

PURPOSE

As a driver of a district-owned or leased motor vehicle, the authorized driver has been given certain privileges. Operators of district-owned or leased motor vehicles shall always drive safely, legally and courteously, remembering that they are directly responsible for maintaining both district property and public trust. Employees are expected to operate vehicles safely and assume the duty of obeying all motor vehicle laws, maintaining the vehicle properly at all times, and, otherwise, following the policies and procedures outlined below.

This policy applies to all employees and volunteers who operate vehicles on district business. These drivers will be referred to as “employee drivers” and will be reviewed by administrators and supervisors to ensure full implementation and compliance. Volunteers are those that volunteer on a regular basis, not one-time volunteers.

USE OF DISTRICT VEHICLES

Vehicles owned or leased by the district are provided to support business activities and are to be used only by qualified and authorized employees. Use of a district vehicle is not to be considered a part of an employee’s compensation. In all cases, district vehicles are to be operated in strict compliance with motor vehicle laws of the jurisdiction in which they are driven and with the utmost regard for their care and cost-efficient use. District vehicles may be used only as authorized by the district and for its business activities. Personal use or any other type of use must be authorized by the board of trustees.

Some employees may be assigned a vehicle that is driven home. Such personal use, if allowed, may be a taxable benefit.

Employees must be authorized by their immediate supervisor to operate a district vehicle. Only employees who possess a current, valid commercial driver’s license (CDL) will be allowed to operate district vehicles over 26,000 gross vehicle weight, buses, and vans over fifteen (15) passengers.

Employees who drive their personal vehicles on district business are subject to the requirements of this policy, including:

- Maintaining auto liability insurance with minimum state limits;
- Providing proof of liability insurance to the [identify name of department] on an annual basis; and
- Maintaining the vehicle in a safe operating condition when driven on district business.

DRIVER LICENSING

Persons authorized to drive district vehicles must have a valid driver’s license issued by the State of Idaho or in the state of a driver’s current residence for the class of vehicle being operated.

Obtaining a driver's license is a personal expense. Should an employee's driver's license expire, be revoked or suspended, the employee shall immediately notify his/her immediate supervisor. At the time of such expiration, revocation or suspension, the employee's district vehicle use privileges will be suspended until the employee's driver's license has been fully restored and validated.

DRIVER QUALIFICATIONS AND EVALUATION

Employees will be evaluated and authorized to drive district vehicles based upon their driving ability. To evaluate employees as drivers, the district may:

1. Review past driving performance and work experience through reference checks with previous employers.
2. Review the employee driver's license record (DLR). DLRs may be obtained and reviewed at least annually. Employees will not qualify to drive a district vehicle if, during the last [insert time frame, e.g. 12, 24 or 36 months], they have been (i) convicted of any felony, the sale, possession and/or use of drugs, or any alcohol or drug related offense while driving; (ii) had their driver's license suspended or revoked; (iii) been convicted of three (3) or more speeding violations or one (1) or more major violations, as defined herein; or (iv) been involved in two (2) or more accidents where the employee driver was ticketed or charged with a violation of traffic laws.
3. Ensure the employee has a valid driver's license.
4. Ensure the employee is qualified to operate the type of vehicle he/she will drive. Minimum driver qualifications for district employees are as follows:
 - Authorized employee of the district.
 - Must be at least eighteen (18) years of age.
 - Have at least one (1) year of experience in the class of vehicle operated.
 - Must possess a current valid license for operation of the vehicle.

DEFINITIONS

"Major violations" are defined as:

1. Driving under the influence of alcohol/drugs;
2. Failure to stop/report an accident;
3. Reckless driving;
4. Making a false accident report;
5. Attempting to elude law enforcement;
6. Homicide, manslaughter, or assault arising out of the use of a vehicle; or
7. Driving while license is suspended/revoked.

TRAFFIC VIOLATIONS

Fines for parking or moving violations are the personal responsibility of the assigned operator. The district will not condone nor excuse ignorance of traffic citations that result in court summons being directed to itself as owner of the vehicle, and will hold the employee responsible for payment of such fines.

Each driver is required to report all moving violations to his/her direct supervisor within 24 hours. This requirement applies to violations involving the use of any vehicle (district, personal, or other) while on district business. Failure to report violations may result in disciplinary action, up to and including termination.

Traffic violations incurred during non-business (personal use) hours by an employee in his/her own vehicle may affect the employee's ability to drive district vehicles and are subject to review.

EMPLOYEE RESPONSIBILITIES

Drivers of district vehicles have responsibilities in operating the vehicle in a safe manner and responding appropriately in the event of an accident or other circumstance. All drivers will be informed of the contents of this policy and have a signed acknowledgement placed in his/her personnel file, along with a copy of his/her valid driver's license, prior to operating a district vehicle and annually thereafter. Drivers of district vehicles assume the following responsibilities:

1. Accidents Involving District Vehicles:
 - a. In the event of an accident, the driver shall, when possible, first check on the safety and welfare of all persons involved and seek immediate medical attention should it be required for themselves or others. If possible, move the vehicle to a safe location out of the way of traffic. Employee drivers shall always have a police officer investigate any accident that involves a district vehicle. This will help ensure that the district is protected from unwarranted claims. Driver's should not discuss fault with, or sign anything from anyone except for a police officer, a representative from the district's insurance carrier, or an authorized representative.
 - b. The name, address, and phone number of any injured person and witnesses should be obtained, if possible. In addition, vehicle identification, insurance, district name, and policy numbers should be exchanged with the other driver. Employee drivers should take a photograph of the scene of the accident, if possible.
 - c. Drivers shall notify their supervisor as soon as possible of the accident, report any injuries and property damage involved, and turn all information relative to the accident over to the driver's immediate supervisor within twenty-four (24) hours of the accident.

2. Theft or Damage: Each driver is responsible for immediately reporting theft or damage of the district vehicle to local police immediately. Additionally, all information relative to theft or damage must be provided to the driver's immediate supervisor within twenty-four (24) hours.

VEHICLE OPERATION

Each driver is responsible for the actual possession, care, and use of the district vehicle in their possession. Therefore, driver's responsibilities include, but are not limited to, the following:

1. Operation of the vehicle in a manner consistent with reasonable practices that avoid abuse, theft, neglect, or disrespect of the equipment. Smoking, including vaping, is expressly prohibited in all district vehicles. Employee drivers must make sure that the current insurance card is kept in the vehicle at all times.
2. Obey all traffic laws.
3. The use of seatbelts and shoulder harnesses is mandatory for driver and passengers.
4. Adhering to manufacturer's recommendations regarding service, maintenance, and inspection. Vehicles should not be operated with any defect that would prevent safe operation.
5. Attention to and practice of safe driving techniques, and adherence to current safety requirements.
6. Restricting the use of vehicles to authorized driver only.
7. The employee driver must not operate a vehicle when his/her ability to do so is impaired or influenced by: alcohol, illegal drugs, or other illegal substances, prescribed or over-the-counter medication, or illness, fatigue or injury. The employee driver is obligated to report to his/her supervisor any reason that may affect his/her ability to drive safely.
8. Accurate, comprehensive, and timely reporting of all accidents by an authorized driver and thefts of a district vehicle to the district.
9. The driver of a district vehicle, or any other vehicle being used for district business, is prohibited from using a mobile communication device, cell phone, or computer of any type while the vehicle is in motion. Drivers must be safely parked before using phone or mobile computer equipment. A mobile communication device is defined as a "text messaging device or a wireless, two-way communication device designed to receive and transmit voice or text communication." This does not apply to district work-related two-way radios.

Failure to comply with any of these responsibilities may result in disciplinary action up to and including termination.

PERSONAL CARS USED FOR DISTRICT BUSINESS

The district does not assume any liability for bodily injuries or property damage the employee may become personally obligated to pay arising out of an accident occurring in connection with operation of his/her own car. The reimbursement to the employee for the operation of his/her own car on district business includes the allowance for the expense of automobile insurance. An employee's personal car insurance will be treated as primary and he/she is required to have minimum liability coverage of \$300,000. The district does not specify and assumes no responsibility for any other coverage employees carry on their own cars since this is a matter of individual status and preference.



LEGAL REFERENCE:

Idaho Code Sections

33-506 – Organization and Government of Board of Trustees

ADOPTED: March 10, 2008

AMENDED: April 11, 2022

