



Mountain Line

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adequate to support the future Route 8 expansion and the planned transition to battery electric buses.

ALTERNATIVES:

1. Approve the off-budget increase to wages for all non-exempt (hourly) staff (**recommended**): Staff recommends that the Board of Directors consider the recruitment and retention strategies as developed by staff and approve the off-budget wage increase to keep Mountain Line wages competitive in the local market. If the wage change is not approved, Mountain Line may be faced with a continuing decline in employment and service cuts.
2. Do not approve the outlined wage increase (not recommended): Mountain Line is currently averaging a 20 percent vacancy in the Transit Operator position due to lack of response to open recruitments. Additionally, three other positions remain vacant after several recruitment attempts, we have lost two candidates over concerns with wage offerings, and we are hearing from employed staff that they are actively looking for different opportunities due to wage offerings that are higher in less complex jobs. If wages are not increased, we will be faced with service cuts on multiple routes as we cannot continue asking staff to work an average of 10 plus hours a week of overtime.
3. Approve an off-budget increase that is a portion of the recommendation (not recommended): The Board could modify the recommended increase to anything from \$0.25 an hour to the developed plan of \$3 per hour. This could lower the impact of the increase; however, staff feel strongly that the \$3 per hour is necessary to compete in today's job market where other employers with less complex jobs are offering as much as \$4.00 over minimum wage, \$19 per hour.

TAC DISCUSSION:

This item was not presented to the TAC due to timing and urgency of the matter.

SUBMITTED BY:

Heather Dalmolin
CEO and General Manager

ATTACHMENTS:

None.

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