



Recruitment and Retention Plan

In an effort to recruit and retain experienced and qualified Roam Transit Operators, BVRTSC has implemented the following Recruitment and Retention Plan. This plan is in place for our 2019 Spring/Summer hiring blitz and will be reassessed for implementation on an as-needed basis. Employee's hired in 2019 prior to this plan's implementation will be eligible for the same benefits outlined below.

For potential hires with a current Class 1 or 2 license.

1. Full hourly wage rate during training (\$24/hr).
2. Once hired and trained, operators are paid at \$24/hr to start.
 - After a 90-day probationary period since hire date, the operator's wage is increased to \$25/hr.
 - If a recruit stays to complete the summer 2019 season (typically mid Sept), all hours worked during the 90-day probationary period would be retro paid the additional \$1/hr.

For Non-Class 1 or 2 hires (Class 5 License for example), and Class 4.

1. After a successful interview process, BVRTSC may at it's discretion offer to pay for the new hire to attend a licensing course for Class 2 paid for by BVRTSC may be offered.
 - Any training paid for by BVRTSC comes with a required sign off from new hire regarding commitment to work (either full-time/part-time/on-call) for at least 1 year?
2. 75% training wage of \$18/hr. Once Class 2 is achieved training wage increases to \$20.40/hr. Once all training is complete, wage is \$24/hr with a bump to \$25 after 90-day probationary period.
3. Class 4 licences:
 - Hourly wage for Class 4 drivers is \$22/hr.
 - 75% Training wage of \$16.50.
 - Option for Class 2 training open to Class 4 license holders as well.

Rewards and benefits for permanent full-time and/or part-time employees:

Becoming a Roam Transit Operator with BVRTSC comes with the following benefits and advantages:

- Paid training
- Full Pension and medical benefits for permanent full-time employees.
- Your area of operation is all within the Bow Valley; which means you're home every night.
- Active Living Purchase Assistance Loan Program
- Roam Transit pass
- Cell phone contribution

Roam



- Flexible scheduling
- Employee Referral Program