

1. MCTS is the only company we know of that will pay you to get your CDL without an agreement or employment contract requiring reimbursement if you voluntarily terminate employment. This is wasteful and cost hundreds of thousand of dollars per year in training cost.

2. MCTS had a turnover rate of 35% in 2016, 33% in 2017, 15% in 2018 and so far in 2019 35%.. this breaks down to:

120 new hires and 42 terminations or resignations in 2016.
152 new hires and 50 terminations or resignations in 2017.
114 new hires and 18 terminations or resignations in 2018.
65 new hires and 23 terminations or resignations in 2019 as of April 1st.

So here are the amounts of wasted training cost for each year.

\$1,007,706 in 2016

\$1,199,650 in 2017

\$431,874. in 2018

\$551,839 in 2019

\$3,111,069 wasted.

I point this out since this amount of money on top of what the company returned to the county could be applied to a better contract and happier employees.

When I started the company ran an ad and between 250 and 300 people applied, 100 were tested and the class that started was only ten people. Lowering our standard of hiring is a sign we are not a desired job to have any more, If you have a better offer than your competition you will attract more qualified applications and this will cut down on turn over rates.

In past contract negotiations the company would present the bids for health insurance to the union to explain to the members why we were offered one versus the other by cost. Why was this not done this time. Were any other bids requested and was the cost of the current policy even changing? We need the company to start being honest and negotiating fairly.

The company had gone to the media and stated they would be cutting routes because of our contract and in fact the next program is all about cutting service and routes. This program is in effect now and had cut service already.

The woman who uses an electric scooter, that rides the 48 flyer that was on the news will operator #1018 when he stopped to pick her up to get her to the route 15 no longer has a bus to get her to the 15. Other passengers now walk from Drexel to almost Puetz. As of now the only bus to Ryan rd is the 137 house of corrections bus on Saturdays.

A passenger on the 46 takes an Uber to the Loomis lot since her service was cut. Shame on MCTS when they will change a routes' pullout o or pull in to accommodate some one while they leave others with no possibility of any service.

MCTS Employee Turn Over Rates

Year	New Hires	Quit or Terminated	Percentage
2016	120	42	35%
2017	152	50	33%
2018	114	18	15%
2019	65	23	35%

Student New Hire Training Cost

	Hours per	Wages per Week	First Month Training Co
Cost of Training for 4 weeks			
Student	40	480	2400
Instructor	40	1000	4000
Instructor benefits cost		1000	4000
Instructors replacement on regula	40	1500	6000
Instructors replacement on regular service be		1500	6000
Training Dept Personnel for class 40x1/15		1153	309
Training Dept Personnel for class 40x1/15		1153	309
Training Dept Personnel for class 40x1/15		1153	309
Extra Instructor for class 40x1/15		1000	266
Extra Instructor for class benefits x1/15		1500	400
			<u>400</u>
Cost per employee			23993

This cost does. assume 15 students per class and a 5 week course with no cost for first week due to multiple variables.

The cost schedule does not include Recruiting, Admin,, or bus maintenance or fuel cost.

