



WACOSA Driver Selection Requirements

WACOSA places a strong emphasis on community integration for our clients. We also have daily commitments to provide contracted services and daily transportation for our clients. For these reasons, driving is considered an essential job function for all regular Program Staff as well as numerous support positions.

Determination of an acceptable driving record is based upon the insurance carrier's recommendations and WACOSA's review of a driver's record. A Driving Eligibility Committee composed of the Program Director, Human Resources Director, and Transportation Coordinator will review all driving incidents to determine future driving eligibility of employees. An employee is qualified to drive WACOSA vehicles if she/he:

- Can certify that she/he is not subject to any disqualification, suspension, revocations, or cancellation and that she/he does not have a driver's license from more than one state or jurisdiction
- Is at least 20 years old
- Can pass a driving skills test with the transportation coordinator
- Has an acceptable accident/violation history

Based on our insurance carrier's recommendations, a driving history is unacceptable if one or more of the following exists during the most recent three-year period:

- DWI/DUI
- Reckless Driving
- Suspended License
- Speeding 25 MPH, or more, above the speed limit
- Drug Offense
- Hit Run/Leaving the scene of an accident
- Two or more at-fault accidents
- Three or more moving violations
- Less than 3 years of driving experience

It is the employee's responsibility to notify WACOSA if he/she feels there may be a reason why they are no longer eligible to drive for WACOSA.

I understand that if I am hired, my driving record will be checked by WACOSA's insurance carrier. I understand that if my driving record check indicates an unacceptable driving history, or if my record should become unacceptable at any time, my employment with WACOSA may be terminated due to being unable to perform an essential job function.

SIGNATURE

DATE