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Thank You for Joining Us!

- This webcast will cover ...
 - A regulatory overview
 - Best practices in compliance
 - A case study in implementation
 - Question & Answer session
- You will be muted during the event.
- Please use the Q&A feature to send in questions. We'll try to answer them during the Q&A period if they are not covered in the presentation.
- The slides and recording will be posted within 7 days at:
www.jjkeller.com/nptcinfo



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Meet Your Speakers



Tom Bray
Sr. Industry Business Advisor
J. J. Keller & Associates, Inc.



Tom Moore, CTP
Executive Vice President
National Private Truck Council



Greg Whisenant, CTP
Corp. Risk- Fleet Services Director
Shaw Transport, Inc.

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Driver Hiring Regulations

Tom Bray
J. J. Keller & Associates, Inc.



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Driver Application §391.21

- Has components required in §391.21
- Current and complete
 - Look for missing information
 - Look for gaps



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Required Background Checks \$391.23

- MVRs from all states the driver was licensed in over the previous three years
 - Must be on file within 30 days of hire
- For a CDL driver – MVR showing driver is medically qualified
 - Must be on file before driver operates
- Look out for:
 - Classes, endorsements, restrictions
 - License issue/expiration dates
 - References to other states
 - Addresses not matching licenses



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Required Background Checks \$391.23

- Safety Performance History
 - Contact DOT-regulated previous employer and ask for:
 - General employment verification
 - Accident history
- This has changed!
 - Previous SPH also had drug and alcohol questions and required written release
 - Clearinghouse took the place of these requirements as of January 2023
 - If driver refuses to authorized the release of Clearinghouse information, carrier cannot use the driver
 - Still required to contact previous employer for drug and alcohol information if:
 - Driver is going through follow up testing – Negative RTW in Clearinghouse, but completion of follow up is not
 - Driver was under another DOT agency's testing regulations (FAA, FTA, PHMSA)



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SPH Issues

- Must be on file within 30 days
 - May want sooner (part of hiring decision)
- Employment dates provided by previous employer does not match application
 - Investigate
- Previous employer refuses to answer
 - Verify you are only asking for what is required
 - Remind other carrier of responsibilities in §391.23
 - Document good faith effort (three attempts)



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SPH Issues

- Previous employer cannot be located (such as no longer in business)
 - Document good faith effort (three attempts)
 - Consider alternate means to verify employment
- No DOT-regulated previous employer
 - Document there were no DOT-regulated previous employers and place in file



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Road Test or Equivalent §391.31 and .33

- Road test must include skills listed in §391.31(c)
- Examiner can be anyone carrier feels is qualified to evaluate a driver
- Carrier decides passing criteria
- Road test certificate in DQ file before driver operates
- Can accept in lieu of a road test:
 - CDL
 - Road test certificate from another carrier issues in the past three years



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Verify Driver is Medically Qualified

- Non-CDL driver – Valid medical card
- CDL driver – Valid medical information is on MVR
 - Driver and carrier can only use a new medical card for the first 15 days after exam as proof of medical qualifications
- Proof examiner was on NRCME at time of exam
- Can ask driver to take DOT medical exam as part of hiring process once a conditional offer of employment is in place
 - Even if the driver has a valid medical card
- Must be in DQ file before driver operates a CMV



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Verify Driver is Qualified

- Before operation verify
 - Over 21
 - Read and speak English
 - Can safely operate vehicle (training and/or experience, road test)
 - Physically qualified
 - Correctly licensed
 - DQ file with required items in place



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Drug and Alcohol (CDL Drivers Only)

- Before operating CDL-required vehicle
 - Company DOT drug and alcohol policy receipt in hand
 - MRO-verified negative DOT pre-employment drug test results in hand
 - Clearinghouse pre-employment query complete
 - Process involves:
 - Carrier initiating query
 - Driver authorizing release of information in Clearinghouse (requires driver to be registered)
 - Carrier receives query results
 - No result, driver does not drive
 - Listed as Prohibited, driver does not drive



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Complimentary Driver Hiring Checklist



Hire & Qualify Drivers Faster with NEW Driver Applicant Management Feature!

- Save time creating custom job postings and reviewing applicants
- Integrate forms for background checks into the hiring workflow
- Use the online dashboard for instant visibility of the process
- Comply with the FMCSA requirements for driver hiring

JJKellerDataSense.com/DQservices



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Beyond Compliance

Tom Moore, CTP
National Private Truck Council

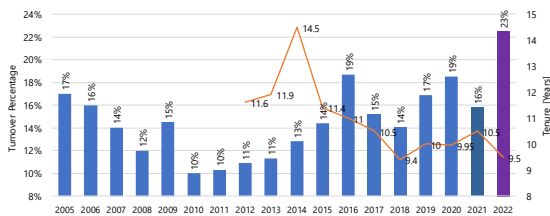


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Driver Turnover Increases



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Comparing Low vs. High Turnover

- Higher turnover fleets pay their drivers less than do the lower turnover fleets
- Turnover appears to have some impact on safety
- Both sets of fleets have comparable equipment trade cycles
- Drivers for companies with lower turnover numbers work more

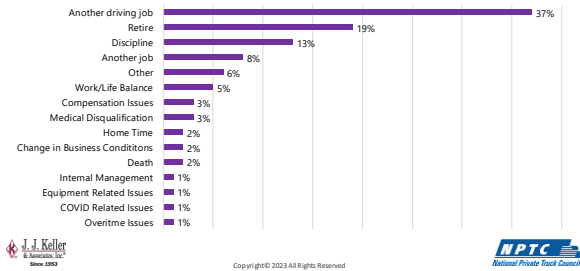


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Why Drivers Leave



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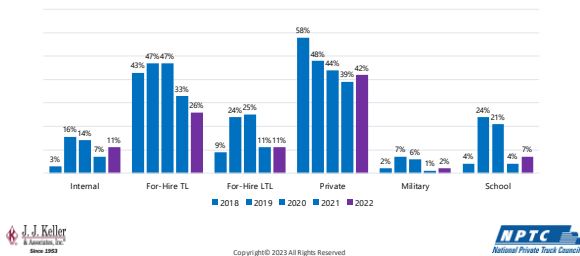
Driver Hiring Best Practices

- Is there another way to accomplish the work?
- Establish hiring procedures – competencies, job descriptions
- Enhance your interviewing process
- Don't settle for the best driver
- Raise the bar
- Understand the role of technology
- Hire for attitude – train for skills



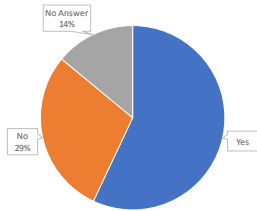
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A Shallow Driver Pool



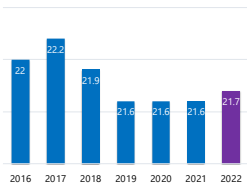
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Signing Bonus

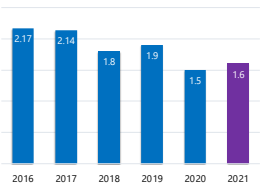


Hiring Qualifications

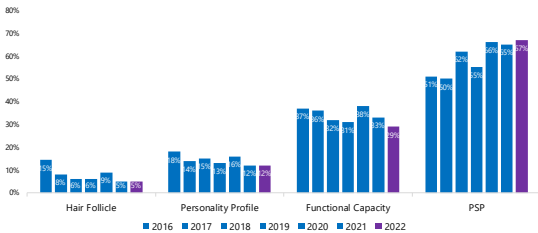
Minimum Age



Minimum Experience



Screening Best Practices



Other Driver Metrics

- The average fleet has to review, screen and/or interview 10 candidates to fill one driver's position. This is almost half the number (19.7) that respondents reported they had to screen last year.
- The average time to recruit a driver candidate for an open personnel requisition is reported to be an average of 19.6 days, compared to the 35.7 days reported last year
- Similarly, the average time to hire a driver candidate is reported at 26 days down from the 34 days reported last year
- The average time to complete a background check is 13 days versus the 10 days in last year's survey.



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A Fleet's Perspective

Greg Whisenant, CTP
Shaw Transport, Inc.



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Shaw Industries Overview



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Shaw Transport, Inc.

- Driver Job Posting Sites
 - Shawfloors.com
 - Indeed
 - Facebook



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Shaw Transport, Inc.

- Commercial Driver Job Types at Shaw
 - Pick-up Truck Drivers
 - Straight/Box Truck Drivers
 - Spotter Drivers
 - Inter-Plant Drivers
 - RDC Delivery Drivers
 - OTR Drivers – Teams and Singles



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Shaw Transport, Inc.

- Driver Screening:
 - Application On-line
 - Recruiter Contact
 - Age
 - MVR
 - Previous Violations and Accidents
 - Drug and Alcohol Clearing House
 - PSP
 - Previous Employers



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Shaw Transport, Inc.

- Job Offer (conditional)
 - Interview
 - DOT Physical
 - Road Test
 - Pre-Employment Drug Test



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Send Your Questions



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More Questions?



Tom Bray
Sr. Industry Business Advisor
J. J. Keller & Associates, Inc.
tbray@jjkeller.com



Tom Moore, CTP
Executive Vice President
National Private Truck Council
tmoores@nptc.org



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