



Town Council Agenda Report

Date: April 23, 2019 Item No. 5

To: Honorable Mayor and Town Council

Subject: REMOVAL OF THE CALIFORNIA DRIVER'S LICENSE REQUIREMENT FROM ALL NONESSENTIAL JOB DESCRIPTIONS FOR THE TOWN OF APPLE VALLEY

From: Douglas Robertson, Town Manager

Submitted by: Douglas Robertson, Town Manager

Budgeted Item: Yes No N/A

RECOMMENDED ACTION

That the Town Council authorize and direct the Town Manager to amend all nonessential job descriptions with the requirement of possessing a valid California driver's license.

BACKGROUND

In accordance with state law, the Human Resources Department recommends the removal of the California driver's license requirement from all nonessential job descriptions

ANALYSIS

Employers are prohibited from requiring a person to present a driver's license, unless possessing a driver's license is required by the employer and the employer's requirement is otherwise permitted by law. Currently, there are seventy-two (72) job descriptions that list the requirement of a valid California driver's license. The Human Resources department is recommending removing this requirement from all nonessential job descriptions to comply with state law.

FISCAL IMPACT

There is no fiscal impact for the recommended removal of the California driver's license requirement from nonessential job descriptions.