

Fleet Policy Driver Qualifications

Motor Vehicle Reports (MVRs) will be examined prior to the start of employment and are subject to be examined at a minimum of annually thereafter. Any job offer made to a potential employee candidate for a **position with driving duties** shall be contingent upon an MVR meeting the minimum required standards outlined below. The motor vehicle grading system may be based on the last five (5) years of the employee's MVR. The County's auto insurance provider will be consulted on any MVR not meeting the minimum requirement

Driver Requirements/Qualifications:

1. Each driver of any Baldwin County owned vehicle must have and maintain a valid driver's license;
2. Must be at least twenty (20) years of age;
3. All operators must have a valid driver's license for at least three (3) years;
4. Preferred one (1) year of experience in the class of vehicle that is to be operated.
5. No new driver will be hired with a "poor" MVR;

Number of Type "B" and/or Type "C" Violations	Number of At-fault Accidents			
	0	1	2	3 or more
0	Clear	Acceptable	Borderline	Poor
1	Acceptable	Acceptable	Borderline	Poor
2	Acceptable	Borderline	Poor	Poor
3	Borderline	Poor	Poor	Poor
4 or more	Poor	Poor	Poor	Poor
Any Type "A" Violations.	Poor	Poor	Poor	Poor

6. Potential employee candidates will not qualify for a County vehicle if, during the last sixty (60) months, the driver had any of the following experiences:

- a. Been convicted of a felony;
- b. Been convicted for the sale, handling, distributing or illegal use of drugs or any controlled substance;
- c. Had automobile insurance canceled, declined or not renewed by his or her insurance company due to fault of the employee;
- d. Had drivers license suspended or revoked; or
- e. Been involved in two (2) or more "chargeable" accidents which resulted in a citation being issued.

Any potential employee candidates showing a type "A" violation will not be considered for employment if the position requires driving as an essential function. All violations will be considered on case by case basis, while also reviewing the potential employee's driving history for the last five (5) years, in making corrective action decisions.

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Type “A” Violations consist of the following:

1. Driving while intoxicated;
2. Driving while under the influence of drugs or receiving any other drug related charges;
3. Negligent homicide, manslaughter or assault arising out of the use of a motor vehicle (gross negligence);
4. Aggravated assault with a motor vehicle;
5. Hit and run (bodily injury or property damage);
6. Failure to report an accident to supervision as required;
7. Failure to report an accident to law enforcement as required by law;
8. Filing a false accident report;
9. Driving while license is suspended or revoked;
10. Attempting to elude law enforcement;
11. Racing; or
12. Speeding (More than 25 mph above speed limit).

Any potential employee candidates showing two (2) type “B” violations will not be considered for employment if the position requires driving as an essential function. All violations will be considered on case by case basis, while also reviewing the employee’s driving history for the last five (5) years, in making corrective action decisions.

Type “B” Violations consist of the following:

1. Wreckless endangerment; or
2. At fault vehicular accidents.

Any potential employee candidates showing a total of four (4) type “C” violations in a three (3) year period may result in the termination of employment offer. Type “C” Violations consist of the following, but not limited to:

Type “C” Violations consist of the following:

1. Speeding (Less than 25 mph above speed limit);
2. Failure to yield;
3. Violating a traffic signal;
4. Failure to stop;
5. Improper turn;
6. Improper lane change;
7. Careless driving;
8. Following too closely;
9. Improper or failure to display license plate; and
10. Other such violations not covered under Type “A” or Type “B” violations; or
11. Any combination of type “B” and type “C” violations which equal four (4) or more in the last three (3) years.