



**City of Dallas**

# **Transportation & Public Works Department (TPW) CDL Program**

**Workforce, Education,  
and Equity Committee  
August 12, 2024**

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City of Dallas

# Presentation Overview



- Purpose
- Background/History
- TPW CDL Program
- By the Numbers
- Other Benefits
- Next Steps



# Purpose



- This presentation is designed to provide the Workforce, Education, and Equity Committee with information about the TPW CDL Program and to address any questions the Committee may have.



# Background/History



- The Federal Motor Carrier Safety Administration (FMCSA) set Entry-Level Driver Training (ELDT) regulations in 2022, requiring formal training for entry-level drivers.
  - This applies to those seeking to:
    - Obtain a Class A or Class B CDL for the first time;
    - Upgrade an existing Class B CDL to a Class A CDL; or
    - Obtain a school bus (S), passenger (P), or hazardous materials (H) endorsement for the first time.



# Background/History



- Before ELDT, employees were on their own.
  - No formal training program was required.
  - Employees could practice on the equipment, if there was time.
  - Employees scheduled with DMV when they were ready to test.
  - Failed probation if CDL was not obtained within six months.



# Background/History



- The Impact of ELDT Regulations
  - Options included (1) hiring only employees with a CDL, (2) hiring outside vendors, or (3) creating our own ELDT program
  - **Option one** would provide us with little to no opportunity to compete in the marketplace for drivers with CDL license
  - **Option two** provides significant logistical and funding challenges to address the shortage/turnover of drivers with a CDL license
  - **Option three** is what was chosen, and we have an outstanding support team in our Street Operations division that:
    - Researched the requirements
    - Completed the application process
    - Registered us as a private training provider for the City of Dallas



# TPW CDL Program



## Service First:

- Delivering Responsive and Proactive service that meets the needs of Dallas residents
- Program built to ensure succession planning and continuity of operation





# By the Numbers



Since its inception in October 2022:

- Cost per Student per class \$4500
- Total Enrollment 165 to date
- Total Graduates 125 to date
- Participating Departments
  - Aviation (AVI)
  - Dallas Water Utilities (DWU)
  - Equipment and Fleet Management (EFM)
  - Public Works (PBW) (Now Transportation & Public Works - TPW)
  - Park and Recreation (PKR)
  - Transportation (TRN) (Now Transportation & Public Works - TPW)



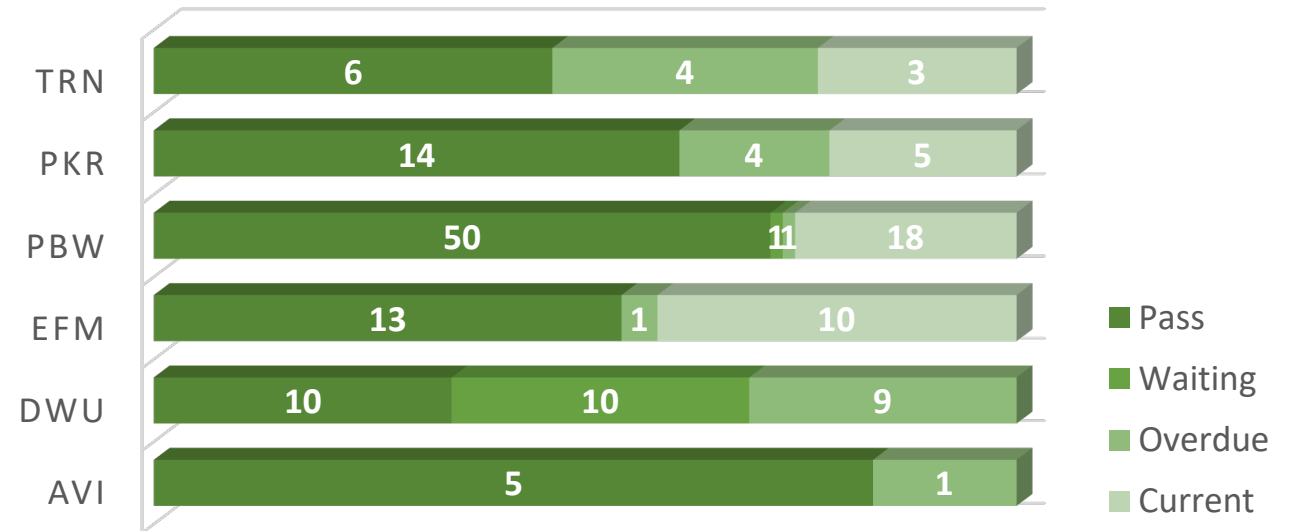


# By the Numbers



- Enrollment by Department

- TRN 13
- PKR 23
- PBW 70
- EFM 24
- DWU 29
- AVI 6
- Total Enrollment 165



	AVI	DWU	EFM	PBW	PKR	TRN
Pass	5	10	13	50	14	6
Waiting		10		1		
Overdue	1	9	1	1	4	4
Current			10	18	5	3



# By the Numbers



- Estimated Costs by Department

- TRN     \$58,067
- PKR     \$102,735
- PBW     \$312,672
- EFM     \$107,202
- DWU     \$84,868
- AVI     \$26,800

Note: TPW has not received reimbursements and considers the figures above as cost savings to the department.



# Other Benefits



- Better Trained Employees
- Upskilling and retention
- Commitment to Safety
- Fewer vacancies in CDL Career Path
- Improved responsiveness



# Next Steps



- Work with Risk Management to set the framework for potential collaboration with NCTCOG member organizations
- Complete the Third-Party Testing Provider Application to provide internal behind-the-wheel testing
- Smith System Driver Trainer on staff
- Look for opportunities to provide Remedial Training to employees that have accidents





# Discussion





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