



Transportation Leadership Council

MEETING FEBRUARY 23RD, 2024

SPECIAL GUESTS

DR. ERIC WRIGHT

MAX CLEAVER

CHRISTINA COURSON

Agenda

- ▶ Monitor Pay scale and raise to 8 hours
- ▶ Position Changes form 23/24
Consideration
- ▶ Transportation ONLY pay scale
- ▶ Health care negotiations for changes
for FMCSA DOT Physical requirements

Monitors

- ▶ Pay scale based on years of service
- ▶ Move up to 8hrs guaranteed

Rate of a Monitor 6hrs	Rate of Monitor 8hrs
\$16 hr base pay \$17, 280 per year	\$16 hr base pay \$23,040 per year
Plus \$1250 attendance incentive	Plus \$1250 attendance incentive
Plus \$395 district health benefit per month	Plus \$395 district health benefits per month
Totals \$23, 270 per year	Totals \$29,030 per year
	\$5,760 difference
55 Monitor PCN	Budget impact \$316,800

Position Changes 23/24 Budget Recommendations

Trans Operations Specialist (5) employees Current pay grade – AU08

Requesting to change to:
Trans Operations Supervisor
Paygrade – AU10

Knowledge – Transportation routing software
Effort – Communicates with district staff and parents
Responsibility – Supervise Lead Bus Drivers, Bus Drivers, and Monitors.
Scope of impact - Retention of staff (Our lead bus drivers mid-point places them at \$52,421.60 and our Operations Specialist are at \$48,981.00)
Environment –
External Job Market – Create an internal career path (Bus Driver, Lead Driver/Trainer/Dispatcher, Operations Supervisor, Coordinator, Assistant Director, Director)

Cost Impact from Midpoint: \$13,008.60 x 5 employees = \$65,043 per year

Dispatcher (3) employees Current pay grade – AU07

Requesting to change to:
Lead Driver/Dispatcher
Pay Grade – Lead Driver Pay Scale

Effort – Communicates with all levels of staff, community members, and Emergency services. High volume and pace.
Responsibility – Scope of impact: Retention of staff
External Job Market: Create an internal career path (Bus Driver, Lead Driver/Dispatcher/Trainer, Operations Supervisor, Coordinator, Assistant Director, Director)

-Position requires them to drive.
-The level of responsibility in this role and the severity of calls they handle.

Cost Impact from Midpoint: \$7,875.60 x 3 employees = \$23,626.80

All positions that are required to drive a bus: Hazard Tech – AU06 Shop Support (Fueler/Parts Clerk/Camera Tech) – AU06 Upholstery Tech/Sign Tech/Wash Tech – AU07

Requesting to change to:
Bus Driver/Role

-Since all of these positions have an assigned route and require them to be a Bus Driver first we would like to place them all on the Bus Driver Scale.

List the positions as follows:

Bus Driver/Hazard Tech
Bus Driver/Fueler
Bus Driver/Parts Clerk
Bus Driver/Upholstery Tech
Bus Driver/Sign Tech
Bus Driver/Wash Tech

~~Bus Driver/Shop Support (Fueler/Parts Clerk/Camera Tech)~~

This camera
tech position
has already
been satisfied

AU06 Mid-point = \$40,498.40
AU07 Mid-point = \$48,033
BD Mid-point = \$50,581

AU06 to BD Scale Cost Impact from Midpoint: \$10,083.60 x 6 employees = \$60,501.60
AU07 to BD Scale Cost Impact from Midpoint: \$2,548 x 3 employees = \$7,644

Transportation ONLY Pay Scale

- ▶ Creating the language to represent our goals
- ▶ Allows for changes solely in transportation
- ▶ Demolish blanket system for Transportation positions (i.e. Auxiliary 1,2,3)

Health care negotiations for changes for FMCSA DOT Physical requirements

- ▶ Health care negotiations for changes for FMCSA DOT Physical requirements
 - ▶ Sleep Apnea Cost is expensive even with insurance
 - ▶ Diabetes diagnosis has to have a years worth of documentation prior to driving
 - ▶ Heart condition requires clearance from a cardiologist
1. **Heart Condition** – if a driver has any history of a heart condition, then they must provide a clearance letter from their cardiologist stating that "The driver is cleared to drive a commercial vehicle from a cardiovascular standpoint." I will be requiring the driver to provide a letter from their cardiologist for any history of a heart condition. **If the driver has or has had a heart attack, stent, AFib, etc., no matter how long ago it was, they will need a clearance letter from their cardiologist.**
 2. **Sleep Apnea** – Referral to OSA Diagnostic Testing Based on Screening (i.e., Identifying Individuals With Undiagnosed OSA). **I will be medically evaluating each driver before referring and will not make a referral based upon weight alone. NOTE: OSA Drivers will be required to provide a CPAP history of 1 year or from the date of the last exam.**



Discussion with Staff for New Director Profile

- ▶ Speaker: Christina Courson Chief of HR for Hays CISD