

DRIVE LICENSE RECRUITMENT UPDATE

RESOLUTION NO. 2023-R-124

City of Laredo Human Resources



Our purpose is OUR people

BACKGROUND



Mayor Pro Temp Vanessa Perez, along with some members of Blue-Ribbon Committee met with Human Resources to request that the City of Laredo review the Driver License requirement for all applicants. The concern was that this requirement excluded many prospective employees that are qualified for the positions they apply for, but due to an undisclosed medical impairment condition may not have a valid Driver License and are automatically eliminated from consideration. Thus resulting in the reassessing of the Driver License requirement for all city positions.



KEY POINTS

- DRIVER LICENSE NO LONGER MANDATORY → REQUIREMENT WILL BE REMOVED UNLESS POSITION ESSENTIAL FUNCTIONS IS REQUIRED
- WHO DETERMINES REQUIREMENTS? → DEPARTMENT DIRECTORS WILL DETERMINE IF THEIR RESPECTIVE POSITIONS WILL REQUIRE THE NEED OF A DRIVER LICENSE
- NO LICENSE IS REQUIRED → TEXAS ID OR OFFICAL GOVERNMENTAL IDENTIFICATION CARDS WILL BE REQUIRED AT TIME OF HIRE
- DIRECTOR'S, MANAGER'S AND SUPERVISORS WIL ENSURE THOSE HIRED UNDER THIS RESOLUTION DO NOT DRIVE DURING THEIR TOUR OF DUTY
- EFFECTIVE DATE → JUNE 22, 2023



THANK YOU