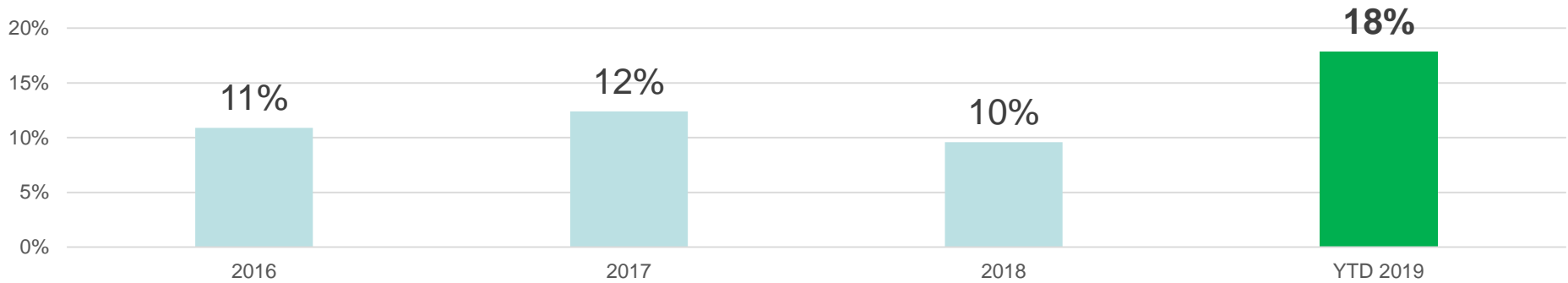
Applicant Count



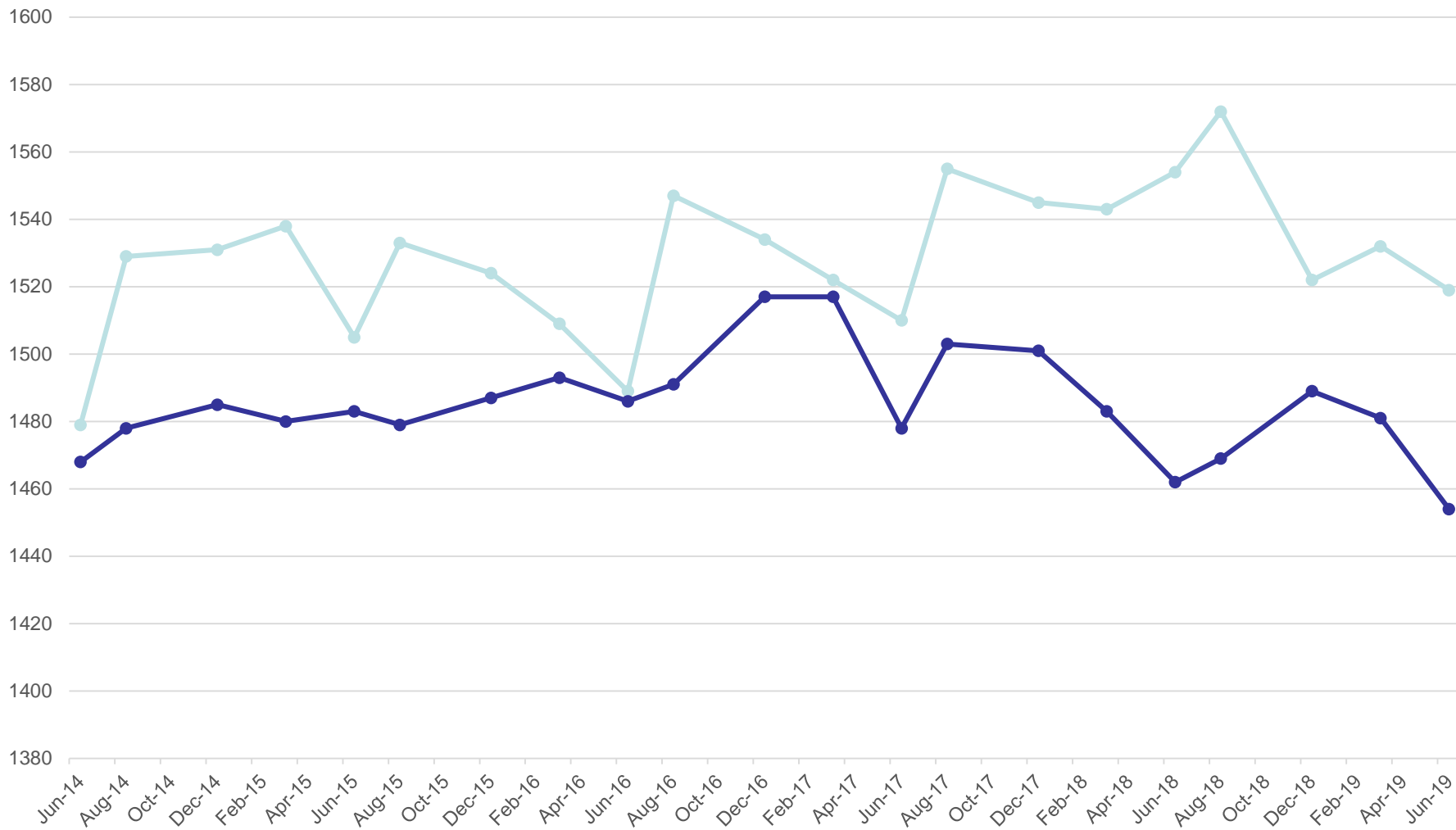
Hired Count



Hired Rate



5-year Bus Operator staffing levels

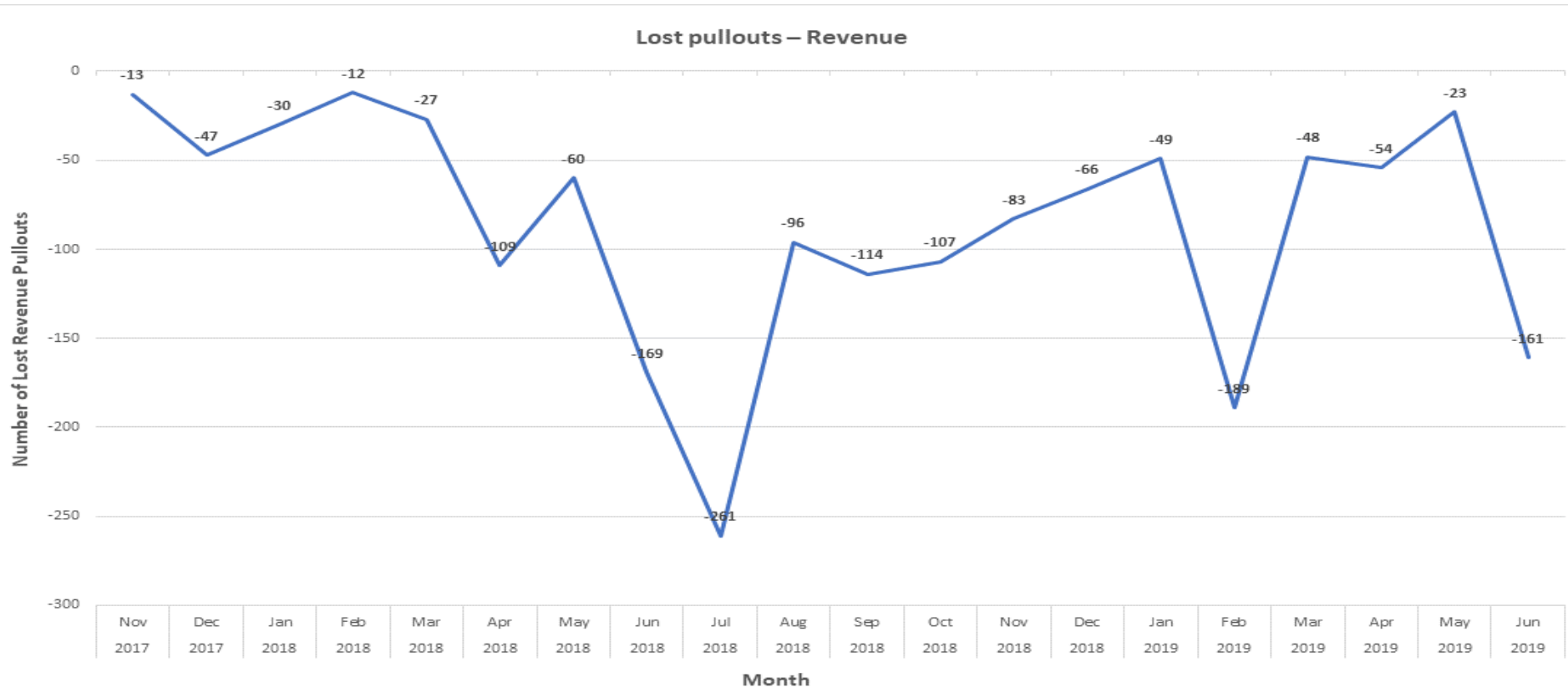


	Jun-14	Aug-14	Dec-14	Mar-15	Jun-15	Aug-15	Dec-15	Mar-16	Jun-16	Aug-16	Dec-16	Mar-17	Jun-17	Aug-17	Dec-17	Mar-18	Jun-18	Aug-18	Dec-18	Mar-19	Jun-19
Planned	1479	1529	1531	1538	1505	1533	1524	1509	1489	1547	1534	1522	1510	1555	1545	1543	1554	1572	1522	1532	1519
Actual	1468	1478	1485	1480	1483	1479	1487	1493	1486	1491	1517	1517	1478	1503	1501	1483	1462	1469	1489	1481	1454

Unplanned Missed Service



- ~80 operators below planned; unfilled work completed by instructors, mechanics and overtime or not operated
- Approximately 180,000 YTD pullouts, 99.8% successfully



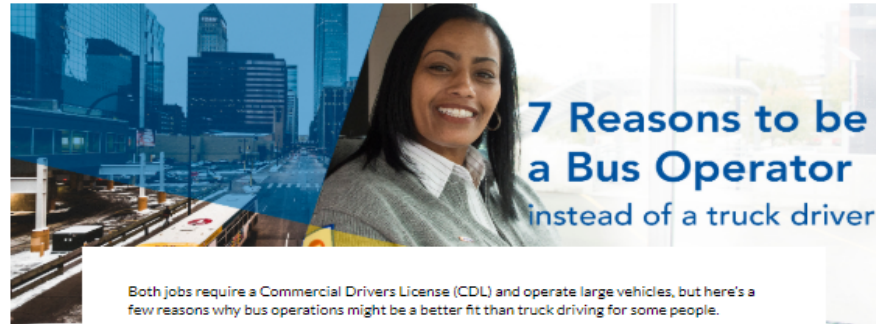
Categories

A Line BRT (15)
Accessibility (2)
Awards (10)
B Line (1)
Bicycle (7)
Bus (202)
Bus Maintenance (13)
Bus Rapid Transit (16)
C Line (9)
Carpool (4)
Car-Sharing (1)
Community (65)
D Line (2)
E Line (3)
Equity (2)
Express Bus (27)
Fares (11)
From the GM (15)
Go Green (12)
Good Question (19)
History Highlight (1)
How We Roll (16)
In the News (27)
Know Your Operator (36)
Light Rail (70)
Links of Interest (4)
METRO Blue Line (60)
METRO Green Line (84)
METRO Orange Line (8)
METRO Red Line (3)
Metropass (4)
Midtown Corridor (2)
Minneapolis (72)
Northstar (20)
On Off The Clock (8)
On the METRO (13)
Promotions (5)
Public Art (1)
Rapid Bus Network (2)
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Transit Information (20)
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Transit Police (27)
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Vanpool (2)
Winter Weather (5)

Bus

7 Reasons to be Bus Operator instead of a Truck Driver

Posted by John Komarek | Tuesday, February 26, 2019 1:45:00 PM



Both jobs require a Commercial Drivers License (CDL) and operate large vehicles, but here's a few reasons why bus operations might be a better fit than truck driving for some people.

1. Work + Life Balance

Most trucking jobs require long hauls across the country with days, weeks, or even months away from loved ones. Working as a Metro Transit bus operator keeps you within our seven-county system with a consistent schedule.

You can spend time with your family, start one, and sleep in your own bed every day. Most long-haul truckers average about 22 nights a month sleeping in their truck. Sleep patterns for long haul drivers can be sporadic based on schedules and can change month-to-month.

2. Union Life

Fewer commercial driving jobs offer union protection. A bus operator at Metro Transit becomes a member of the Amalgamated Transit Union (ATU). Public sector jobs still have a higher percentage of unionized workers than the private sector.

3. Route preferences

Every quarter, bus operators present preferences for routes and earn them based on seniority. Pick routes close to home or in a region you enjoy - it's up to you and your seniority. And if you don't enjoy a certain route, you can change it in the next quarter.

4. What you haul

As a bus operator, you move people. As a trucker, you could be responsible for hauling large, dangerous, heavy, or hazardous materials, even garbage.

5. Guaranteed hours and overtime options

All bus operators are guaranteed part-time hours and can go full-time with opportunities for overtime.

6. Socialization

Truck driving can be a solitary life due to long hours by yourself on the road. As a bus operator, you're working with a steady stream of people who you can make lasting relationships with as you drive along a route. Buses become small communities as people in the neighborhood use them consistently.

7. Advancement and longevity

Joining Metro Transit opens doors to advance in your career outside of the bus, if you so choose. From supervisory positions to other departments, there's opportunity to build a life with us. We consider ourselves a destination employer - and the host of 10-, 20-, and 30-year bus operators agree.

Want to know more? Come to a Bus Driver Application Preparation meeting to find out if becoming a bus operator with Metro Transit is right for you.

Bus Operator Recruiting Efforts



Effective August 1:

Operator **Starting Pay is \$20.44**, Top Pay is \$29.20

Start PT, FT option within months



We're hiring bus drivers!

Drivers start at \$19.94!

1603

METRO TRANSIT

We're seeking
doers and thinkers
who want to make
a difference



Bus Operator Recruiting Efforts



\$1,000

HIRING BONUS

Become a driver, get extra \$!



Bus Operator Recruiting Efforts



Bus Operator Recruiting Efforts



- Radio Ads (iHeart Stations and KS95)
- Media Stories ([WCCO](#), [KSTP](#))



Bus Operator Recruiting Efforts



Bus Operator Recruiting Efforts



Bus Operator Recruiting Efforts



A Day in the Life of Metro Transit Bus Operators



Watch later



Share



MORE VIDEOS

COME WORK WITH ANGIE & DUANE



0:03 / 5:08



YouTube



Bus Operator Recruiting Efforts



Bus Operator Recruiting Efforts



Bus Operator Recruiting Efforts



 Metro Transit



Come drive with us!

WE'RE HIRING BUS DRIVERS

- **Generous** starting wage
- Eligible for **benefits** even at part-time
- **30 hours** per week to start, guaranteed
- **Paid** training

APPLY ONLINE TODAY!
metrotransit.org/jobs



Bus Operator Recruiting Efforts



Bus Operator Recruiting Efforts



Bus Driver Info Sessions



CLP Express



Bus Operator Trainee Program

Bus Operator Retention Efforts



Leadership Academy  



 **Metro Transit**
a service of the Metropolitan Council

Bus Operator Safety Efforts



Labor Agreement and ATU Partnership





Questions?





Your Blue Ribbon
State Fair Tradition



State Fair 2019

Aug 22-Sept 2

Presented By

Greg Tuveson, Asst. Manager, Street Operations

and

Adam Mehl, Sr. Market Development Specialist

2018 in Review

- 14.5% market share
- 595,524 rides
- 2019 goal is minimize ridership loss and increase efficiency
- 9am weekday start time
- 8am weekend and Labor Day start time



Overview of 2019 Service

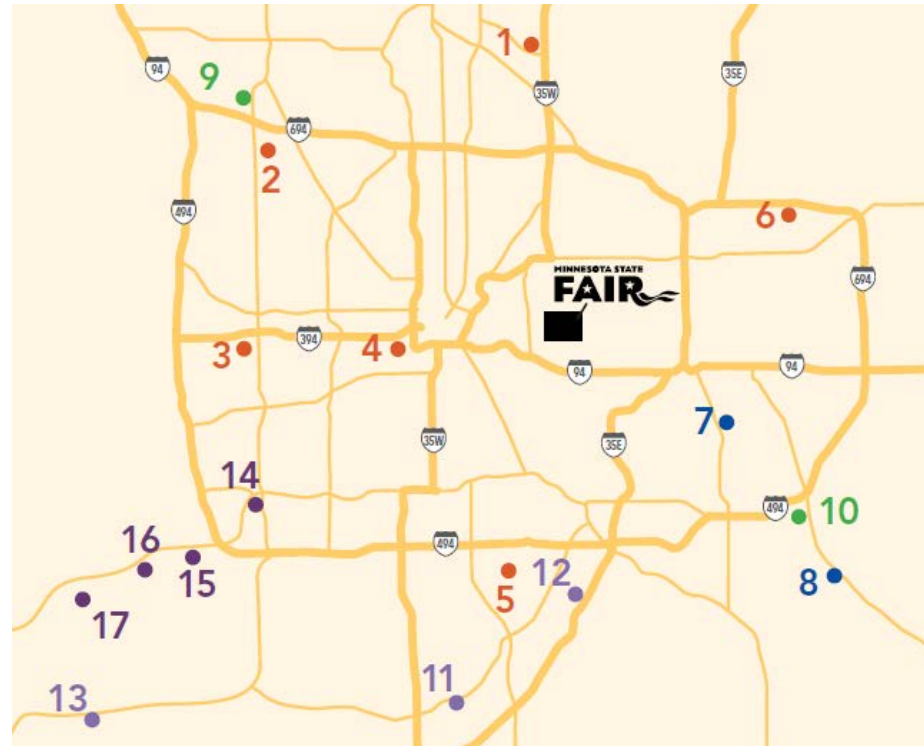
- Fares
 - \$6 Round trip cash fare
 - Discounts for Bus Bargain
 - Tickets Mobile App with discounts
 - MVTA using app and Bus Bargain tickets

App & Bus Bargain Ticket Prices	Aug. 22-Sept. 2
Note: Children four and under ride free!	
Single ticket	\$5
Group ticket (for 2)	\$10
Group ticket (for 4)	\$20



Overview of 2019 Service

- Express Sites
 - 17 locations
- Changes
 - Maintain 9am weekday start at most locations
 - No Fridley, Oakdale or Knox Ave
 - Maintain Newport
- Regular Route Service
 - METRO A Line
 - Routes 3 and 84
 - Route 960 (9am start time, board on 4th Street)



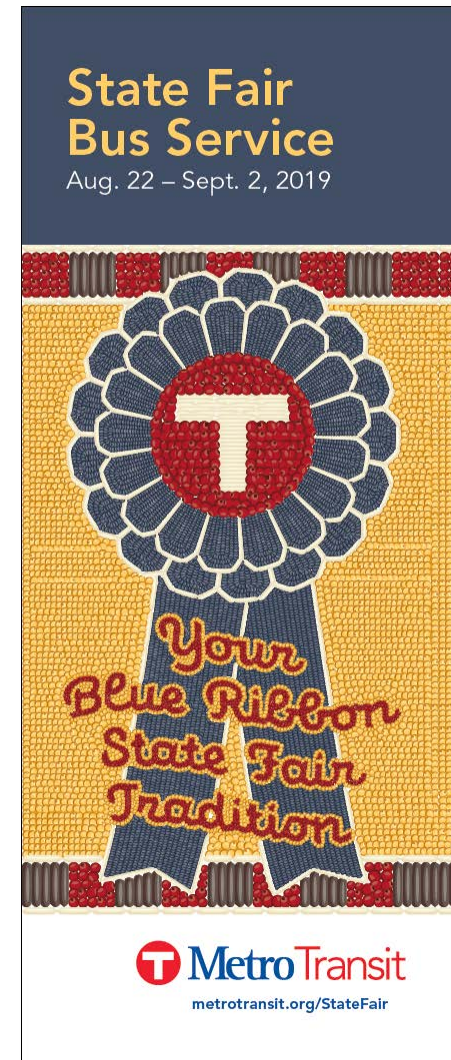
Reaching Out At the Fair

- Grand Stand
- Eco Experience/Kick Gas



Overview of 2019 Marketing

- State Fair Brochure
- Skyway Ad Panels
- Direct Mail
- Email
- Sidewalk Clings
- Online ads
- Performance Marketing
- Transit Fleet Advertising
- Digital billboards

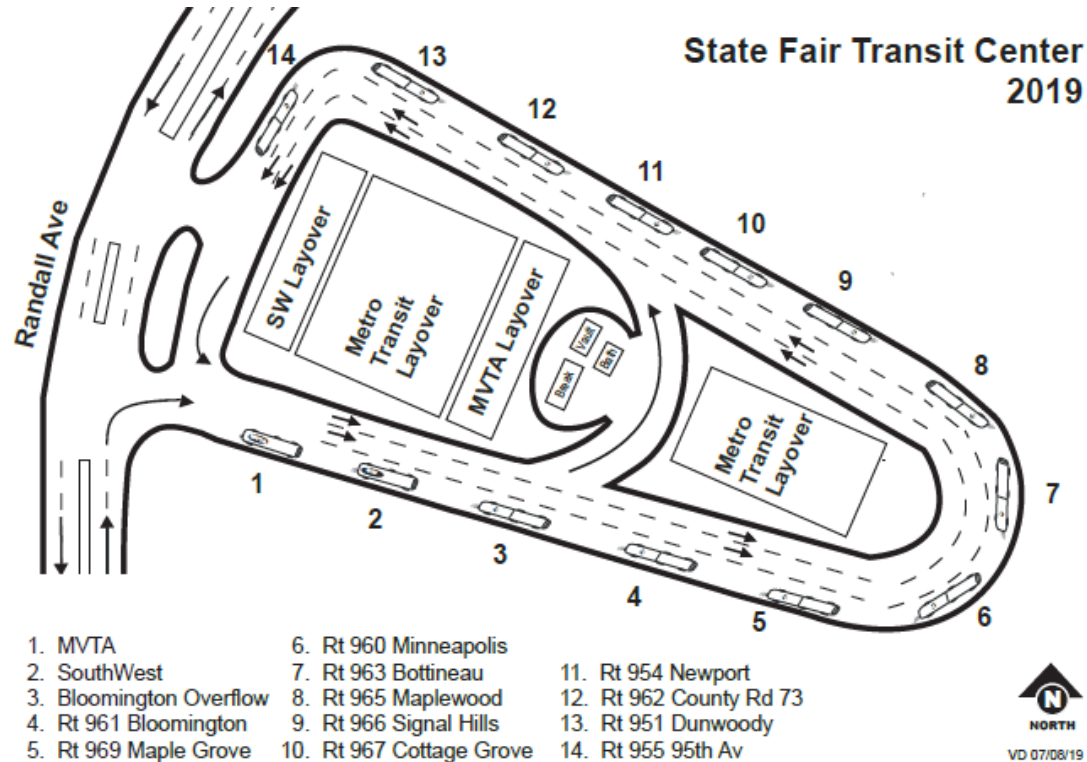


State Fair Transit Center



State Fair Transit Center

- Some gate changes due to site changes
- Route 960 remains in the front nearest the entrance (#6)



Estimated Number of Buses

Weekdays

	AM	PM
Total	55	70

Weekends/Holiday

	AM	PM
Total	66	77

Support Staff

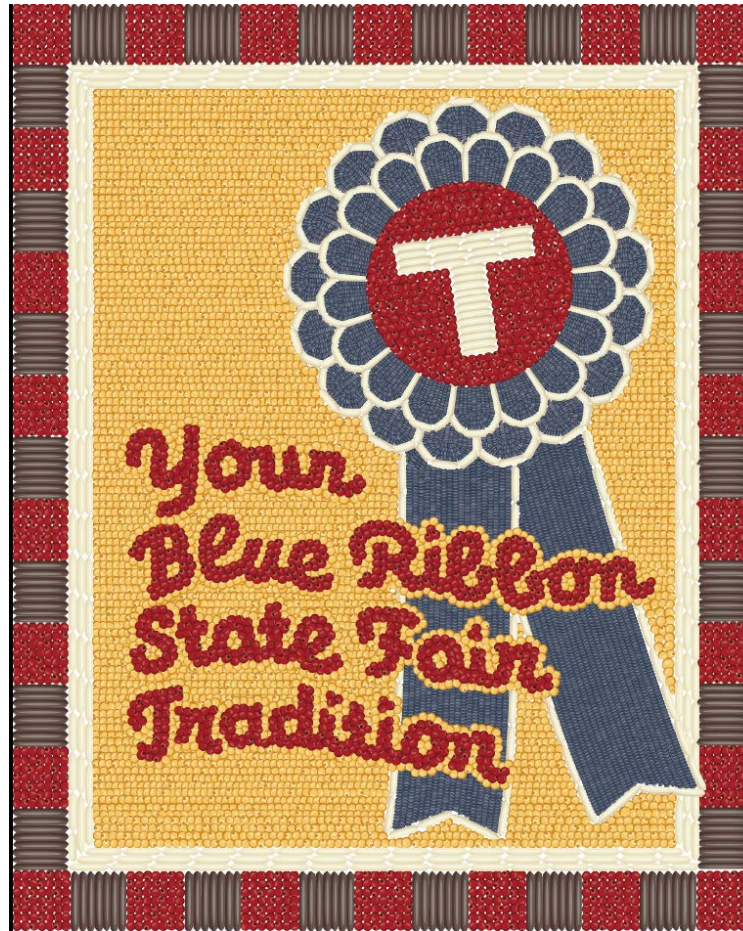
- Metro Transit Staff

Total Estimated Hours = 5,316

- Bus Operators

Total Estimated Hours = 11,939

- Express service costs are covered by collected revenues. No subsidy is required.



Questions?



August 2019 Quarterly Service Changes

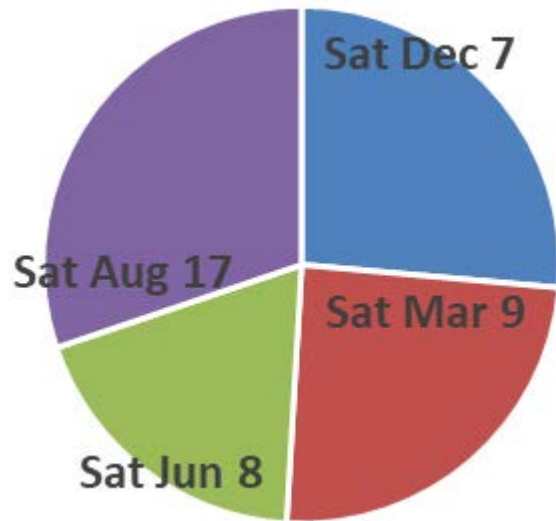
Adam Harrington
Director, Service Development

Planning process

- Evaluate existing conditions, Data analysis
- Customer, Operations, Stakeholder input
- Plan development
- Equity lens
- If Major Change (25%+ of route), Title VI analysis
- Schedule development
- Implementation
- Evaluation



Operator Picks - 2019



- Bus & LRT operators “pick” their work assignment based on run type and seniority
- Schedules align with ATU Contract
 - Run type, recovery time, span of shift

- Changes include
 - Running time (travel time)
 - Frequency and trip timing changes to match ridership
 - New or eliminated routes, branches
 - Changes to layover locations

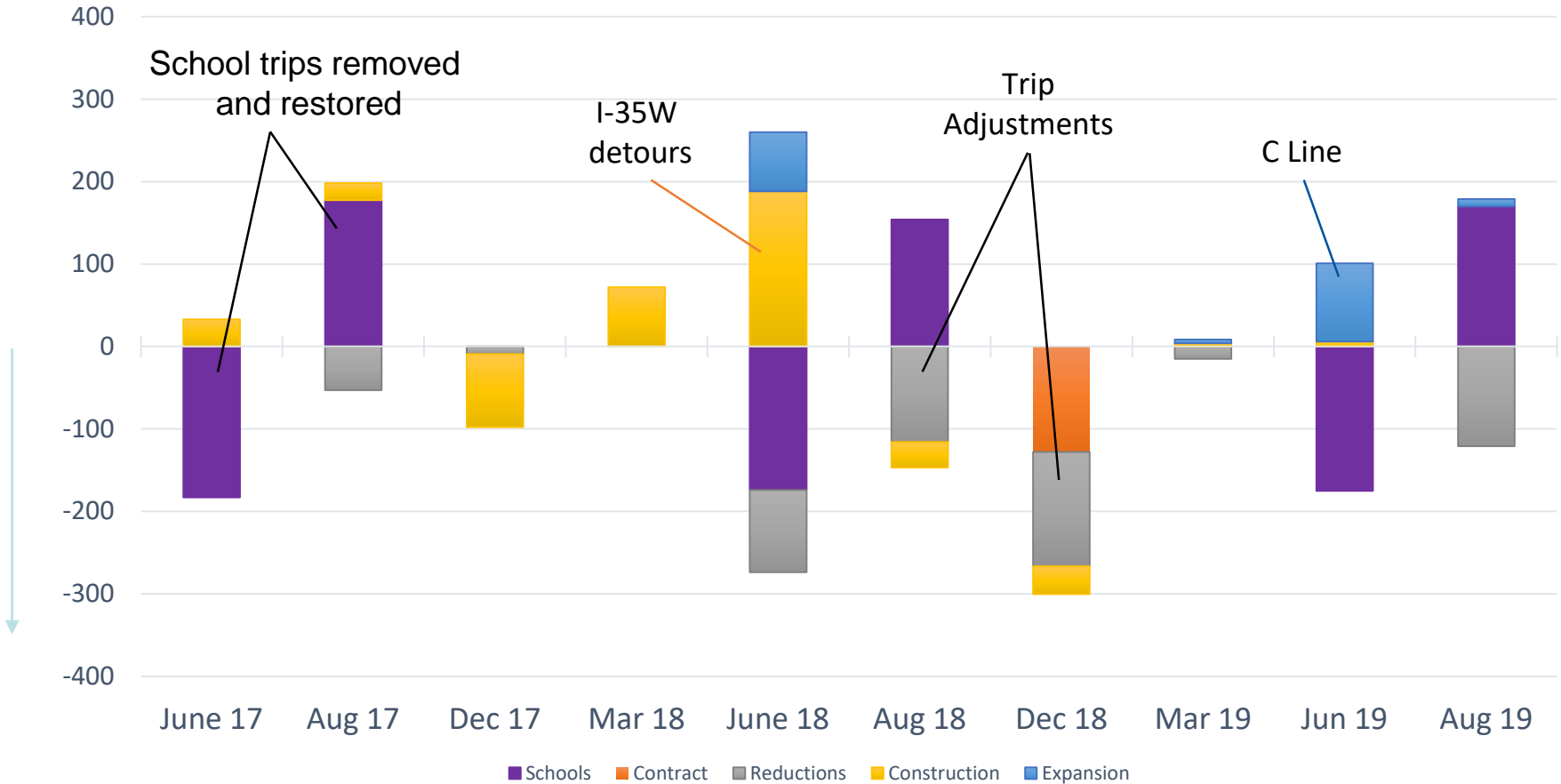


Types of Service Changes

- Annual Fluctuations:
 - School year service levels
 - Construction resources
 - I-35W construction mitigation (June 2018)
- Increases:
 - Route 54 extension to east side of St. Paul (June 2018)
 - C Line (June 2019)
- Decreases:
 - Service contracting (December 2018)
 - Targeted service reductions (December 2018)
 - Trip adjustments (August 2019)

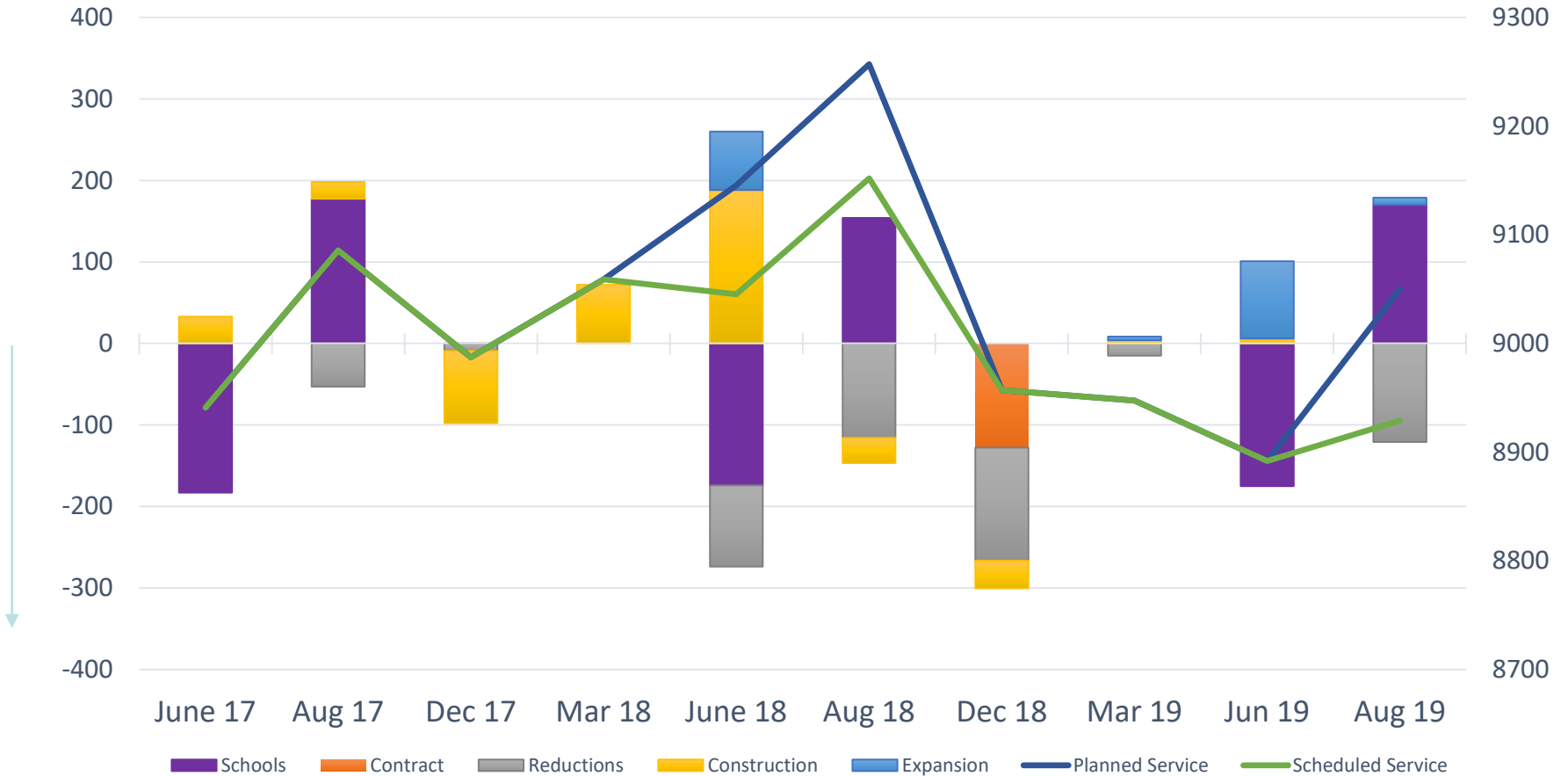
Quarterly Service Changes

Weekday Equivalent Hours



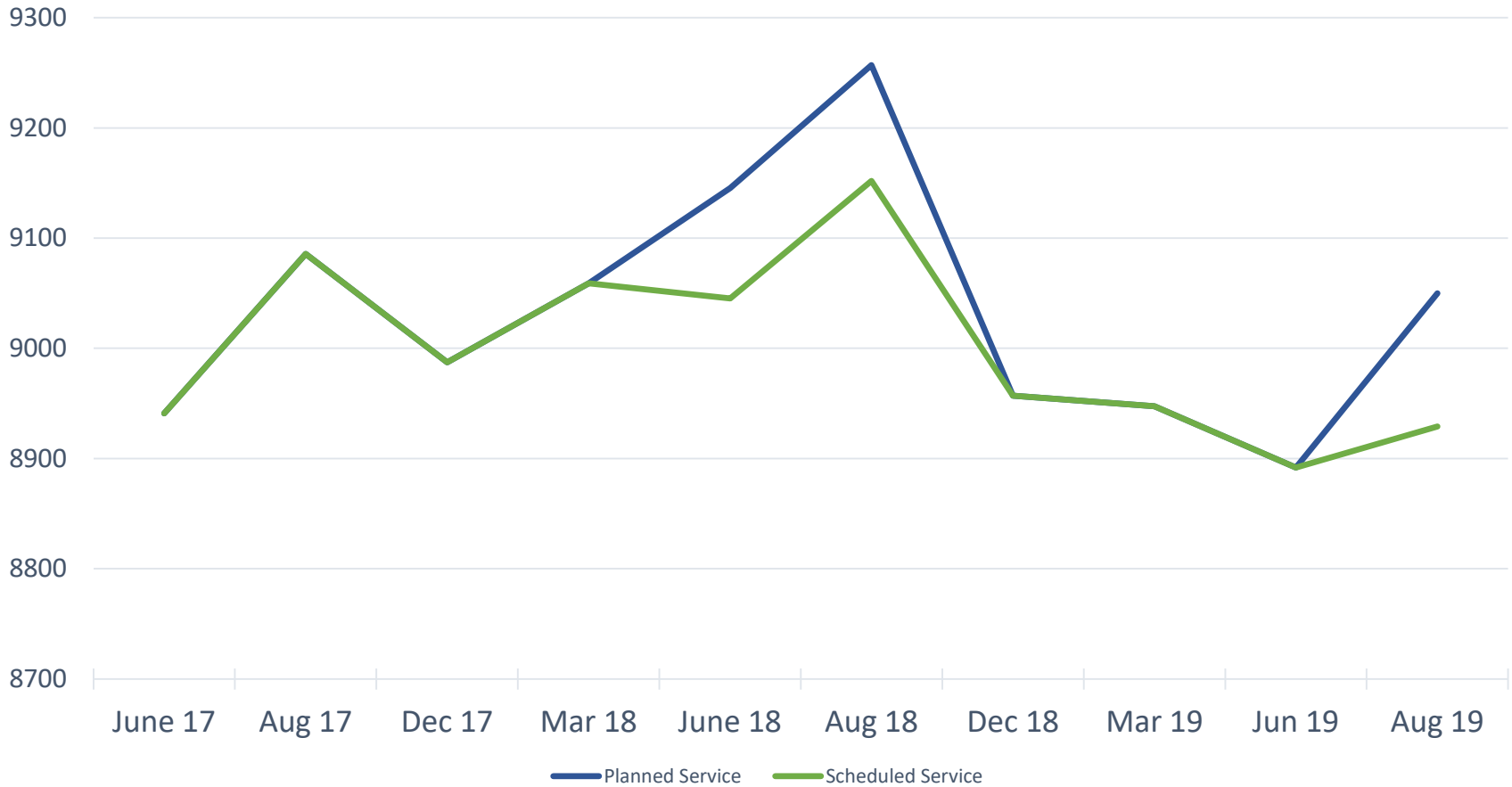
Quarterly Service Changes & Levels

Weekday Equivalent Hours



Quarterly Service Levels

Weekday Equivalent Hours



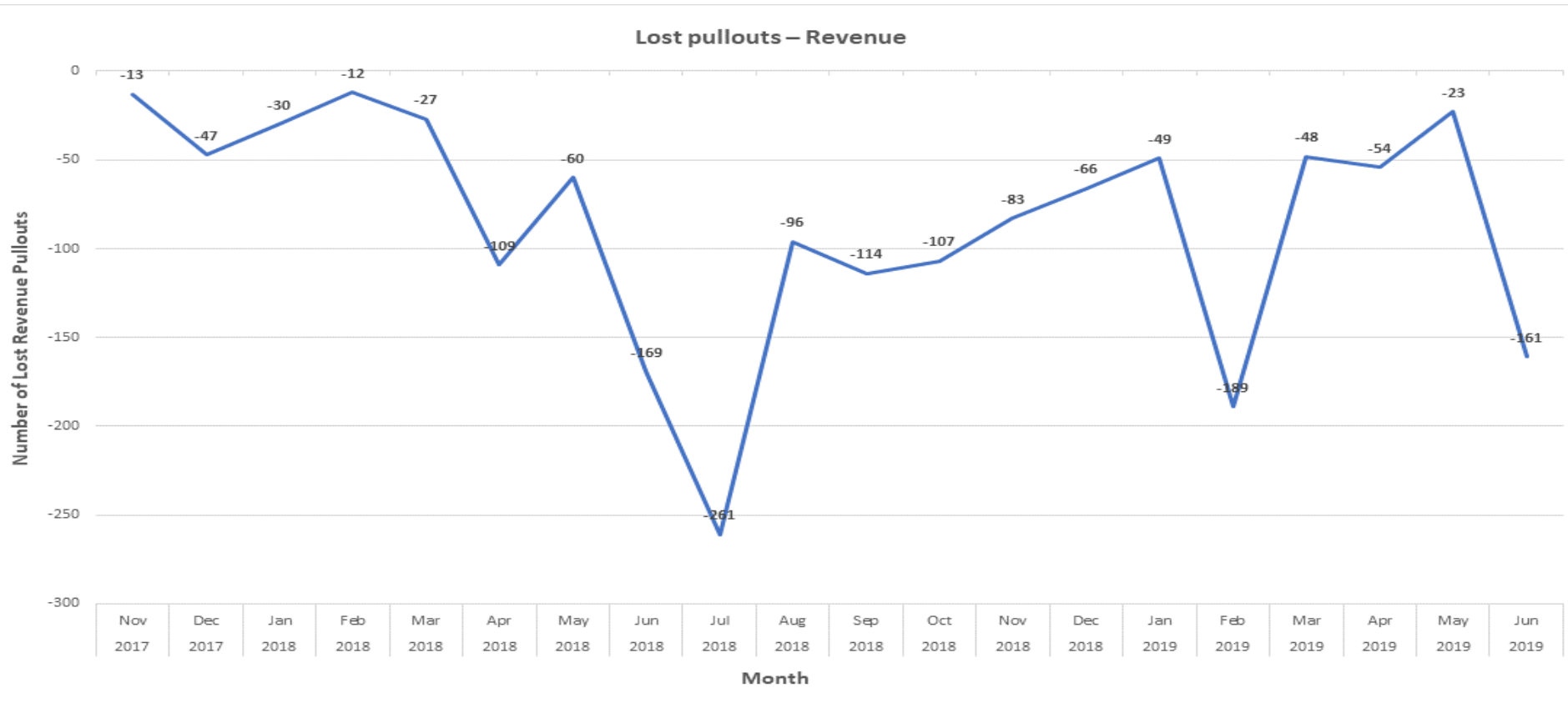
Overview of August pick changes

- Restore full service for fall semester
 - Approximately 160 additional trips
- Green Line/Green Line bus
 - Replace weekday overnight trips (2-4am) with bus service
- Route 3
 - Update S terminal location
- Routes 64 & 68
 - Minor improvements to span of service

Overview of August pick changes, cont.

- Route 118
 - Reroute and add stops in Marcy Holmes neighborhood
- Eliminate Route 614
 - Business item 2019-104 approved 5/22/19
- Reroute Route 670
 - Relocated Park & Ride lot due to SWLRT construction
- Other routine minor adjustments to travel times & trip times
- Peak trip adjustments

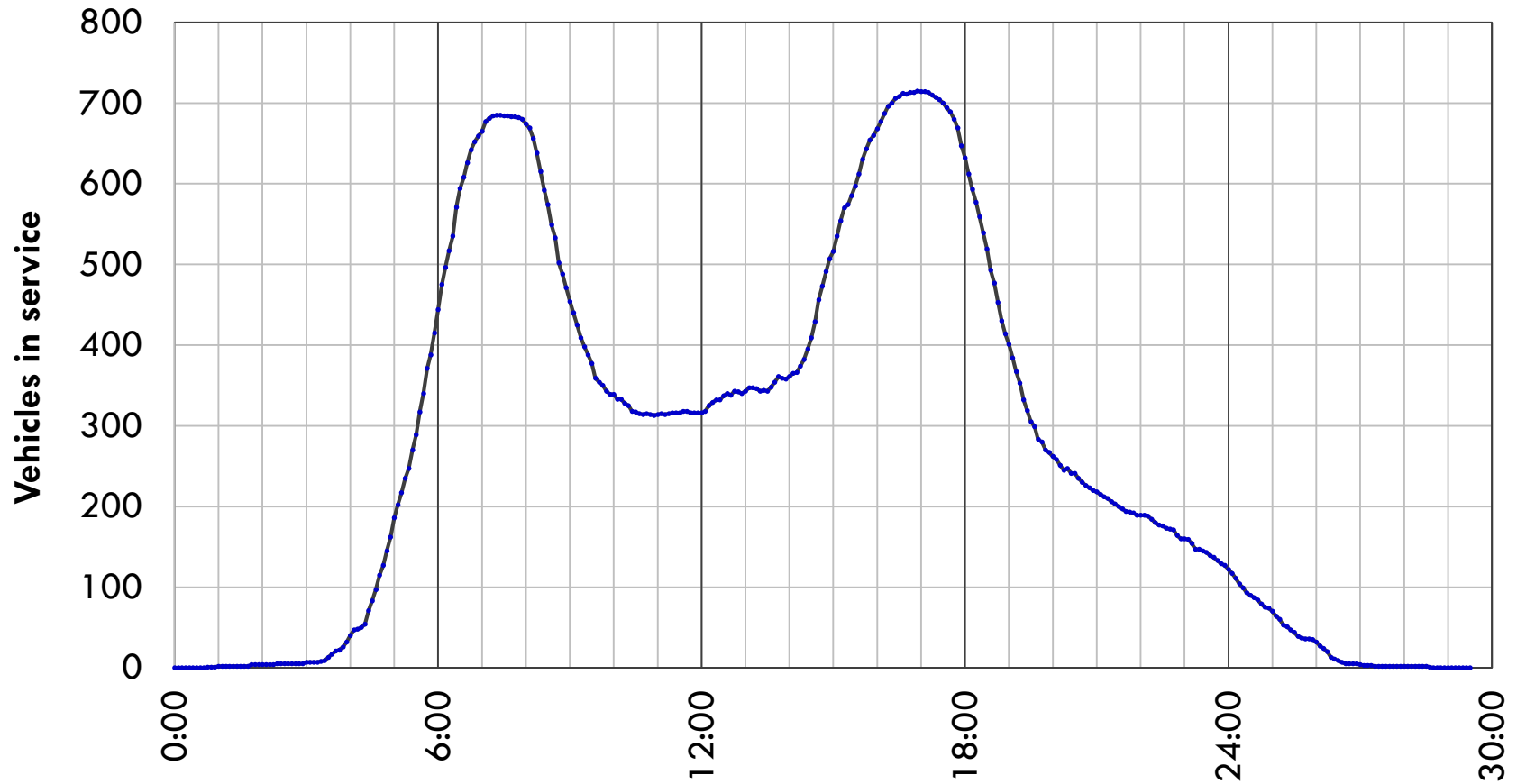
Unplanned Missed Service 2017-2019



August Peak Trip Adjustments

- Manage operator shortage, proactive plan adjusts service and improves predictability for customers
- Of 6,400 weekday bus trips, 83 rush hour trips identified for elimination
 - Select trips on 41 unique routes
 - No route is eliminated entirely
 - Example: On Route 825, 2 of 20 trips eliminated
- Identification framework:
 - Peak period/rush hour trips
 - On higher frequency routes
 - Earlier/later options are available for customers
 - Lower ridership trips (where possible)
 - Avoid eliminating successive trips on the same route

Service Curve for Metro Transit Bus August 2019 Weekday



Metro Transit Service Development, Scheduling Unit. July 3,

August Peak Trip Adjustment Impacts

- Customer Impacts
 - Greater predictability – fewer random trip cuts
 - Most customers of eliminated trips have other options within 5-10 minutes
 - Alternative trips may be more crowded
- Operations Impacts
 - Decrease operator requirement
 - Relieve pressure on day-to-day work fill



Questions?

