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Human Resources Goals

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1. Update the succession plan for senior management positions by March 1, 2020.
2. Revamp management performance evaluation process and automate through the newly implemented ADP software by June 1, 2020.
3. Conduct training for all evaluators on changes in performance management system within ADP by June 30, 2020.
4. Increase Wellness Connection participation by 5% as compared to fiscal year 2019.
5. Increase employee referral participation for the Bus Operator position. Average 1.5 referrals per class over fiscal year 2020.
6. Ensure that 90% of new hires have a 90-day performance review score over 2.5 in fiscal year 2020.
7. Maintain active in-house bus driver levels to at least 98.5% of the authorized levels for fiscal year 2020.

8. Create cross-functional working group to collaborate with Rail and Bus Transportation Departments to manage and improve absenteeism. Meet quarterly to review absenteeism data and adjust programs that target absenteeism. The result of this collaboration will be reduced absenteeism for these departments as compared the previous fiscal year.

9. Update the MTS Hiring Guide / Recruitment Guide by June 30, 2020.

10. Implement the ADP benefits module by June 30, 2020.

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