

IMPROVES

Retention and Morale

The Partners Moving Forward program is a proactive approach to addressing *operator challenges, increasing job satisfaction, and improving overall retention rates*. The program's impact includes:

- **Stronger Support System:** New operators feel more confident with a mentor to guide them through their first year, reducing stress and uncertainty.
- **Higher Retention Rates:** Operators who receive mentorship are more likely to complete their probationary period and continue their careers with SacRT.
- **Improved Workplace Morale:** Peer support creates a more inclusive and positive work culture, reinforcing teamwork and professional development.
- **Reduction in Performance Issues:** Mentors provide hands-on guidance, helping new operators develop strong habits and confidence in handling real-world challenges.
- **Stronger Connection to SacRT:** By fostering relationships between new hires and seasoned operators, PMF strengthens engagement and long-term commitment to the agency.

Benefits of Partnership

MENTORS PROGRAM

By investing in mentorship, **SacRT** and **ATU 256** are cultivating a culture of growth, learning, and retention, ensuring operators receive the support they need to succeed.

MEET OUR MENTORS!



Partners Moving Forward (PMF) Program History

SacRT managers and ATU Local 256 personnel came together to organize a mentorship program called Partners Moving Forward (PMF). The program name reflects the partnership between union and management to strengthen morale and create a healthier work environment for operators.

The mission of Partners Moving Forward is to develop a peer-to-peer mentorship system in which new operators are paired with senior operators during their first 12 months on the job under the slogan ***"No Operator Left Behind."***

With the support of SacRT and ATU leadership, PMF helps new operators navigate challenges, pass probation, and build a long-term career in transit.

TIMELINE

PMF Development

The foundation for Partners Moving Forward was built through years of collaboration:

- **October 10, 2019:** First PMF Kickoff Meeting to introduce the mentorship concept.
- **November 3, 2022:** Second Kickoff Meeting and New Mentor Training.
- **October 20, 2023:** Third Kickoff Meeting to welcome primary and alternate mentors.
- **November 16-17, 2023:** Two-day Operations Committee Meeting to refine program logistics and training materials.

Program Structure

SacRT operates across five divisions:

- **Elk Grove Transit Service** (City of Elk Grove)
- **SacRT GO Service** (Paratransit Service)
- **Community Bus Service** - CBS (Small Bus)
- **Big Bus** (Fixed Route Bus Operations)
- **Light Rail**

To ensure proper representation, a Partners Moving Forward committee was created with members from each division, including ATU representatives and leadership. Together, they designed the structure, logistics, and mentorship opportunities for operators.

Launch and Future Growth

On June 1, 2024, the first sign-ups for PMF began. The program is completely voluntary, with experienced operators offering guidance off the clock to new hires struggling with work-related challenges.

On January 25, 2025, SacRT accepted eight dedicated operators into the program:

- Three operators from Big Bus
- Two from Light Rail
- One each from Paratransit, Small Bus, and Elk Grove Service

Since the launch, mentors have been successfully paired with new operators upon completion of training. The program's early success has encouraged SacRT to reopen applications in Summer 2025, expanding opportunities for more operators to participate.