

City Achievement Awards Program

City of Nampa | Commercial Driver's License In-House Training Program

City of Nampa

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Project Title: Commercial Driver's License In-House Training Program

Project Category: Public Works & Transportation

The City of Nampa is honored to nominate Nampa's In-House Commercial Driver's License Training Program for the City Achievement Award in Public Works & Transportation. Several City of Nampa departments with a growing workload and a need for staff with commercial driver's licenses (CDL) were running into a continuous problem in hiring qualified staff. A requirement for obtaining a commercial driver's license (CDL) is that you are required to attend a certified school. The City of Nampa Streets Department established an in-house CDL course meeting all requirements for a certified school. Dustin Gillmore, Public Works Training & Safety Coordinator was instrumental in researching all the new federal requirements, changes to the existing statutes and in the development of the program to include walk around training, classroom training and testing and registering as independent trainers and certifiers.

The first part of the course is set up with 40+ hours of classroom studying, practice quizzes, practice tests, walkaround videos and backing videos. The second part of the course is set up with 40+ hours of behind the wheel training in the yard with an obstacle course including straight line backing, off set backing left and right, alley dock parking and parallel parking.

The program, which was established last year, required collaboration efforts from every city department working together to create a common goal for the CDL program. The program has proven successful, training 15 staff members from Fleet Services Division, Street Division, Traffic Division and the Parks and Recreation Department. This effort to bring training in-house created a cost-effective solution, saving the city \$75,000 in training since October.

The CDL program allows the city to hire, train and have qualified staff aiding in quicker response times and departments able to deploy more employees. The City of Nampa has received interest from other Treasure Valley entities in the creation, development, and deployment of the program to model their own training programs. The City of Nampa's CDL program provides another innovative resource as a full-service city and keeps our equipment and staff out in the community working.

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