

# Innovative Programs to Attract and Maintain Employees

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# MST Demographics

- Population Served: 437,325
  - Fleet Size: 131
  - Operating Expenses FY22: \$36,078,977
  - Capital Expenses FY22: \$10,422,260
  - Passengers Carried: 1,759,050
  - Revenue Miles Traveled: 2,951,850
  - Employees: 232
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# Things to think about...



WHAT WAS THE WORKFORCE  
LOOKING FOR?



WHAT ARE THEY LOOK FOR  
NOW?



WHAT PROGRAMS WOULD  
ADDRESS WHAT THE FUTURE  
WORKFORCE IS LOOKING FOR?

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# Forbes Study July of 2018

- The top 3 things the workforce was looking for in their future employer:
    1. Permanent Flexibility
    2. Commitment to Health and Well being
    3. Working with a Purpose
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# Gallup Poll February 2022

## The Workforce of today is looking for:

- ✓ 64% are looking for an increase in pay/benefits
  - ✓ 61% Greater work-life balance/well being
  - ✓ 58% Ability to do what they do best
  - ✓ 53% Greater stability and job security
  - ✓ 43% Policies that are aligned with their beliefs
  - ✓ 42% The organization is diverse and inclusive
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**What do I do to  
get people in the  
door?**

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# Highlight pay and benefits

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On the job ad, show what a person is going to get if they are selected for the job.



Know what the market is for the position. If you don't, they will.



Offer incentive bonuses but at milestones. Bonuses at 3-5k.



Trying to attract outside of state? Provide a relocation reimbursement up to 6k to 10k.



Offer to pay the first month of rent for management position.



Offer housing, tech, auto allowances paid out every pay period or the first check of the month.

# Work-Life Balance, Well Being and Job Stability/Security

Evaluate the positions within your organization that can be done remotely fully or a percentage of the time.

If you still have vacation time and sick time, re-negotiate and make it personal time off. Allow employees to cash the time off if they chose.

When constructing new facilities, add a gym. It pays for itself within two years.

Partner with message therapy schools to allow their students to come in to get their hours.

Look to seek funding under federal programs to build childcare within transit facilities.

Consider offering 30 days of paid medical leave for new mothers or offer to pay a portion of their childcare costs through private partnerships.

Improve conversations between employees and their managers regarding pay, job development and their future career path.

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# The organization is diverse and inclusive



Include diversity and inclusive questions within each interview.



Show how you partner with foundations and non-profits within your community. Use social media to show how you are making a difference in your community outside of providing public transit.



Look at your company website. Is your mission statement and values posted on your website? Do they consider being diverse, equitable and inclusive?



Make sure that the content you are posting shows a diverse workforce.

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# Questions?

