

Part-Time Operators: Worth Another Look?

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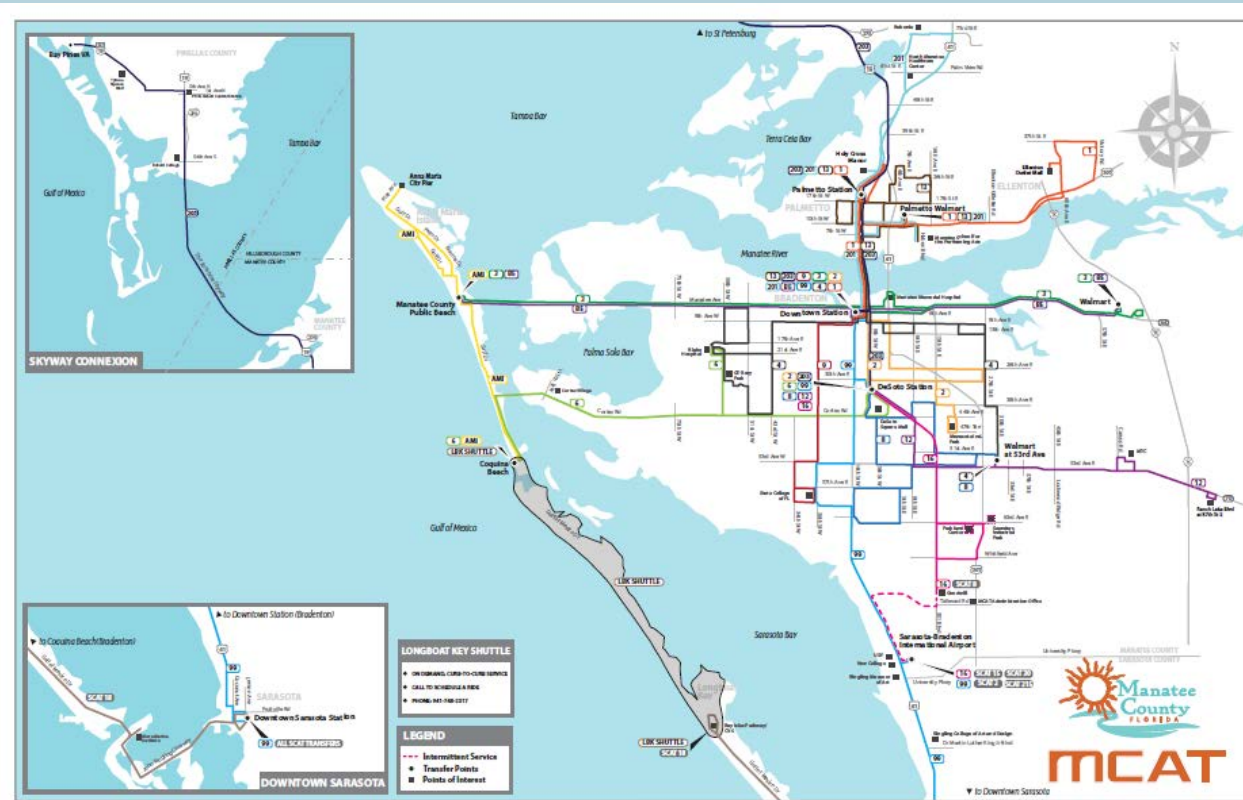
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Key Presentation Take-Aways

- Yes
- Mistakes to Avoid
- Actions to Achieve Success

Manatee County Area Transit



Today's Presentation

- Why worry about this?
 - What are others doing?
 - What can we do?
 - How is it working?
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Why Worry About This?

- Many bus operators are nearing retirement age
- Tight labor market
- Small transit agency in metropolitan area
- Some operators want to continue to work, not 40 hours

What Are Others Doing?

- JTA Jacksonville
 - Have used PTO for 6 years (currently have 8)
 - All operators begin as PT for as long as a year, then move to FT
 - PT work not especially popular in today's labor market
- PSTA St. Petersburg
 - Had PTO in past, limit 30 hours per week
 - All began as PT, retirees encouraged to stay
 - Difficult to find and keep PTO, now only hires FT

What Are Others Doing?

- PalmTran West Palm Beach
 - Planning to introduce PTO
 - Limit 24 hours per week
- LYNX Orlando
 - Has PTO, considering a “premium part time” promotion to encourage non-traditional schedules
 - Work-Life Balance Committee – how to enhance balance

What Are Others Doing?

- HART Tampa
 - 12 PTO, max 30 hours, no benefits
 - Schedulers work with PTO to identify AM/PM, days off
- SacRT Sacramento
 - Request recommendation to revisit PTO
 - Past effort: PTO got worst shifts, no consecutive days off
 - We could do better today, and enhance efficiency

TCRP Report 68 (2001)

- Factors Limiting Success of PTO Use
 - Lower wages and benefits
 - Least desirable work assignments
 - Requirement that ALL new operators begin as PTO
 - Inability/unwillingness to tailor PTO assignments
- Recommendations
 - Greater flexibility
 - Work closely with agency's HR Department

MCAT Approach

- Convert 7 FTO positions to 8 PTO positions
 - 30-35 hours per week; health care as an inducement to retirees
 - Work with PTO re availability/preferences in designing rosters
 - PTO/FTO ratio can vary, within established limits
 - Similar quality of work assignments
 - Assignments are consistent across picks
 - Florida Retirement System rules govern accrual
 - Minimal fiscal impact

Positive Impacts for FTO

- More weekly assignments with consecutive days off
- Fewer split shifts
- Fewer two-hour lunch breaks

How Is It Working?

- County precedent – in HR Department!
- Over 30 hours considered as full-time work
- Continued health care/retirement benefits
- Looking at 4-day work assignments ~ 32 hours per week
- Keep the knowledge/experience of operators at retirement age (also can be mentors)
- Mix of driving and training

Key Presentation Take-Aways

- Use of Part-time operators can work:
 - Retain skilled operators at/near retirement age
 - Improve quality of work assignments
 - Enhance operational efficiency
- Flexibility in approach is vital

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