Human Resources

HIRING

January 19, 2023
# MBTA OCC Heavy Rail Dispatcher Recruitment as of 01/10/2023

HR and OCC Team will conduct coffee hours in January and February and commence open houses starting in March

<table>
<thead>
<tr>
<th>Total Applications</th>
<th>Did Not Meet MERS</th>
<th>Met MERS</th>
<th>Pending Supervisor Eval</th>
<th>Interviews to be Scheduled</th>
<th>Interviews Completed</th>
<th>Candidates Selected for Hire</th>
<th>Hired &amp; Started</th>
<th>Pending Start Date/Training Availability</th>
<th>Pre-Employment</th>
</tr>
</thead>
<tbody>
<tr>
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<td>31</td>
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</tbody>
</table>

**Notes**
- Completed Open Houses on 10/04 at Braintree, 10/11 at Orient Heights, 10/18 at Forest Hills, 10/25 at Ashmont, 11/1 at Alewife, 11/8 at Wonderland, and 11/15 at Wellington
- Direct calls to eligible team members, ongoing:
  - Promoting coffee hours/open houses and encouraging applications
- $10,000 sign on bonus extended until March 31, 2023
  - Targeting one additional full-time dispatchers and five spare dispatchers
HR Update: Bus Operators

Providing Commercial Driver's License Permit (CDP) Training Pilot Class #2

• 63 candidates ready to hire for Pilot Class #2
  ◦ 42 ready to start two-week CDP training January 9
  ◦ 21 have CDP and will start operator training January 23
  ◦ Current class size as of 1/11/2023: 51
• Training ends March 17, 2023

Providing Commercial Driver's License Permit (CDP) Training Pilot Class #1

• 38 new hires started on October 24, 2022
• 27 employees in current class
  ◦ 11 new hires dropped out (3 after first day, 1 after second day, 4 failed second permit attempt, 2 failed CDL test twice, and 1 terminated for attendance)
**Promotions now include selection process internal hires only**

Net Headcount Increase (Hires – Separations)

- **232** positive
- **141** positive
- **16** positive
- **132** negative

FY20 - FY23 Agency-wide Hiring Actuals

As of: 01/11/2023
HR Update: FY23 Q1 & Q2 Hiring Activity

As of: 01/19/2023

• 259 Total Requisitions actively being recruited
  ◦ Accounting for 593 positions excluding Programmed Hiring and 877 positions including Programmed Hiring

• 413 Hires and 323 *Promotions for a total of 736 transactions
  ◦ 399 Separations
    ▪ 186 Retirements
    ▪ 157 Voluntary Separation
    ▪ 56 Involuntary Separations

* Promotions now include selection process internal hires only
APPENDIX
# MBTA OCC Heavy Rail Dispatcher Recruitment as of 11/15/2022

HR and OCC Team conducting weekly in station recruitment from 10/04-11/29

<table>
<thead>
<tr>
<th>Total Applications</th>
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<tbody>
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<td>15</td>
<td>11</td>
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</tbody>
</table>

**Notes**

- Completed Open Houses on 10/04 at Braintree, 10/11 at Orient Heights, 10/18 at Forest Hills, 10/25 at Ashmont, 11/1 at Alewife
- The latest Open House at Alewife on 11/29
- More to be scheduled in the new year.
- Direct calls to eligible team members, ongoing:
  - Promoting Open House and encouraging applications
HR Update: Bus Operators

Providing Commercial Driver's License Permit (CDP) Training

• 38 new hires started on October 24
  ◦ 15 came with CDP and 23 needed CDP

• 79% Pass Rate for CDP.

• Training School moving from a class each ten-weeks to class each eight-weeks
  ◦ 2 week overlap going forward

• Gathering lessons learned to incorporate into training program
FY20 - FY23 Agency-wide Hiring Actuals

**Promotions do not increase headcount but require a significant effort from HR Staffing**
HR Update: FY23 Q1 & Q2 Hiring Activity  
As of: 11/21/2022

• 279 Total Requisitions actively being recruited accounting for 872 positions

• 286 Hires and 306 Promotions for a total of 592 transactions

*Excluding ongoing programmed hiring