



Metro Mobility Driver Wage Increase

Transportation Committee

August 28, 2017

Early 2014

Metro unemployment rate = 4.9%

Average starting public transit driver wage = \$12.75

Metro Mobility Demand contracts RFP released. Minimum starting driver wage = \$13.00

Mid-2015

Metro unemployment rate = 3.5%

Metro Mobility Demand contracts and new service zones are implemented



Mid-2016

Metro unemployment rate = 3.7%

Council accepts alternate price proposal submitted by First Transit as part of RFP response. Starting driver wages increase to \$14

Overall service quality continues to fall short of expectations and some non-ADA rides are denied

- Current (June) Twin Cities unemployment = 3.5%
- Rapid regional employment growth predicted to continue
- Extensive recruiting efforts and \$1 wage increase has resulted in marginal success
 - Dedicated corporate recruiters
 - Hiring bonuses and referrals
 - Job fairs and additional advertising
 - Increased driver pool training support and increased shift flexibility
 - Recent partnership with Metro Transit HR outreach

- **Starting Wages for Drivers**
August 8, 2017

Company	Advertised Starting Rate	Advertised Bonus
Metro Mobility	\$14.00	
Panera Bread Co	\$14.00 - \$18.00	
Twin Cities Transport - Para	\$16.00	
HAP	\$16.00 - \$20.00	
Durham	\$17.00	\$1,000
Septran	\$17.00	\$500
Monarch Bus	\$17.00	\$500
Fedex	\$17.43	
Schmitt and Sons	\$18.50 - \$21.00	\$500
Metro Transit	\$18.98	
Suburban Waste Services	\$19.00	

- Capacity Constraints Defined

Potential Constraint	Council Definition
Untimely Pickup ADA	90% for the month 85% of the days
Untimely Drop Off ADA	90% for the month 85% of the days
Trip Limits	No Trip Limits
Waiting List / Standby	No ADA standby rides
ADA Trip Denials	No ADA Trip Denials
Missed Trips	Less than 1% missed trips
Excessive Trip Lengths	Less than 5% shall exceed maximum OBT
Excessive Hold Time	95% of calls in 3 99% in 5 minutes

- Increase driver wages \$2/hour
 - Minimum starting = \$16.00
 - Contractor flexibility to increase new drivers by more and phase down increase to higher wage earners
 - MTS will audit payroll records to ensure compliance

- Sufficient Demand contract values

	Metro East	Metro West	Metro South
Max Hours Through 6/2017	691,597	983,974	510,952
Hours Used Through 6/2017	653,431	913,116	477,623
Unused Hours	38,116	70,858	33,329

- Agency contract amendment to extend and add value to allow for adequate RFP timeline



Thank You!

Questions?

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