

Reasons for MCTS Bus Operator Resignations 5/1/2021 – 5/1/2023

Summary: This report was prepared for the MCTS Security Taskforce to analyze the number of Operators that have resigned over the past 24 months due to safety concerns. This report substantiated that Operators have resigned as a result of safety concerns, but that number is extremely low in comparison to the other reasons for resignation. The largest factor behind Operator resignations continues to be the schedule.

1. **Exit Interview Data** - Over the past 24 months, a total of 88 Exit Interviews were conducted with Bus Operators that resigned. Exit Interviews are optional, and not all separating employees want to participate in the interview.
 - 6 of 88 (6.8%) expressed in the interview that they had some level of concern with safety.
 - Of those that indicated that safety was a concern, none of them listed safety concerns as their primary reason for leaving.
2. **Resignation Data** - Of the 137 Resignations that took place during this 24-month period, 3 (2.2%) listed within their Resignation Form that safety was their primary reason for leaving MCTS. See below for a chart with all reasons that Bus Operators resigned from MCTS.
3. **Combined Data** – Of the 137 Operators that resigned during this period, there were a total of 9 (6.6%) indicated that safety was a concern. This is a combination of those that listed safety as a primary or secondary reason for leaving MCTS.

