



Item #10

DATE April 4, 2018
TO GCTD Board of Directors
FROM Debbie Williams, HR Director *DW*
SUBJECT Consider Approval of Establishing a Retiree Bus Pass Program

SUMMARY

Recently, requests have been made by employees nearing retirement that they be eligible for a free bus pass for personal use after they retire. Establishing a program that allows the issuance of a bus pass to current employees who retire from the District after many years of service with a good record will serve as goodwill to these employees, will benefit employee morale and will help to recruit and retain valuable employees with an almost negligible impact on revenue. Once such employees reach the age of 75 they would qualify for a 75+ bus pass that allows free rides.

It is recommended that the Board Approve the Establishment of a Retiree Bus Pass Program to employees that retire after meeting the following conditions:

- **Must currently be employed with the District**
- **Must have served the District for more than 15 years**
- **Must be age 55 or higher and qualify for CalPers Pension benefits**
- **Must retire with a positive employment record and not as a means to avoid termination**
- **Must apply for the program and be approved by the HR Director, Department Director and General Manager**
- **Must renew the Bus Pass on an annual basis**

BACKGROUND

District employees nearing retirement have expressed an interest in obtaining a free bus pass for use after they retire based on their desire to use the bus for occasional travel throughout the service area and to take grandchildren on bus trips to familiarize them with the use of public transportation. Some of these employees have long standing interactions with some of our regular passengers and can act as informal goodwill

GOLD COAST TRANSIT DISTRICT

ambassadors to the public in our area. Training others on the use of public transportation can have benefits that could last for a lifetime for those new to public transit and help introduce them to the ability to have options to always having to use a single occupant vehicle.

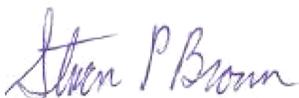
Establishment of this program could hopefully lead to other new initiatives such as a volunteer transit trainer program that would work with potential passengers at schools, job training centers, or other community organizations that would like to encourage their clients to use public transportation, but lack the resources to devote significant time to doing such training.

RECOMMENDATION

It is recommended that the Board Approve the Establishment of a Retiree Bus Pass Program to employees who retire after meeting the following conditions:

- **Must currently be employed with the District**
- **Must have served the District for more than 15 years**
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- **Must apply for the program and be approved by the HR Director, Department Director and General Manager**
- **Must renew the Bus Pass on an annual basis**

GENERAL MANAGER'S CONCURRENCE



Steven P. Brown
General Manager