



EXPRESS!

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Celebrating Seven Remarkable Employees with 50+ Years of Service



Photo above: Front Row (left to right): **Ferdinan Agasid, Herbert Titcomb, Lawrence Maldonado.**
 Back Row (left to right): **Dean Fukuda, Daniel Nartatez, Guy Gamurot.**
 Missing from photo: **Collins Akuna**

Management clearly recognizes that it is the employees who make this company what it is. As we look at where it all started with HRT, MTL, and now OTS, there are seven remarkable employees who stand out for their extraordinary dedication and commitment. These individuals have each dedicated over 50 years to our communities across the island

and TheBus, embodying strong values of commitment, resilience, and professionalism. Their stories are inspiring and a testament to the fact that the reason they have remained steadfast in their careers at TheBus is because of their generous attitudes of servitude to their communities and Aloha for their OTS coworkers.

Continued on Pg. 2

Celebrating Seven Retirees Employees with 50+ Years

Continued from Cover

Lawrence Maldonado, Bus Operator, 1973

Lawrence Maldonado began his career with TheBus on February 24, 1973. Before this, he drove a cement truck alone all day. He decided to drive buses to have someone to talk to on his daily drive.

His most cherished memory on the job is driving the Waikiki routes for 40+ years, seeing all the children grow up and recognize him as their bus driver. He attributes his long career to his love of driving and working with people.



Photo above: **Lawrence Maldonado started at TheBus on February 24, 1973.**

Collins Akuna, Steam Cleaner, 1973

A family friend offered Collins Akuna a job at TheBus, and he began his career with MTL on July 19, 1973. The most memorable moment in his 50+ year career was receiving his first paycheck. He credits his wife, children, family, and friends with his long career.



Photo above: **Collins Akuna started at TheBus on February 24, 1973.**



Photo above: **Daniel Nartatez started at TheBus on December 7, 1973.**

Daniel Nartatez, Bus Operator, 1973

Daniel Nartatez grew up in Molokai and came to Oahu to find work. Russell Duarte, a former bus operator, introduced him to TheBus, which he started on December 7, 1973.

The most memorable moment for him was saving some kids on his bus. He intervened during a fight and got the male rider away from the two kids. Having good coworkers and enjoying serving the people are the reasons for his long career.



Photo above: **Ferdinan Agasid started at TheBus on September 10, 1974.**

Ferdinan Agasid, Bus Operator, 1974

Ferdinan Agasid began his bus operator career on September 10, 1974, because Mr. Mueller, a vendor he knew, recommended the job to him. He has enjoyed all the buses that he has had the opportunity to drive and the work. It is much better than doing hard labor like construction or delivery driving.

markable years of Service

Dean Fukuda, Dispatcher, 1974

Dean Fukuda began his career as a bus operator on September 10, 1974. Yes, Ferdinan Agasid is his classmate. Dean's oldest brother convinced him to work for TheBus. He asked him what he liked doing, and he said driving. His brother asked if he would drive the bus, and then he got an appointment through Mr. Moniz. His best memories of working for TheBus are all the friends he has made and getting to work with his older brother, Gary Fukuda.

Dean credits his long career to Masa Toyama, who taught him everything he knows about dispatching, and to his older brother Gary, who encouraged him throughout his long career.



Photo above: **Dean Fukuda at TheBus on September 10, 1974.**

Herbert Titcomb, Bus Operator, 1974

Herbert Titcomb used to work for a surf shop with a bus stop out front, and he would wave to the bus operators. When his surf shop partner sold his share of the business, Herbert went to Alapai to apply at TheBus. Gerald Duarte, Manager of Transportation Operations at MTL, hired him on the spot, told him to do his physical and come back for class on Monday. He started on October 5, 1974, in the same class as Guy Gamurot.

The most memorable moments of his career were picking up people 30 to 40 years ago and then picking up their kids and their kids, sharing memories, and connecting with different generations. He credits his family with keeping him focused during his long career.



Photo above: **Herbert Titcomb started at TheBus on October 5, 1974.**

Guy Gamurot, Bus Operator, 1974

Guy Gamurot planned his career with the long-term future in mind. He liked what the company had to offer in benefits and began his time at TheBus on October 5, 1974. His most memorable moments have been the kindness of his passengers, and he was given a trip to Las Vegas three times for being the operator of the Quarter. He credits the great atmosphere and the wonderful people he has worked with as the reasons for his long career.



Photo above: **Guy Gamurot started at TheBus on October 5, 1974.**

Legacy of Aloha for our Community & OTS Ohana

Lawrence, Collins, Daniel, Ferdinan, Dean, Guy, and Herbert's careers highlight the value of experience, perseverance, commitment and most of all the Spirit of Aloha to one's community and work Ohana. As we celebrate their extraordinary achievements, we are reminded of the rich legacy they established and continue to perpetuate daily.

In an ever-changing environment, these seven employees, along with many employees who have 10 to 40+ years of service, remind us that it is the employees' dedication to the purpose of servicing our community that has made TheBus and TheHandi-van what they are today. Mahalo for all your hard work and dedication!

Transit Transfers

Mariann Aglia, Vault Puller Technician, was promoted on 9/1/2023. Mariann was previously a Service Attendant and has been with OTS, Inc., since 3/7/2013.



Jessica Oyadomari, Service Station Supervisor, was promoted on 2/1/2024. Jessica was previously a Service Attendant and has been with OTS, Inc., since 5/12/2008.



Elizabeth Hanki, Human Resources Specialist I, was promoted on 10/1/2023. Elizabeth was previously a Communications Assistant and has been with OTS, Inc., since 9/3/2019.



Eden Abaro, Paratransit Operations Clerk, was promoted on 3/1/2024. Eden was previously a Paratransit Operator and has been with OTS, Inc., since 8/27/2016.



Rosalie Lopez, Clerk Coordinator, Paratransit Finance, was promoted on 10/1/2023. Rosalie was previously a Sr. Paratransit Finance Clerk and has been with OTS, Inc., since 8/5/2018.



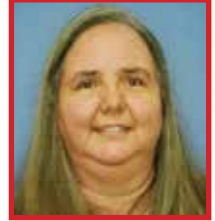
John Fletcher, Paratransit Operations Clerk, was promoted on 5/16/2022. John was previously a Paratransit Operator and has been with OTS, Inc., since 9/12/2015.



Michelle Pirga, Human Resources Specialist I, was promoted on 10/1/2023. Michelle was previously a Sr. Transportation Clerk and has been with OTS, Inc., since 1/8/2018.



Tiffany Parrish, Sr. Paratransit Finance Clerk, was promoted on 3/1/2024. Tiffany was previously an Entry Payroll Clerk and has been with OTS, Inc., since 11/15/2022.



Thanh-Phuong Gia, HEM - Vehicle Communications, was promoted on 11/16/2023. Thanh-Phuong was previously a Bus Operator and has been with OTS, Inc., since 9/22/2022.



Caryn Deguzman-Yostuda, Customer Communications Coordinator, was promoted on 4/1/2024. Caryn was previously a Clerk Steno II and has been with OTS, Inc., since 11/15/2019.



Neil Teves, Senior Software Engineer, was promoted on 12/15/2023. Neil was previously a Software Engineer II and has been with OTS, Inc., since 10/1/2019.



Claire Ann Olipares, Sr. Maintenance Clerk, was promoted on 4/16/2024. Claire was previously a Maintenance Clerk II and has been with OTS, Inc., since 10/9/2017.



Michael Cheung, Senior Systems Engineer, was promoted on 1/16/2024. Michael was previously a Systems Engineer III and has been with OTS, Inc., since 12/16/2014.



Charlene Lee, Paratransit Customer Service Clerk, was promoted on 5/1/2024. Charlene was previously a Paratransit Reservationist and has been with OTS, Inc., since 7/1/2008.



Joshua Pupu, Sr. Counting Room Clerk, was promoted on 5/1/2024. Joshua was previously a Counting Room Clerk II and has been with OTS, Inc., since 1/23/2017.



Reynald Pasion, Project Manager, was promoted on 8/16/2024. Reynald was previously a Technical Equipment Coordinator and has been with OTS, Inc., since 8/11/2008.



Wayne Greenleaf, Assistant Service Delivery Manager, was promoted on 5/16/2024. Wayne was previously a Paratransit Dispatcher and has been with OTS, Inc., since 1/3/2012.



Richard Takeuchi, Project Manager, was promoted on 8/16/2024. Richard was previously a Maintenance Planner and has been with OTS, Inc., since 8/10/2015.



Tiare Hun, Assistant Service Delivery Manager, was promoted on 5/16/2024. Tiare was previously a Paratransit Scheduler I and has been with OTS, Inc., since 10/2/2006.



Jose Marcelino Vega, Systems Engineer III, was promoted on 8/16/2024. Jose was previously a Systems Engineer II and has been with OTS, Inc., since 10/1/2019.



Richard Paz, Asst. Supt., Transportation - Pearl City Division, was promoted on 5/16/2024. Richard was previously a Dispatcher and has been with OTS, Inc., since 10/1/1994.



Stephen Adams, Manager of Vehicle Communications, was promoted on 9/1/2024. Stephen was previously a Heavy Equipment Mechanic - Vehicle Communications and has been with OTS, Inc., since 3/18/2014.



Ryan-Thomas Nishijima, HEM - Quality Assurance, was promoted on 6/1/2024. Ryan was previously a Mechanic Helper and has been with OTS, Inc., since 8/20/2018.



Christopher Chang, Foreman, Running Repair, was promoted on 9/16/2024. Christopher was previously a Heavy Equipment Mechanic - Running Repair and has been with OTS, Inc., since 11/22/2005.



Darwin Gadiano, Paratransit Lead Mechanic, was promoted on 6/30/2024. Darwin was previously a Paratransit Mechanic and has been with OTS, Inc., since 8/10/2015.



Derek Sugioka, Lead Mechanic, was promoted on 10/16/2024. Derek was previously a Heavy Equipment Mechanic - Body Shop and has been with OTS, Inc., since 8/26/2013.



Katherine Domingcil, Transportation Clerk Coordinator, was promoted on 7/1/2024. Katherine was previously a Sr. Transportation Clerk and has been with OTS, Inc., since 4/6/2020.



2023 Rodeo Competition

December 15, 2023 ♦ Pearl City Facility



Mayor & City Council Recognition ♦ March 25, 2024

TheBus

- 1st Place Derwin Yamaguchi
- 2nd Place Douglas Rego
- 3rd Place Jan Rusinek

TheHandi-Van

- 1st Place John Steffens
- 2nd Place Cesar Paradeza
- 3rd Place Damon Pavao

Maintenance

- 1st Place Keith Yanagi (Captain), Leon Cordeiro, Alexander Kim
- 2nd Place Robert Freitas (Captain), Kaimiokekai Andrade-Meyers, Shon Richardson
- 3rd Place David Kaya (Captain), Randall Ige, Vincent Duldulao



Photo above: (left to right): **Rick Blangiardi**, Mayor, City and County of Honolulu; **Derwin Yamaguchi**.



Photo above: (left to right): **Rick Blangiardi**, Mayor, City and County of Honolulu; **John Steffens**; **J. Roger Morton**, Director, Dept. of Transportation Services.



Photo above: (left to right): **Rick Blangiardi**, Mayor, City and County of Honolulu; **Leon Cordeiro**, **Alexander Kim**, **Keith Yanagi (Captain)**, **J. Roger Morton**, Director, Dept. of Transportation Services.

Have a Joyful Holiday Season

Robert Yu
President and General Manager

As the holiday season approaches, I want to take this occasion to wish you and your family a joyful holiday season and express my sincere appreciation for your dedication and excellent work throughout the year.

TheBus and Paratransit have always been viewed as one of the best transit systems, and you all should be proud because this is achieved with all of you working together in a cohesive way.

Throughout the year, we hosted officials from other transit agencies, branches of government, bus manufactures and other transit partners and stakeholders. They are always in awe of how clean our maintenance facilities are and how well our buses and paratransit vehicles are maintained. As an example of the exceptional work of our mechanics, the federal guideline for a bus is 12 years or 500,000 miles. Of our 480-bus fleet, 240 are more than 12 years old and 344 are well over 500,000 miles with 15 buses well over 1,000,000 miles. While we and others see this as an outstanding achievement, our mechanics see it as just "this is what we do."

Many of these officials are also transit riders. They are impressed with the scale of our service, the number of people who use our system, and the friendliness of our operators.

Speaking of our operators, you are the face of the company, and I am proud to have you representing us. You have a tough job and at times face adversity. I commend your poise and attitude in handling these

difficult situations and getting our passengers to where they want to go safely and on time.

To all our staff who work "behind the scenes," so they say, from our administrative support staff to our facility maintenance crew, dispatchers, schedulers, central controllers, reservationists, customer service, etc., the way you support our operators and mechanics, and the entire company and community does not go unnoticed. You all play a vital role in the service we provide to the community.

As 2024 comes to an end, we want to acknowledge seven (7) employees who each made 50+ years of service and continue to provide excellent service. They have dedicated their career in serving our community and they are:

*Ferdinan Agasid,
Collins Akuna,
Dean Fukuda,
Guy Gamurot,
Lawrence Maldonado,
Daniel Nartatez, and
Herbert Titcomb.*

A clap of the hand and a BIG MAHALO for your service.

Again, Happy Holidays to you and your family and if you are travelling, safe travels.

A Moment of Thanks

Tracie Coelho Vice President, Paratransit Services

As we come to close the year 2024, I want to take a moment to thank you all for your hard work and dedication. This year has been filled with challenges and opportunities, and I am proud of everything we have accomplished together.

Whether our customers know us as the driver of their accessible public transit system, or as the friendly call center voice who arranges their transportation needs, we want our customers to know they can always depend on us for service that is courteous and professional.

We know the key to meeting this commitment lies with our employees. It is through their dedicated service, commitment, teamwork, and integrity that we continue to build a successful organization.

Our employees are what have made Paratransit Services successful over the past 27 years. Each day we come to work we have the opportunity to make a difference in someone's life. Every person at Paratransit has the ability to positively affect the community and the lives of the clients we serve. Exemplifying the Spirit of Aloha and appreciation for the people is at the core of what our employees provide each day.

Mele Kalikimaka and Hau'oli Makahiki Hou to each and every one of you and your families. It is the time of year when we reflect on the past year's accomplishments and plan our goals for what is yet to come. I appreciate all you have done this year, and I look forward to a brand new year full of enthusiasm. Thank you for your continued dedication and excellent work throughout this past year.

Teofilo Rellesiva Retires from TheHandi-Van Maintenance with 28 Years of Service.



Photo above: Front Row (left to right): **Greg Serapion**, Assistant Maintenance Manager, Paratransit; **Teofilo Rellesiva**, **David Kalima**, HEM - 48K Inspection.

Paratransit Safety Awards

SEPTEMBER 2023

Five (5) Year Award

MENDES, Robert

PAVAO, Damon

Six (6) Year Award

OLIM, Melissa

Eight (8) Year Award

CRUZ, Generozo

KAWELOLANI, Darren

Nine (9) Year Award

ROMBAWA, Bernard

Eleven (11) Year Award

KALEIKOA, Samuel

MANOG, Joseph

Twelve (12) Year Award

COLLING, Ronald

Twenty (20) Year Award

HAILI, Ernie

OCTOBER 2023

Five (5) Year Award

LEE, Samson

TERAOKA, Russel

Six (6) Year Award

AGUINALDO, Willie

BELIZON, Michael

Seven (7) Year Award

EDBOI, Casey

VEA, Michael

Nine (9) Year Award

TUAOPEPE, Joseph

Ten (10) Year Award

GRACE, Brandon

Eleven (11) Year Award

QUIAMBAO, Patricia

Fourteen (14) Year Award

PUSINS, George

Seventeen (17) Year Award

LAQUIHON, Mercedes

NOVEMBER 2023

Five (5) Year Award

FAAVESI, Kanoki

Six (6) Year Award

EVANGELISTA, Michael

KEAMO, Gayleen

MONJE, Nathan

TENGAN, Gordon

Seven (7) Year Award

YAMAGUCHI, Aileen

Nine (9) Year Award

REMOLACIO, Warren

Ten (10) Year Award

ISHIYAMA, Jay

Twelve (12) Year Award

GERVACIO, Danny

PENERA, Jose

Fifteen (15) Year Award

BAKER, Irene

DECEMBER 2023

Five (5) Year Award

ABRAHAM, Shane

HOOKANO, Kawehionalani

RIVIERA, Frank

Six (6) Year Award

ALFORD, Keoni

AMERO, Lance

COSTELLO, Jason

KAE0, Delano

Seven (7) Year Award

ABARO, Eden

Eight (8) Year Award

DINONG, Joshua

KALAOLA, Edwina

PARADEZA, Cesar

Nine (9) Year Award

MILLER, Andrew

Eleven (11) Year Award

MONIZ, Jordan

JANUARY 2024

Five (5) Year Award

CORREA, Nadine

Six (6) Year Award

MA SUN, Caroline

Seven (7) Year Award

ITOKAZU, Kipling

Eight (8) Year Award

ROSALES-LYMAN, Tristan

Nine (9) Year Award

MAGSANAY, Tanya

ROQUE, Benjamin

Eleven (11) Year Award

KANESHIRO, Gary

Twelve (12) Year Award

WILLING, Amelia

Twenty One (21) Year Award

HARVEY, Desiree

FEBRUARY 2024

Five (5) Year Award

KARR, Steven

Eight (8) Year Award

FUJITANI, Eric

Nine (9) Year Award

CONDEMILICOR, Elmer

PEDRO, Danilo

Sixteen (16) Year Award

AGAG, Rannie

Nineteen (19) Year Award

CEZAR, Reuben

MARCH 2024

Five (5) Year Award

PAKELE, Bradley

Seven (7) Year Award

ANDERSON, Sean

Eight (8) Year Award

VINOYA, Jabin

MARCH 2024 (Cont.)

Thirteen (13) Year Award

POKIPALA, Ruben

Seventeen (17) Year Award

TURNER, Jacob

UEHARA, Roy

Eighteen (18) Year Award

MAWAE, Jonah

Twenty One (21) Year Award

HARVEY, Desiree

APRIL 2024

Five (5) Year Award

CACHOLA KERSTON, Chad

CASTRO, Ricardo

CLAUSSEN, Trinidad

KILA, Dominic

TAUALA, Anosau

Six (6) Year Award

ANAGARON, Ramon

DAVIS, Kelly

JEREMIAH, Valray

Eight (8) Year Award

MCCLENDON, Joshua

WILSON, Darrin

Nine (9) Year Award

CASTILLO, Danny

ROBELLO, Cynthia

Eleven (11) Year Award

AIO, Gabriel

Thirteen (13) Year Award

LAWELAWE, Charlene

Fourteen (14) Year Award

OASAY, Warren

Fifteen (15) Year Award

NAILE, Wendy

MAY 2024

Five (5) Year Award

CAMPBELL, Jacqueline

NANBU, Brian

Six (6) Year Award

SCANLAN, Patsy

SCANLAN-HIMALAYA, Justin

Seven (7) Year Award

NASHIRO, Ross

VILLARINO, Jesus

Nine (9) Year Award

LAM, Simon

Eleven (11) Year Award

ALALEM, Robyn

Thirteen (13) Year Award

CHANG, Gregory

Nineteen (19) Year Award

SOUZA, Stanley

JUNE 2024

Five (5) Year Award
PARKER, Dennis
REZENTES, Mark
SMITH, Haldane
Six (6) Year Award
HUSSEY, Kyle
Seven (7) Year Award
NISHIMURA, Herbert
Eight (8) Year Award
MCCORMICK, Robert
SUMAILO, Delbert
Nine (9) Year Award
COSTA, Delandra
TUMAMAQ, Roderick
Twelve (12) Year Award
KOBYLANSKI, Jesse
Sixteen (16) Year Award
WOODWARD, Michael
Eighteen (18) Year Award
SAGAYSAY, Joel

JULY 2024

Five (5) Year Award
KANAE, Jennifer
MANATAD, Jeffrey
WILMS, Ralph
Eight (8) Year Award
DIEUDONNE, David
KIM, Vernon
SHANNON, Kevin
Nine (9) Year Award
DOLDOLEA, Kauai
Thirteen (13) Year Award
KAHUE, Jonathan
Fourteen (14) Year Award
MARTIN, Ladrakeus
Twenty One (21) Year Award
AHIA-YOUNG, Violet
LOA, Isaako

AUGUST 2024

Five (5) Year Award
MATIAS, Christopher
Six (6) Year Award
DELA CRUZ, Joseph
Seven (7) Year Award
COLBURN, Kao
KAUANUI, Dephanie
Eight (8) Year Award
CABRERA, James
KEKUA, Granit
Nine (9) Year Award
MAENE, Jack
Eleven (11) Year Award
MAKEKAU, Kalani
Seventeen (17) Year Award
NATIVIDAD, Bryan

SEPTEMBER 2024

Five (5) Year Award
JACKOLA, Mark
Six (6) Year Award
KEKAHUNA, Jacob
MENDES, Robert
PAVAO, Damon
Seven (7) Year Award
OLIM, Melissa
Nine (9) Year Award
CRUZ, Generozo
KAWELOLANI, Darren
LAUFO, Iwalani
REGO, Jason
Thirteen (13) Year Award
COLLING, Ronald
Seventeen (17) Year Award
PERUCHO, Rodolfo

OCTOBER 2023

Five (5) Year Award
INOUE, Austin
Six (6) Year Award
LEE, Samson
Seven (7) Year Award
AGUINALDO, Willie Jr.
Eight (8) Year Award
EDBOI, Casey
VEA, Michael
Ten (10) Year Award
TUAOPEPE, Joseph
Eleven (11) Year Award
GRACE, Brandon
Twelve (12) Year Award
KALEIKOA, Samuel
QUIAMBAO, Patricia
Fifteen (15) Year Award
PUSINS, George

Paratransit Van Operators Of The Month

October 2023
Dennis Parker

November 2023
Cesar Paradeza

December 2023
Christopher Medina

January 2024
Austin Inouye

February 2024
Michael Belizon

March 2024
Sampson Lee

April 2024
Stephen Karr

May 2024
Richardo Castro

June 2024
Christopher Matias

July 2024
Richard Natividad

August 2024
Benjamin Roque

September 2024
Cynthia Robello

October 2024
Gabriel Aio

November 2024
Phillipp McInnis

Paratransit Class 76 Graduated November 17, 2023



Photo above: (left to right): **Lancelot Wells, Ransen Ames, Cheri Kaawa-Cameron, Zachary Cozo, Michael Roque, Max Williams, Tor Rodrigues.**

Paratransit Class 77 Graduated March 22, 2024



Photo above: Front Row (left to right): **Julian Tupinio, Darryl Takara, Camelle Liu, Maselynn Semisi-Fuamoli, Rodney Anagaran, Ryan Cabacungan-Agbayani.** Back Row (left to right): **Keith Yasuda, Eugene Williams, Aaron Raras, Leroy Ne, Toriano Milovale, Vernon Silk, Chad Castagan.**

Paratransit Class 78 Graduated June 21, 2024



Photo above: Front Row (left to right): **Kayla Fuataga, Linnea Nelson, Jaime Kaliko, Donnalyne Turner, Joan Corpuz, Catherine Sipe, Britney Lau.** Back Row (left to right): **Edmar Caccpal, Bryson Hutchinson, James Kamalii, Travis Arakaki, Randson Castillo, Sean Achong**

Paratransit Class 79 Graduated September 6, 2024



Photo above: Front Row (left to right): **Kenny Arelong, Trenton Reid, Martin Kanuha.** Back Row (left to right): **Rubben Kelemete, Dane Delovio, Saxon Lee, Danielle Woods, Tasi Milovale, Brent Naito, Jake Autele.**



Paratransit Class 80 Graduated November 22, 2024

Photo left: Front Row (left to right): **Kelly Adric, Kori Takemoto, Malulani Mersberg.** Back Row (left to right): **Douglas Williams Jr., Marlowe Gungab, TroyAnthony Asuncion, Steele Sxavier Rezentes.**

Transit Operator Appreciation Day Photoshoot March 5, 2024



Transit Operator Appreciation Day March 25, 2024



Retiree Corner

Jeffery Schneider,
Lead Trades Person,
retired on 8/1/2023
with 28 years
of service.



Warren Hirota,
Storekeeper II, Step II,
retired on 9/1/2023
with 33 years
of service.



Natalie Awa,
Paratransit Customer
Service Clerk,
retired on 11/1/2023
with 22 years
of service.



Henry Yamamura,
Storekeeper II, Step II,
retired on 8/1/2023
with 28 years
of service.



David Leong,
Bus Operator,
retired on 9/1/2023
with 47 years
of service.



Rodney Kam,
HEM - Quality Assurance,
retired on 11/1/2023
with 25 years
of service.



Anselmo Panganiban,
Clerk Coordinator,
Paratransit Finance,
retired on 8/1/2023
with 24 years
of service.



Melvin Chan,
Asst. Supt., Transportation
- Pearl City Division,
retired on 9/1/2023
with 47 years
of service.



Raymond Gandeza,
Bus Operator,
retired on 11/1/2023
with 34 years
of service.



Guy Moriwaki,
Director of Information
Technology,
retired on 8/1/2023
with 31 years
of service.



Blake Tomimatsu,
Bus Operator,
retired on 9/1/2023
with 45 years
of service.



Kal Faurot,
Bus Operator,
retired on 12/1/2023
with 19 years
of service.



Derek Waltz,
Utility Worker,
retired on 8/1/2023
with 41 years
of service.



Dominador Ruiz,
Paratransit Lead
Mechanic,
retired on 9/20/2023
with 27 years
of service.



Jennifer Schwartz,
Customer Service Clerk
Coordinator,
retired on 12/1/2023
with 38 years
of service.



Terrance Teruya,
Manager of Vehicle
Communications,
retired on 8/1/2023
with 32 years
of service.



Fetausiai Iose,
Paratransit Operator,
retired on 10/1/2023
with 22 years
of service.



David Paakaula,
Bus Operator,
retired on 1/1/2024
with 38 years
of service.



Derek Duncan,
Bus Operator,
retired on 8/1/2023
with 25 years
of service.



Richard Paramenter,
Bus Operator,
retired on 10/1/2023
with 6 years
of service.



Donald Chang,
Bus Operator,
retired on 1/1/2024
with 51 years
of service.



James Zablan,
Bus Operator,
retired on 9/1/2023
with 28 years
of service.



Jed Wakui,
Bus Operator,
retired on 10/18/2023
with 22 years
of service.



Joseph Kuhiiki,
Bus Operator,
retired on 1/17/2024
with 30 years
of service.



Roger Arakaki,
HEM - Transmission Shop,
retired on 2/1/2024
with 29 years
of service.



April Vera Cruz,
Paratransit Operator,
retired on 4/1/2024
with 32 years
of service.



Yvette Ito,
HEM - Body Shop,
retired on 4/1/2024
with 31 years
of service.



Keolanui Kaina,
Paratransit Operator,
retired on 3/1/2024
with 22 years
of service.



Steven Oda,
Bus Operator,
retired on 4/1/2024
with 19 years
of service.



Darlene Kewelo,
Paratransit Operator,
retired on 4/3/2024
with 22 years
of service.



Coronella Filoteo,
Paratransit Operator,
retired on 3/16/2024
with 16 years
of service.



Lisa Makukane,
Central Radio
Controller,
retired on 4/1/2024
with 22 years
of service.



Laura Kanoa,
Human Resources
Manager,
retired on 5/1/2024
with 5 years
of service.



Darryl Higa,
Service Attendant,
retired on 4/1/2024
with 6 years
of service.



Kirk Kahale,
Bus Operator,
retired on 4/1/2024
with 23 years
of service.



Jesse Okimoto,
Bus Operator,
retired on 5/1/2024
with 24 years
of service.



Louise Silva,
Bus Operator,
retired on 4/1/2024
with 9 years
of service.



Sandra Milikini,
Bus Operator,
retired on 4/1/2024
with 29 years
of service.



Lorenzo Tadena,
Bus Operator,
retired on 5/1/2024
with 28 years
of service.



John Okamura,
Paratransit Operator,
retired on 4/1/2024
with 15 years
of service.



Jeffery Kneeream,
Bus Operator,
retired on 4/1/2024
with 26 years
of service.



Elmer Morales,
Service Attendant,
retired on 5/1/2024
with 20 years
of service.



David De Jesus,
Service Attendant,
retired on 4/1/2024
with 14 years
of service.



Rodil Ribao,
Service Attendant,
retired on 4/1/2024
with 34 years
of service.



Lynette Cazimero,
Bus Operator,
retired on 5/1/2024
with 17 years
of service.



Ernie Haili,
Paratransit Operator,
retired on 4/1/2024
with 32 years
of service.



Orlando Tacadena,
Bus Operator,
retired on 4/1/2024
with 32 years
of service.



Robert Ongies,
Bus Operator,
retired on 5/1/2024
with 16 years
of service.



Continued on Pg. 12

Retiree Corner

Continued from Pg. 11

Randall De Guzman,
Paratransit Field
Incident Responder,
retired on 5/1/2024
with 22 years
of service.



Stacy Melemai,
Bus Operator,
retired on 6/1/2024
with 22 years
of service.



Barry Sullivan,
Bus Operator,
retired on 10/1/2024
with 8 years
of service.



Yolanda Crighton,
Bus Operator,
retired on 5/1/2024
with 38 years
of service.



Martin Luckhaus,
Paratransit Operator,
retired on 6/1/2024
with 22 years
of service.



Andrew Fujimoto,
HEM - Running Repair,
retired on 10/1/2024
with 18 years
of service.



Elizabeth Spencer,
Bus Operator,
retired on 5/1/2024
with 31 years
of service.



Gary Nettles,
Paratransit Operator,
retired on 6/1/2024
with 30 years
of service.



Lloyd Cantere,
Bus Operator,
retired on 10/1/2024
with 20 years
of service.



Randy I,
Bus Operator,
retired on 5/1/2024
with 32 years
of service.



Rod Kaalekahi,
Bus Operator,
retired on 6/1/2024
with 24 years
of service.



Cheryl Ligot,
Paratransit
Reservationist,
retired on 11/1/2024
with 26 years
of service.



Michael Saito,
Bus Operator,
retired on 5/1/2024
with 25 years
of service.



Wendell Lee,
Paratransit Operator,
retired on 6/1/2024
with 24 years
of service.



Patrick Lum,
Bus Operator,
retired on 11/1/2024
with 36 years
of service.



Alvin Hokoana,
Service Attendant,
retired on 6/1/2024
with 6 years
of service.



William Gillispie,
Bus Operator,
retired on 7/1/2024
with 10 years
of service.



Charles Leon Guerrero,
Bus Operator,
retired on 6/1/2024
with 6 years
of service.



Peter Helsham,
Bus Operator,
retired on 7/1/2024
with 34 years
of service.



Anna Mariani,
Bus Operator,
retired on 6/1/2024
with 7 years
of service.



David McAngus,
Bus Operator,
retired on 9/1/2024
with 17 years
of service.



2024 A UW Day: Office Olympics

September 24, 2024 ♦ Kalihi Facility



1st Place Team Back in Black

Photo right: (left to right): Team Back in Black: Reynald Pasion, Alisha Kim, Venessa Iwai, Adam Tamayoshi, Richard Takeuchi, Stephen Adams.



New OTS 'Ohana

Employee	Title	Date of Hire	Employee	Title	Date of Hire
CORDEIRO, JOHN JOSEPH	Bus Operator	08/09/23	WILLIAMS, EUGENE	Paratransit Operator	03/23/24
ESTORES, NINYO	Bus Operator	08/09/23	YASUDA, KEITH ALAN	Paratransit Operator	03/23/24
PINALES, CRISTOBAL	Bus Operator	08/09/23	ABARICIA, FREDERICK	Bus Operator	03/29/24
TEULILO, IKAPOTE	Bus Operator	08/09/23	CABLAY, CLEVELAND ED	Bus Operator	03/29/24
BROOKS, KATRINA	Utility Worker	09/07/23	CALIVO, ROBERT	Bus Operator	03/29/24
ALCON, BRIAN	Bus Operator	09/30/23	DILLINER, SHAE	Bus Operator	03/29/24
CABEBE, IKAIAKOKALANI	Bus Operator	09/30/23	FOSTER, ETHAN RAYMOND	Bus Operator	03/29/24
CARSON, BERNALYN	Bus Operator	09/30/23	GARCIA CLEVELAND,	Bus Operator	03/29/24
ENE, DOROTHY	Bus Operator	09/30/23	JAMIELEE		
FRUEAN, LEE GRAND	Bus Operator	09/30/23	GUERRERO, SHAWN	Bus Operator	03/29/24
FUATAGA, TAISI	Bus Operator	09/30/23	HEW LEN, NAINOA	Bus Operator	03/29/24
JACOBS, NOAH	Bus Operator	09/30/23	IM, ALEXANDER	Bus Operator	03/29/24
JIMINEZ, CHASE	Bus Operator	09/30/23	MACADANGDANG, DINO	Bus Operator	03/29/24
KAIAKAMANU, CHARLES	Bus Operator	09/30/23	SIONA, NIXON	Bus Operator	03/29/24
KEREKES, NAHIKULANI	Bus Operator	09/30/23	TORRES, TRITON	Bus Operator	03/29/24
MALABEY, AUSTIN	Bus Operator	09/30/23	WHITE-KALEIKULA, SHADEN	Bus Operator	03/29/24
MANITI, JOSEPHINE	Bus Operator	09/30/23	ALCORAN, HARVEY	HEM - Running Repair	04/01/24
SALDANA, RODNEY	Bus Operator	09/30/23	NAKILA, GREGORY	Service Attendant	04/16/24
TAGATAC, DENNIS JOHN	Bus Operator	09/30/23	ABAD, GIO BENEDICK	HEM - Running Repair	04/16/24
WALLACE, ELTON	Bus Operator	09/30/23	WOND, NOAH	Service Attendant	06/17/24
AQUINO, DEVEN	Service Attendant	11/16/23	ACHONG, SEAN	Paratransit Operator	06/22/24
KAAWA-CAMERON, CHERI	Paratransit Operator	11/18/23	ARAKAKI, TRAVIS	Paratransit Operator	06/22/24
RODRIGUES, TOR	Paratransit Operator	11/18/23	CACPAL, EDMAR	Paratransit Operator	06/22/24
ROQUE, MICHAEL	Paratransit Operator	11/18/23	CASTILLO, RANDSON	Paratransit Operator	06/22/24
SERNA-AMES, RANSEN	Paratransit Operator	11/18/23	CORPUZ, JOAN	Paratransit Operator	06/22/24
SORDILLIA COZO, ZACHARY	Paratransit Operator	11/18/23	FUATAGA, KAYLA	Paratransit Operator	06/22/24
WELLS, LAUNCELOT	Paratransit Operator	11/18/23	HUTCHINSON, BRYSON	Paratransit Operator	06/22/24
WILLIAMS, MAX	Paratransit Operator	11/18/23	KALIKO, JAIME	Paratransit Operator	06/22/24
AGUILAR, GODFREY	Paratransit Fueler/Cleaner	12/04/23	KAMALII, JAMES	Paratransit Operator	06/22/24
SHIMOKAWA, KEOLA	Entry Transportation Clerk	12/11/23	LAU, BRITNEY	Paratransit Operator	06/22/24
AUVAE, FUA	Bus Operator	12/30/23	NELSON, LINNEA	Paratransit Operator	06/22/24
CEN, KEVIN	Bus Operator	12/30/23	SIPE, CATHERINE	Paratransit Operator	06/22/24
DOMINGO, ROLLIN	Bus Operator	12/30/23	TURNER, DONNALYN	Paratransit Operator	06/22/24
ESPERANZA, RICHARDSON	Bus Operator	12/30/23	ARELLANO, SAMANTHA	Bus Operator	06/29/24
FAAFITI, ANNA	Bus Operator	12/30/23	BENIGNO, REX	Bus Operator	06/29/24
GRUSPE, CHRISTIAN	Bus Operator	12/30/23	BROWN, EDDY	Bus Operator	06/29/24
HAYASHI, BARRETT	Bus Operator	12/30/23	CRAWFORD, SPENCER	Bus Operator	06/29/24
HILL, YOLANDA	Bus Operator	12/30/23	KAIAKAMANU, RAYNELLE	Bus Operator	06/29/24
KAHEAKU, JOHN	Bus Operator	12/30/23	KEALOHANUI, JORDAN	Bus Operator	06/29/24
MATA, JEREMIAH	Bus Operator	12/30/23	KESI, NU'UTASI	Bus Operator	06/29/24
MATAUTIA, ELLEN	Bus Operator	12/30/23	MAMUAD, ROLAND	Bus Operator	06/29/24
MIYAJIMA, KYLE	Bus Operator	12/30/23	SUMBILON, NOVEN	Bus Operator	06/29/24
NAKASONE, TODD	Bus Operator	12/30/23	TUI, ELROY	Bus Operator	06/29/24
PRINCE, IBUKUN	Bus Operator	12/30/23	TUPUOLA, SIMATI	Bus Operator	06/29/24
TAUTOLO, ELIZABETH	Bus Operator	12/30/23	VISORIA, CRISENCIO	Bus Operator	06/29/24
TSUJIMURA, SATOMI	Bus Operator	12/30/23	DELA ROSA, ETHAN	Service Attendant	07/08/24
VILLANUEVA, ARLEIN	Bus Operator	12/30/23	KONET, TOKO	Service Attendant	07/08/24
PATENAUEDE, ANGELA	Paratransit Reservationist	01/29/24	ZIMMERMAN, CHELSEA	Communications Assistant	07/16/24
DAET, TIRSO GIOVANNI	Temp. Entry Counting Room Clerk	02/26/24	GUILLORY, DAPHNE	Software Engineer II	07/16/24
MARK ANTHONY	HEM - Running Repair	03/04/24	WANG, YAFEI	Systems Engineer I	07/16/24
ANAGARAN, RODNEY	Paratransit Operator	03/23/24	ARELONG, KENNY	Paratransit Operator	09/07/24
CABACUNGAN	Paratransit Operator	03/23/24	AUTELE, JAKE	Paratransit Operator	09/07/24
-AGBAYANI, RYAN			DELOVIO, DANE	Paratransit Operator	09/07/24
CASTAGAN, CHAD	Paratransit Operator	03/23/24	KANUHA, MARTIN	Paratransit Operator	09/07/24
LIU, CAMELLE	Paratransit Operator	03/23/24	KELEMETE, RUBBEN	Paratransit Operator	09/07/24
MILOVALE, TORIANO	Paratransit Operator	03/23/24	LEE, SAXON	Paratransit Operator	09/07/24
NE, LEROY	Paratransit Operator	03/23/24	MILOVALE, TASI	Paratransit Operator	09/07/24
RARAS, AARON CHRISTIAN	Paratransit Operator	03/23/24	NAITO, BRENT	Paratransit Operator	09/07/24
SEMISI-FUAMOLI, MASELYNN	Paratransit Operator	03/23/24	REID, TRENTON	Paratransit Operator	09/07/24
TAKARA, DARRYL	Paratransit Operator	03/23/24	WOODS, DANIELLE	Paratransit Operator	09/07/24
TUPINIO, JULIAN	Paratransit Operator	03/23/24	BALETE, BENJAMIN	Entry Information Clerk	09/11/24

Employee	Title	Date of Hire	Employee	Title	Date of Hire
TAUFA, PAULINE	Paratransit Reservationist	09/11/24	VAUGHN, ANDRE	Bus Operator	09/28/24
AKI, NALEI	Bus Operator	09/28/24	KAHALEWAI, OLYMPIA	Temp. Entry Counting Room Clerk	10/01/24
CABERTO, KALA'E	Bus Operator	09/28/24	AUELUA, MALEEZSHA	Paratransit Reservationist	10/01/24
CARINO, HERBERT	Bus Operator	09/28/24	COSTA, KEALOHAKAHUANA	Paratransit Reservationist	10/01/24
GRANDE, JUSTIN JAMES	Bus Operator	09/28/24	SCANLAN-SEVAO, CHASITY	Paratransit Reservationist	10/01/24
KAMARK, RENNY	Bus Operator	09/28/24	IBERA, JAYSON	Paratransit Mechanic	10/07/24
KANEAKUA-KAI, JESSE	Bus Operator	09/28/24	CHOW, DARREN	HEM - Electrician	10/07/24
MANILA, FRANCIS ALLAN	Bus Operator	09/28/24	MATAS, ANNABEL	Entry Purchasing Clerk	10/16/24
MARTIN, RODNEY	Bus Operator	09/28/24	AURELIO, ARNELL	HEM - Electrician	11/04/24
SIAKI, DYLAN	Bus Operator	09/28/24	SOUWWEI, VICTORIA	Entry Bus Pass Clerk	11/18/24

Bus Operator Class 240 **Graduated December 29, 2023**



Photo above: Front Row (left to right): **John Kahekau, Barrett Hayashi, Fua Auvae, Anna Faafiti, Ibukun Prince, Andrew Tonn, Richardson Esperanza.**
Middle Row (left to right): **Todd Nakasone, Yolanda Hill, Garnell Guyton, Ellen Matautia, Elizabeth Tautolo, Kyle Miyajima, Jeremiah Mata**
Back Row (left to right): **Satomi Tsujimura, Christian Gruspe, Arlein Villanueva, Rollin Domingo, Kevin Cen.**

Bus Operator Class 241 **Graduated March 28, 2023**



Photo above: Front Row (left to right): **Robert Calivo, Shae Dilliner, Ethan Raymond Foster, Nainoa Hew Len, Alexander Im, Triton Torres, Nixon Siona, Shawn Guerrero, Jamielee Garcia Cleveland, Shanden White-Kaleikula.**
Back Row (left to right): **Ronald Daquio, Cleveland Ed Cabalay, Frederick Abaricia, Dino Macadangang.**

Bus Operator Class 242 **Graduated June 28, 2024**



Photo above: Front Row (left to right): **Elroy Tui, Roland Mamuad, Rex Benigno, Crisencio Visoria, Spencer Crawford, Noven Sumbilon, Jordan Kealohanui.** Middle Row (left to right): **Nu'utasi Kesi, Raynelle Kaaiakamanu, Simati Tupuola.** Back Row (left to right): **Samantha Arellano, Eddy Brown.**

Bus Operator Class 243 **Graduated September 26, 2024**



Photo above: Top Row (left to right): **Renny Kamark, Jose Eduardo Nieva, Justin James Grande, Eric Paul Agustin.**
Bottom Row (left to right): **Herbert Carino, Jesse Kaneakua-Kai, Dylan Siaki, Andre Vaughn, Kala'e Caberto, Nalei Aki, Rodney Martin, Francis Allan Manila.**

In Memory of . . .

John Tamboa passed away on August 29, 2023. Mr. Tamboa was employed with OTS, Inc., on August 11, 1990. He retired on June 1, 2013, as a Bus Operator with 23 years of dedicated service.

Nancy Kaula passed away on September 23, 2023. Ms. Kaula was employed with OTS, Inc., on September 22, 1991. She retired on October 1, 2004, as a Utility Worker with 13 years of dedicated service.

Francis Silva passed away on October 2, 2023. Mr. Silva was employed with MTL, Inc., on October 28, 1989. He retired on June 1, 2003, as a Bus Operator with 14 years of dedicated service.

Franklin Kawata passed away on October 23, 2023. Mr. Kawata was employed with MTL, Inc., on January 23, 1973. He retired on April 1, 2006, as a Steam Cleaner with 33 years of dedicated service.

Keith Kamanao passed away on October 26, 2023. Mr. Kamanao was employed with OTS, Inc., on June 11, 1983. He retired on November 11, 2014, a mechanic Helper with 31 years of dedicated service.

Gregory Austin passed away on November 10, 2023. Mr. Austin was employed with MTL, Inc., on December 24, 1986. He retired on November 1, 2017, as a Fleet Safety Coordinator with 31 years of dedicated service.

Lillianne Visitacion passed away on January 26, 2024. Ms. Visitacion was employed with OTS, Inc., on June 3, 2002. She retired on April 30, 2019, as a Clerk Typist II with 17 years of dedicated service.

Douglas Correa passed away on January 10, 2024. Mr. Correa was employed with MTL, Inc., on September 15, 1973. He retired on February 1, 2005, as a Bus Operator with 32 years of dedicated service.

Ashford Acosta passed away on February 10, 2024. Mr. Acosta was employed with MTL, Inc., on August 4, 1980. He retired on December 15, 2014, as a Lead Mechanic with 34 years of dedicated service.

Audrey Enanoria passed away on March 24, 2024. Ms. Enanoria was employed with MTL, Inc., on April 17, 1979. She retired on August 1, 2007, as a Bus Operator with 28 years of dedicated service.

Marien Eis passed away on April 3, 2024. Ms. Eis was employed with OTS, Inc., on April 10, 2024. At the time of her passing, Ms. Eis was a Bus Operator with 4 years of dedicated service.

Rudolph Thomsen passed away on April 7, 2024. Mr. Thomsen was employed with MTL, Inc., on October 24, 1985. He retired on November 11, 2014, as a Bus Operator with 29 years of dedicated service.

Daniel Pirga passed away on June 16, 2024. Mr. Pirga was employed with OTS, Inc., on December 14, 2019. At the time of his passing, Mr. Pirga was a Paratransit Operator with 5 years of dedicated service.

Robert Racoma passed away on July 16, 2024. Mr. Racoma was employed with OTS, Inc., on April 7, 1992. He retired on June 1, 2015, as a Bus Operator with 23 years of dedicated service.

Walter Contrades passed away on July 26, 2024. Mr. Contrades was employed with OTS, Inc., on October 28, 2000. He retired on May 1, 2013, as a Bus Operator with 13 years of dedicated service.

Paulette Lane passed away on September 9, 2024. Ms. Lane was employed with MTL, Inc., on December 21, 1988. At the time of her passing, Ms. Lane was a Bus Operator with 36 years of dedicated service.

Janet Leiaala Dudoit passed away on September 12, 2024. Ms. Dudoit was employed with MTL, Inc., on March 23, 1974. She retired on November 1, 2013, as a Bus Operator with 39 years of dedicated service.

Francis Kaina passed away on September 28, 2024. Ms. Kaina was employed with OTS, Inc., on August 17, 2018. At the time of her passing, Ms. Kaina was a Bus Operator with 6 years of dedicated service.

Russell H. N. Leong passed away on November 21, 2024. Mr. Leong was employed with MTL, Inc., on April 1, 1982. At the time of his passing, Mr. Leong was a Lead Mechanic with 42 years of dedicated service.

New Bus Features

Adam Tamayoshi
Vice President, Maintenance

We are currently receiving deliveries of the City's newest buses, which include 16 60-foot diesel Novas and 27 40-foot diesel New Flyers. While both bus builds are arriving simultaneously, their contracts were awarded at different times. As a result, these buses include several new features that differ between the two builds. These upgrades are intended to make the bus safer and more reliable, while also improving the overall experience for both our operators and our passengers.

The Nova bus build includes:

- Ricon "Quick Change Windows"
 - New heat-resistant glazing that keeps the interior cooler
 - Significantly easier to replace
- Super Single on B-Axle
 - Unique feature utilizes a super-single tire
 - Improves fuel efficiency and reduces operational costs
- Optional 3-point Driver Seat Belt
 - Lap belt contains a tab that will allow the optional shoulder belt to attach to it
 - Increases safety for the operators

The New Flyer bus build includes:

- USSC "Semi-Active" Driver Seats
 - Reduces injuries and fatigue; adjusts to bumps and vibrations to reduce physical impact
 - Tested on Bus 880 in February 2023
 - 3-point belt securement
- Mobileye with Shield+
 - Warns of potential hazards in front, to the side, and in blind spots behind the A-pillars

Both bus builds include:

- Arrow Driver Barrier
- A robust security door designed to deter driver attacks; installed and tested on BUS 189 in 2021
- Vianova Infotainment System
 - Displays upcoming stops with estimated arrival times
 - Can be utilized for various rider information and notifications
- Rear-Facing Cameras
 - An addition to the existing security system
 - Improves rear-end collision visibility and doubles as a reverse camera
 - Footage is displayed on the dashboard's multi-function display
- New Voith Transmission
 - Promises improved performance and fuel efficiency while maintaining the high level of reliability for which they are known for
 - Gears were significantly increased from four to seven



Photo above: 60-foot diesel Nova bus.

Touch a Truck

March 9, 2024 ♦ Kapolei Commons



Operator Safety Awards

Bus Operators Of The Month

KALIHI DIVISION

PEARL CITY DIVISION

Month	Years	Month	Years
September 2023		May 2024	
Jason Amuro	21	Andrew Paguyo	20
Pelmer Lavilla	21	Jaynette Cummings	23
Timothy McInerny	21		
Rocky Reed	21	June 2024	Years
Reid Kawamae	22	Sheila Bing	24
Mervin Gasper	23	Raul Delgado	25
Bernaldo Pascua	23	Casesar Kekahuna	26
Willis Peahi	25	Terry Caberto	38
Glenn Gima	25	Derwin Yamaguchi	42
Eloy Birtodaso	28		
Michael Moya	33	July 2024	Years
		Lane Donaldson	26
October 2023	Years	George Wong	35
Clifford Helepololei	25		
Edwin Dela Rosa	31	August 2024	Years
		Calvin Nishimura	20
November 2023	Years	Leticia Niau-Saito	22
Bradley Bantolina	21	Jeffrey Aquino	23
Lodrigo Abendanio	22	McKenna Benson	25
Tony Medina	28		
William Vasconcelles	34	September 2024	Years
		Ivan Stant	20
December 2023	Years	Jason Amuro	22
Hannah Silva	20	Pelmer Lavilla	22
Rogelio Cajimat	21	Timothy McInerny	22
Jerry Calpito	26	Rocky Reed	22
Jason Hoshida	31	Reid Kawamae	23
		William Quinlan	23
January 2024	Years	Mervin Gasper	24
Koren Hannemann	22	Bernaldo Pascua	24
Edward Kealoha	22	Glenn Gima	26
Warren Hirota	23	Willis Peahi	26
Joann Mattos	23	Eloy Birtodaso Jr.	29
Douglas Rego	26	Michael Moya	34
Karl Delos Reyes	27		
Lorenzo Tadena	27	October 2024	Years
		Kelly Beate	20
February 2024	Years	Clifford Helepololei	26
Melia Ke-a	26	Edwin Dela Rosa	32
Herbert Titcomb	39		
Derrick Tanaka	41	November 2024	Years
		Bradley Bantolina	22
March 2024	Years	Tony Medina	29
Ramon Robinion	22	William Vasconceles III	35
Walter Fox	38		
April 2024	Years		
Lawrence Gorgonio	20		
Robert Kim	22		
Charles Sullivan	25		
Ferdinand Hernandez	26		
Leighton Loo	27		
Robert Shinsato	30		

September 2023

Chester Vidinha

October 2023

Numia Evaimalo Jr.

November 2023

Willis Peahi

December 2023

Yung Fu Chang

January 2024

Maury Montez

February 2024

Eugene Kim

March 2024

Kathy Wyatt

April 2024

Herbert Titcomb

May 2024

Abbie-Jean Adams-Edu

June 2024

Charles Sullivan

July 2024

Aundria Haiola

August 2024

Derwin Yamaguchi

September 2024

Jason Aukai

October 2024

Justin Respicio

November 2024

Glenn Gima

September 2023

Caesar Kekahuna

October 2023

Richard Kanoho III

November 2023

Jason Siazon

December 2023

Christopher Kam

January 2024

Pelmer Lavilla

February 2024

Antonio Villanueva III

March 2024

Joann Mattos

April 2024

Melia Ke-a

May 2024

Jeffrey Aquino

June 2024

Robert Shinsato

July 2024

Rodney Alesna

August 2024

Charmaine Takeuchi

September 2024

Randall Hirota

October 2024

Ervin Panganoran

November 2024

Eloy Birtodaso

2024-2028 Equal Employment Opportunity Program (EEOP)

Letha A. S. DeCaires Civil Rights Director & EEO Officer

Under Federal Transit Laws, The Federal Transit Authority is responsible for ensuring that its recipients do not engage in employment discrimination:

A person may not be excluded from participating in, denied a benefit, or discriminate against under, a project, program, or activity receiving financial assistance under this chapter because of race, color, religion, national origin, sex, disability or age. (49 U.S.C. § 5332 (b))

At OTS our EEOP is updated every four (4) years or when major changes occur in the workforce or employment condition. This new program dates run from July 1, 2024-June 30, 2028. It serves as a guide to further our mission and goals to improve our practices and efforts to allow our workforce to achieve their full potential and provide the best transportation service to our customers.

EEO POLICY STATEMENT

On September 1, 2024, a new signed Equal Employment Opportunity (EEO) policy statement was also issued. Not only does our policy statement identify all of the Title VII of the Civil Rights Act of 1964 groups, but it also includes the additional categories the State of Hawaii has identified as protected areas such as veteran status, domestic violence or sexual violence victim status, marital status, arrest and court record, reproductive health decision, breastfeeding, credit history, or national guard participation.

ALL SUPERVISORS SHARE IN THE SUCCESS OF THE EEOP

The Civil Rights Office is responsible for the EEOP, however all OTS executives, management, and supervisory personnel share the responsibility for implementing and monitoring the EEOP to ensure compliance is achieved. All applicants and employees are expected to be treated with dignity and respect, as well as equitably under the guidelines of our EEOP.

OTS is well represented across all categories of minority employees. While we have made some progress in increasing the number women working overall in public transit, they remain slightly underrepresented. Over the past decade, there has been only a small percentage increase in the number of females, as detailed in the utilization analysis section of the EEOP.

WHERE TO FIND THE EEOP

The EEOP is available for you to review on apps.thebus.org under "Policies." When you click on the "Policy Menu" page, choose "Personnel Policy" and then click on the EEOP. You can also find it on our intranet: select "Policies," then "Personnel" and click on the EEOP.

EEO material and our EEO policy statement can be found on bulletin boards near time clocks, in employee breakrooms, and in the new hire onboarding material. Our public website Careers at TheBus and TheHandi-Van have a link to the EEO Policy Statement in English and many other languages as well as Oahu Transit Service, Inc., is an Equal Employment Opportunity Employer.

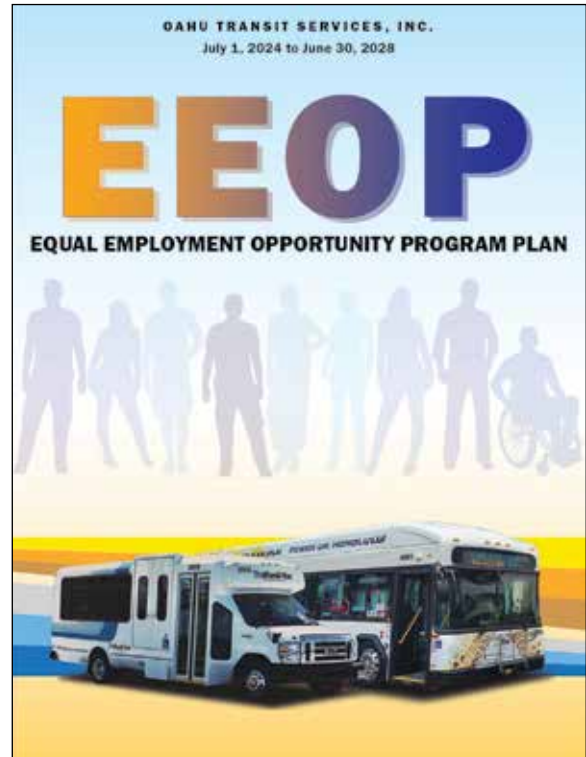


Photo above: **Equal Employment Opportunity Program Plan Cover.**

NEW TRAINING MATERIALS NOW AVAILABLE FOR OTS EMPLOYEES

All OTS employees are now required to complete new training materials. To begin, follow these steps:

1. Go to the **Welcome to TheBus Online Applications Login Screen**.
2. Enter your **username** and **password**, then click **Log In**.
3. Scroll down to find and click the **Online Training** icon.

Your department will notify you which of the two training presentations—**Walking the Walk or EEO Essentials**—you are assigned to complete. The training will include:

- A review of **PPM 2.5 Anti-Discrimination and Anti-Harassment Policy** (updated 12/01/24)
- A brief video presentation.

Please complete your training at your earliest convenience.

HOW TO CONNECT

Please feel free to call (808) 768-9491, email letha.decaires@thebus.org or stop by—I am located in Building A on the second floor. I have Christmas lights around my door; if they are on, I am in my office!

Driver Shortages

Sean-Bennett Paio
Vice President, Transportation

Driver shortages are occurring nationwide, including truck and school bus drivers. The American Trucking Association (ATA) reports a shortage of roughly 60,000 drivers. That number is expected to grow by the end of the year, and this school year has been no exception. Fewer bus drivers have forced the Hawaii Department of Education to cancel bus services for thousands of public school students. This leads me to believe that our public transit system will work harder to accommodate the students. Ridership numbers have climbed in the past couple of weeks, and since the start of August, we have seen a slight ridership bump of about 5,000 new riders.

Here at Oahu Transit Services, we have been dealing with driver shortages for years. Driver retention is also a major concern, and 20 percent of our workforce is at retirement age. We have been continuously hiring new operators, with four classes a year, and are trying a different approach to the hiring process. We have always had a training program that offers new hire employees the opportunity to acquire their Commercial Driver's License (CDL) through a rigorous 2-week CDL training program. We have now implemented a CDL permit class where potential students may voluntarily attend on the weekends. Our goal is to reach out to these students and hopefully get a bigger pool of qualified operators in the new hire training program.

To combat our driver shortages, we created duties with longer workdays, interlining and integrating more routes between divisions, which makes fewer duties, and unfortunately, we have to bring in operators on their days off. We have had numerous conversations with our mainland

peer agencies, experiencing the same driver shortage problems. They have provided valuable insights and advice on programs that work and those that do not. We look forward to exploring these options in an effort to attract and retain operators.

We recognize the sacrifices all our operators make, and we want to personally thank them for their continued support from working on their days off, completing extras and trippers, and putting in lots of long hours behind the wheel. Our riders also appreciate caring drivers committed to their jobs and the community. Your time and effort to provide safe, efficient, dependable public transportation hasn't gone unnoticed, and I appreciate every one of you.



Food Bank **Nourish Ohana Drive** May 21, 2024



Photo above: **Augie T.**, Councilmember;
Jesse Kobylanski, Paratransit Operator.

Top Cop Award



Photo above: **Shane Pavao**, Safety and Security Manager, was awarded the "Top Cop" award by the Law Enforcement and Security Coalition of Hawaii.

A Lil' Aloha Makes For Exceptional Service

Michelle Kennedy
Vice President, Customer Services

We recently reviewed the commendations in our Customer Service Reporting system and found that employees who consistently earn the most commendations often share one key trait: they add a little Aloha to their customers' day. "Nice driver" is the most reported commendation for both Paratransit and Bus operators. The most common comment for call center agents and frontline service staff is, "They were so nice and helpful."

We have our fair share of heroes who go above and beyond to assist a customer or community member, like changing a tire or actively providing rider safety. While it may sound simple, small acts of recognition—greeting customers, smiling, nodding, or asking how they're doing—cost nothing but can make a big difference in the customer experience. Your small gesture of Aloha may be the only friendly human connection this person has all day.

All OTS employees receive training to deliver quality professional service. Adding a little Aloha is the extra touch that transforms a good experience into an exceptional one. Let's all create exceptional moments today!

Customer Service Excellence

Our operators are unsung heroes, ensuring passengers reach their destinations safely every day. Some operators have gone above and beyond, stepping up in critical moments. Whether responding to emergencies or showing extraordinary care, these individuals demonstrate remarkable courage and compassion, making a lasting impact on those they serve. Mahalo for your exceptional service.



Madonna M. McCollough, Kalihi Bus Operator

We had a flat tire on Sunday night. Maddie parked her double bus behind our car and offered to change our tire. We are elderly physically disabled people. What an angel to help us. Without her, we would have had to spend the night in our car. Aloha and Mahalo, Maddie.



Brandon W. Goodman, Pearl City Bus Operator

While at Waipahu Transit Center, the driver asked a passenger where he was going. Something seemed off with the passenger's response so the driver called for help. A Police Officer showed up and when he walked up, I heard him say we was looking for you Michael. His wife just called and reported him missing, he has dementia. Good job on the bus driver for following his instincts or there would be another missing Kupuna.



**Brew S. Masuisui,
Kalihi Bus Operator
James K. Kaonohi III,
Road Supervisor**

I went to get off the bus and when I stepped, I ended up tripping and fell backwards. I ended up hitting my head and going to the ER. I spoke with the supervisor and the bus driver were so nice and helpful. I want to thank and assure them both as they both looked so worried as I was on the ground. Just wanted to let them know that I am ok, and they did a great job.



Sindi K. Kahaleuahi, Kalihi Bus Operator

The driver along with two of her passengers went out to assist a stalled vehicle by pushing it out of the right lane to ease the traffic flow.



Ryan M. Kanada, Kalihi Bus Operator

A guy was trying to pick a physical fight with the driver. He lunged at the driver looking like he was going to punch the driver, so the driver kicked him off the bus. That driver deserves some commendation for how he handled the situation. Who knows what the guy could have done if the driver didn't get him off the bus.



Daisy E. Pauso, Kalihi Bus Operator

She was observed getting out of her bus to move the legs of a homeless individual from the roadway while they were sleeping. Her actions were posted on Facebook.



Christopher B. Sansano, Pearl City Bus Operator

There was a guy who was threatening me and my son on board the bus. The bus driver stepped in and helped us. I appreciate him.



Kahle L. Miller, Pearl City Bus Operator

Operator found a lost baby wearing a diaper walking down the street. We stood by and HPD took custody. HPD was able to knock on a few doors and locate the parents.



Lucky K. Gray, Pearl City Bus Operator

A lady was walking with her baby and 3 dogs started attacking them. Driver pulled up got out of his bus and helped them and put them on his bus.



John Steffens, Paratransit Operator

While on route, Steffens overheard a 90+ year old female client who had her cellular phone on speaker. The caller's tone and intensity heightened the operator's awareness as well as her body language that she may be the victim of a telephone scam. He reported the incident immediately and customer service staff notified the emergency contact who appreciated the information that saved the client from providing money to the scammer.

The ABC's of Making the Most of Your Benefits

Tamara K. P. Addison

Vice President, Human Resources and Labor Relations

At OTS, we take pride in offering some of the best benefits available. Fully paid medical and dental family plans are rare in today's workplace, and we are fortunate to have access to these and more. However, I must admit that I don't always take full advantage of all the benefits offered, and I suspect I'm not alone. So as we work toward a healthier 2025, here are my ABC's for making the most of our benefits.

Awareness: The first step is knowing all the benefits available to you. For union members, the following benefits are managed through the Teamsters Health & Welfare Trust Fund.

- Medical: University Health Alliance (UHA Plan 600) or Kaiser Permanente Plan
- Dental: Hawaii Dental Service (HDS) or Hawaii Medical Services Association (HMSA)
- Vision: Vision Service Plan (VSP)
- Chiropractic: ChiroPlan Hawaii, Inc.

To be eligible for these benefits, you must have at least 87 hours of pay (work time, paid vacation, or paid sick leave) each month. If you are unable to meet this requirement, your coverage may continue for up to three additional months with approved leave under FMLA, HFLL, worker's compensation, or TDI. If you will be on an extended leave, plan ahead with Human Resources (HR) to ensure maximum coverage.

Build a benefit plan that works for you and your family. In addition to selecting the right medical and dental plans, you may also purchase supplemental plans. These include voluntary term or whole life insurance, long-term care, short-term disability, critical illness, or accident plans. To view your current benefits, log in to Dayforce, click on "Benefits," and select "Current Elections." Your earning statements (paystubs) will also display your supplemental benefits under the "Post-Tax Deductions" section. Open enrollment is typically in July for changes effective October, so watch for emails and posted notices from Jay Tamashiro for details.

Commit to making use of all your annual benefits including your two free dental cleanings and preventive health screenings. Connect with your team of healthcare professionals and create a network of friends, family, and coworkers who will support your healthy choices. Read the monthly OLA and EAP newsletters for upcoming classes and health tips. View the current medical plans and benefits summary through apps.thebus.org, HR Forms. Or visit www.teamsterstrustbenefits.com for more information.

Join me in making 2025 our healthiest year yet!

32nd Annual White Cane Walk ♦ October 18, 2024 Sponsored by Ho'opono Services for the Blind



2024 Rodeo Competition

December 13, 2024 • Pearl City Facility



2024 Holiday Bash

December 13, 2024



2024 Rodeo Winners



Photo left: (left to right): **Robert Yu**, President and General Manager;
1st Place TheBus Rodeo: Douglas Rego, Jenny Lemaota, Senior Vice President and Deputy General Manager;
Sean-Bennett Paio, Vice President, Transportation.

- TheBus**
 1st Place Douglas Rego
 2nd Place Derwin Yamaguchi
 3rd Place Kurt Respicio



Photo left: (left to right): **Robert Yu**, President and General Manager;
1st Place TheHandi-Van Rodeo: Delandra Costa, Tracie L. Coelho, Vice President, Paratransit Services;
Jenny Lemaota, Senior Vice President and Deputy General Manager.

- TheHandi-Van**
 1st Place Delandra Costa
 2nd Place John Steffens
 3rd Place Samuel Kaleikoa



Photo left: (left to right): **Robert Yu**, President and General Manager;
Adam Tamayoshi, Vice President, Maintenance;
1st Place Maintenance Rodeo: Alexander Kim, Keith Yanagi (Captain), Leon Cordeiro, Jenny Lemaota, Senior Vice President and Deputy General Manager.

- Maintenance**
 1st Place Keith Yanagi (Captain), Leon Cordeiro, Alexander Kim
 2nd Place Michael Sugimoto, Micah Farias
 3rd Place David Kaya (Captain), Vincent Duldulao, Mark Pascua

Express!

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TheBus and TheHandi-Van Participating in Holiday Parades



UH PAC-STEP Visits TheBus Facility

