



## **Candidate Information Bulletin**

### **Certified Parking Professional Certification Program**

The National Parking Association has proudly served the nation's parking industry since 1951. NPA membership includes thousands of parking professionals in every facet of the industry around the world.

The NPA Board of Directors established an independent Certification Advisory Board, currently comprised of 12 industry professionals, to develop and oversee the Certification for Parking Professional (CPP) Program. The mission statement for this Board is to ensure that Certified Parking Professionals have demonstrated a superior level of knowledge and expertise, which promotes professionalism within the parking industry.

#### **Standards and Guidelines**

The NPA Certified Parking Professional program meets and in some aspects exceeds the American Psychological Association's Joint Technical Standards on testing and has been designed to comply with the Educational Testing Services' Standards for Quality and Fairness, standards which are the highest in the industry.

The NPA has formal affiliation with numerous state, local, and international associations, and is a member of the National Organization for Competency Assurance (NOCA), an agency that recognizes certifying programs. The CPP program is designed to meet the NOCA standards for certification agencies, the highest in the testing industry.

#### **The Purpose of Certification**

The Certified Parking Professional program is a practical, comprehensive curriculum designed to assist managers in performing their duties in an effective and professional manner.

This program sets performance and service standards at the point where the parking industry and the customer meet. The CPP credential is the standard against which excellence and professionalism are judged.

#### **Development of the Certification Program**

A national study, conducted in September 1993 by the NPA, defined the role of parking professionals. A cross-section of professionals in the parking industry provided the information used to define the roles and responsibilities of the parking professional. This information was then used to develop performance objectives, which in turn became the basis of the NPA Study Guide and the outline of the examination. The CPP test questions were written by the NPA Certification Advisory Board and its appointees.

The passing score determination for the CPP program was determined by the NPA Certification Advisory Board and its appointees.

**Test Development and Administration**

The NPA has retained Professional Credential Services (PCS), a full-service testing agency, to provide for scheduling, ongoing examination development, administration, and score reporting. All correspondence and questions related to the CPP should be directed to:

Professional Credential Services (PCS)  
NPA Coordinator  
P.O. Box 198689  
Nashville, TN 37219

Or

150 Fourth Avenue North  
8<sup>th</sup> Floor  
Nashville, TN 37219

Toll free: 1.877.887.9727; fax: 615.846.0153; e-mail: [npacord@pcshq.com](mailto:npacord@pcshq.com);  
web site: [www.pcshq.com](http://www.pcshq.com)

PCS staff is available by telephone Monday through Friday between 8:00 am and 4:30 p.m. Central Time.

**Eligibility Requirements**

Prior to sitting for the examination, the applicant *must* have completed one year of full-time employment in the parking industry in order to be eligible to take the examination.

**Fees for Taking the Examination**

The first-time application fees for taking the certification examination are as follows:

National Parking Association Members*	\$400
Non-Members**	\$700

Volume discounts are available for a company sending in 10 or more Scheduling Application Forms at one time. Please contact PCS for the procedural process.

The re-take application fees are as follows:

National Parking Association Members*	\$250
Non-Members**	\$500

*\*Must currently be an NPA member in good standing to be eligible for the member rate.*

*\*\*Non-members may wish to contact NPA concerning membership.*

If you have a question concerning membership, please contact NPA at: 1.800.647.PARK or e-mail: [info@npapark.org](mailto:info@npapark.org). Visit the NPA web site at: [www.npapark.org](http://www.npapark.org).

Payment must be made by corporate, institutional, municipal, cashier's check, or money order, and made payable to PCS. The Scheduling Application Form will also include information on the use of credit cards. Contact PCS for the procedures and requirements in the event that there is a request for purchase orders.

You must test within one year of issuance of your Authorization Letter. Failure to test within the one-year window will result in the forfeiture of your examination fees. You must then call PCS, as you need to submit the re-take fee to reinstate your eligibility status.

### **Eligibility Documentation for the Approval Process**

On the PCS web site ([www.pcsHQ.com](http://www.pcsHQ.com)) the following information can be found: (1) the Scheduling Application Form (included with this Bulletin); (2) a sample letter to be used to verify your length of employment, which needs to be signed by your employer and printed on your employer's letterhead; and (3) instructions as to where to mail the examination fee and related documents.

The name on your Scheduling Application Form *must* be an exact duplicate of the name on your photo and signature identification. If the information is not an exact duplicate, you may encounter a problem when you arrive at the test site.

Once PCS approves your documentation, your eligibility file will be forwarded to PSI, the computer-based testing platform company. You will receive an Authorization Letter with instructions on how to schedule your test administration. If you do not receive your Authorization Letter outlining the steps to be taken to schedule your examination with PSI within three weeks of the submission of your documentation, please contact PCS.

### **Scheduling Your Examination Test Date**

You will receive an Authorization Letter once you have been approved to test. Your Authorization Letter will provide you with information on how to contact PSI to schedule your examination.

PSI is also the computer-based testing platform company for other national and state certification and licensure programs. Thus, you should permit a sufficient amount of time between the time you call to schedule your examination and the time you wish to sit for your examination. This is due to the fact that a "seat" may not be readily available at the time you wish to test if there is not sufficient lead-time in placing your scheduling call.

**Admission Requirements**

You should plan to arrive at the test center at least 30 minutes prior to your scheduled testing time. It is your responsibility to be at the test center on time. Candidates will not be permitted into the testing room after the scheduled testing time. It is strongly suggested that you visit the site before the day of the exam so you are familiar with the route and the needed time. If you are not present for your scheduled testing time, you will forfeit your fee.

You *must* have your Authorization Letter and one form of identification with your photograph and your signature (e.g., driver's license, school or work identification card, or passport) in order to be admitted to the examination room. The name submitted on your Application Scheduling Form *must* be an exact duplication of the name on your identification.

The identification must be current and clearly recognizable or you will not be admitted to the test. If your photo does not have a signature, you must bring a second form of signature identification. If you do not have proper identification, you will not be admitted to test and you will forfeit your fee. *There are no exceptions.*

**Study Guide and Preparing to Test**

The NPA developed Study Guide will be forwarded to each approved candidate. The Study Guide will accompany the Authorization Letter. The Study Guide was developed as a national source for the body of knowledge for the parking industry. It is recognized that individual companies, institutions and/or municipalities may have their own operational guidelines; however, candidates should answer the test questions correctly based on the information found in the Study Guide.

Use the Study Guide to study and review the examination outline. Answer the sample questions in the Study Guide to help familiarize yourself with the nature and format of the kinds of questions that will appear on the examination. If there are issues you do not understand in the Study Guide, review them with your supervisor.

**Computer Testing**

The NPA certification examination will be administered throughout the year at PSI test centers. The 150 question, multiple-choice test will be administered on computers during a 3.5 hour testing session.

For the candidate, all test functions are controlled by the candidate's choice of the keyboard or mouse. PSI exam capabilities include on-screen graphics, tagging of questions for later review, on-screen calculator, and the ability to review any question with a click to the help screen.

The site administrator will be available to assist you with becoming familiar with the testing process prior to your actual testing time. In rare instances, technical problems may require late starts and/or rescheduling of your examination. If, at any time during the examination, you believe you have a problem with your computer, notify the site administrator.

**Paper and Pencil Testing**

If requested by a candidate, a special paper-and-pencil test is still available by special arrangement at an additional fee. Contact PCS for details.

**About PSI Test Centers**

All PSI Test Centers:

- Are accessible to individuals with disabilities.
- Utilize monitor screens that are Super VGA and 17" in size plus larger fonts providing optimal readability.
- Have a testing room, separated from the business offices and reception area.
- May be monitored by a direct view window from the proctor's area or through the use of video.
- Have convenient parking.
- Are temperature-controlled and secure with convenient restroom facilities.

**Test Center Locations**

Examinations are offered daily at PSI Test Centers. Operation hours vary. PSI has approximately 600 U.S. and 100 Canadian test sites. You may also access the PSI web site for the nearest location at: [www.psiexams.com](http://www.psiexams.com). You can enter your zip code under "Quick Find" or choose "Find a Testing Center." You may also download site directions and site hours from this web site. All the Canadian test sites may not be listed on the web site but a PSI call center representative will make these sites known to you when you call to schedule your examination.

**Testing Candidates with Special Needs**

The CPP program, in accordance with the provisions of the Americans with Disabilities Act (ADA), provides examination administration modifications to candidates who qualify. Such candidates must obtain an official form from PCS on which to request special modifications. The completed form must be returned to PCS with all required documentation 60 days prior to the month in which you wish to schedule an examination. These accommodations are made available at no extra charge.

The Special Accommodation Form can be found on the PCS web site.

**Site Environmental Distractor**

Although every attempt is made to provide a quiet and comfortable test environment, noise and room temperature may be an unforeseen distractor. It is suggested that if you are sensitive to noise or temperature variations, you may want to bring earplugs and types of dress that can help you to adapt to a cooler or warmer climate in the examination room. Since PSI provides many different examinations for many different clients, be aware that candidates will be working at different paces in the testing room. PSI will work with the test site staff to anticipate potential problems.

**Refund Policy**

Candidates who wish to cancel from the examination process and receive a partial refund must notify PCS prior to scheduling an examination test date. A written request must be received within 30 days of the submission of your Scheduling Application Form to PCS. A \$200 processing fee will apply to all candidates. All refunds will be issued 30 days after receipt of the request.

Refunds are not granted to candidates who have scheduled an examination and then withdraw from the examination process; who have failed to test within the one-year window; who have failed to reschedule their examination within the appropriate timeframe; or who have failed to appear or were not admitted for testing.

If an employer-sponsored candidate is not available for testing, the application fee may be transferred to another individual. The employer should provide PCS with a replacement Scheduling Application Form, eligibility letter, and \$100.00 transfer fee. A Study Guide will not be re-issued to the replacement candidate.

### **Rescheduling Policy**

Candidates who wish to reschedule an examination *must* notify PSI at least three working days prior to the scheduled test date. If your scheduled test date is within this three-day window, you will not have the opportunity to reschedule.

You will forfeit all examination fees if you do not appear for your scheduled examination or if you are not admitted due to lack of proper photo/signature identification.

### **Emergency Policy**

In the event of inclement weather or similar emergency, you should contact PSI to ascertain the status of the test site. If PSI must cancel or delay an examination, you will be notified and rescheduled at no additional cost.

However, given the difficulties in canceling a test center, this decision is rarely made. If the test center is open and you choose not to appear for testing, your examination fee will be forfeited.

### **Security Guidelines for Taking the Examination**

The National Parking Association copyrights all test questions. Copying, reproducing or taking any action to reveal the contents of an examination in whole or in part is unlawful.

Any irregularity such as an act of impersonation, creating a disturbance, giving or receiving unauthorized information or aid to other candidates, attempting to remove test information by any means, possession of unauthorized notes or equipment may be sufficient cause for you to leave the examination room. Irregularities may be identified by observation or suspicion by the examination proctors, or may be evidenced by subsequent statistical analysis of testing materials. All such irregularities will generate a report to NPA and PCS.

Notebooks, magazines, reference materials, backpacks, briefcases, hats, caps or electric devices such as cameras, walkmans, radios, tape players, portable fax machines, cellular telephones, calculator watches, reproduction equipment, beepers or pagers are NOT permitted in the examination room. Neither PCS nor PSI will be responsible for the security of this material; therefore, it should remain outside the test center. If any of the aforementioned items are found on a candidate in the examination room, the Site Administrator will collect it and hold it until the end of the examination and provide a written report of the incident to NPA and PCS. It is possible that some confiscated material will be forwarded to NPA and PCS and will not be returned to the candidate.

Each incident of misconduct or irregularity will be investigated and will be reported to NPA. NPA will hold responsibility for the final decision on score invalidation or cancellation. All fees will be forfeited if a candidate is found to have violated any security measure.

### **Test Center Regulations**

You should arrive at the test center 30 minutes prior to your scheduled examination. If you fail to appear on time, you will forfeit your fees.

To be admitted you will need your Authorization Letter and photo identification with signature. If you are not admitted due to lack of proper identification, you will forfeit your fees.

You may bring a silent, simple (i.e. four-function) pocket calculator. Programmable and text calculators will not be permitted. The PSI software will provide a built-in calculator for your use.

The examination is closed book. Please review the security guidelines above. You will be provided with scratch paper to use during the examination. This will be collected prior to your leaving the test center.

No tobacco, food, or beverage will be permitted in the examination room. No visitors, guests or children are permitted in the examination room.

### **Test Taking Suggestions**

- Take time to familiarize yourself with the location of the test site. Ensure that you have ample time to get to the test site. This will reduce your stress.
- Double-check that you have your Authorization Letter and your photo with signature identification.
- Use the Study Guide to prepare for the examination. Test questions are referenced against the Study Guide.
- Get plenty of rest the night before and do not go to the site hungry.
- Pace your progress on the test. It is not a test to measure how quickly you can read so you should have plenty of time to finish. There will be a clock within the computer so you will be able to keep track of your testing time.
- Do not spend too much time struggling with questions that you cannot answer. Mark them on the computer and return to them after you have answered the questions that you are more familiar with.
- There is no penalty for guessing. It is to your advantage to take a guess on any questions where you are totally unsure of the correct answer.
- Read the questions carefully and do not skim the test questions or the options.
- Pick out the key phrases of each question to assist in choosing the correct response.

**Examination Scoring and Reporting**

Examination questions are multiple-choice with one correct answer and three incorrect responses. Your score will be based on the number of questions you answer correctly.

Candidates must achieve a scaled score of 70 to pass the examination. Scaling the scores permits the different forms of an examination to be reported on a common, consistent scale and is not necessarily equivalent to the scores based on a percentage.

Upon completion of your testing session, you will automatically receive your score report. If you have passed the examination, your score report will indicate a “Pass.” If you have failed the examination, your score report will indicate a “Fail” and will provide you with a diagnostic analysis of your strengths and weaknesses in your test performance based on the content outline.

All score results will be forwarded to PCS from PSI on a weekly basis. PCS in turn will provide the score results to NPA and your employer as discussed on the Scheduling Application Form.

**Request for Hand Scoring**

If you wish your computer score results to be verified by hand, a candidate must make the request in writing and it must be accompanied by a Money Order in the amount of \$50.00 made payable to PCS. Requests for hand scores will only be honored up to three months after the testing date.

**Candidate Feedback**

Candidates may make comments about the test administration or a particular test question on-line. All comments will be researched and acted upon accordingly. You will not receive a response letter based on the candidate feedback section on the computer.

**Candidate Appeal Process**

Please contact PCS in writing if you wish to make a comment concerning the test administration process or on a particular test question for which you wish a written response. You should provide your name, address, social security number and the test date with your particular comment. Your letter will be researched and acted upon accordingly.

**Certification**

Candidates who pass the exam will receive a certificate suitable for framing and will be able to use the credential “CPP” (Certified Parking Professional). Certification will remain valid for a period of three years. If you have failed the examination, you may apply to re-take the examination. A Study Guide will not be re-issued.

**Name or Address Change**

Any name or address change must be reported in writing to PCS. Be sure to include your name, as it appears on your application, social security number, and signature along with the information to be changed. For a name change, you must submit a photocopy of a legal document verifying the name change (i.e. marriage certificate, divorce decree, or legal document indicating a name change).

## **Examination Outline**

The CPP Examination is comprised of 150 multiple-choice test questions with 3.5 hours of testing time. This is a closed book examination.

### **Content Area 1: Operations (30% of the examination)**

#### **Chapter 1: Types of Parking Operations**

##### Industry Market Segments

- Airport and Off-Airport
- Colleges and Universities
- Event
- Hotel and Restaurant
- Hospital and Medical
- Municipal and Governmental Services
- Office Buildings
- On-Street
- Retail and Mixed-Use Developments
- Transit and Intermodal

##### Modes of Operation

##### Unattended (Honor) Facilities

- Location and Frequency of Turnover
- Layout and Appearance
- Frequency of Audits and Collections
- Enforcement of Procedures
- Robotic Parking

##### Attended Facilities

- Attended Self-Park

##### Valet Attendant Parking

- On-Site Valet
- Off-Site Valet
- Special Event Valet

##### Attendant Assist Parking

#### **Chapter 4: Facility Design**

##### Traffic Access Variables

- About On-Street Parking

##### Key Parking Facility Design Elements

- Siting of Entrances and Exits
- Entrances
- Exits
- Reversible Lanes

##### Layout of Spaces and Aisles

- Types of Vehicles Using the Facility
- Facility turnover Rate
- Local Codes and Legal Requirements
- Two-Way vs. One-Way Traffic Patterns

- Parking Space Design
  - Parking Space Width and Length
  - Customers Being Served
  - Parking Space Turnover Rate
  - State and Local Requirements
- ADA: Special Design Considerations
- Signs and Graphics
  - Signs for Drivers
    - Entrance Signs
    - Available Space Signs
    - Vehicle Clearance Signs
    - Rate Signs
    - Hours of Operation Signs
    - Parking Restriction Signs
- Signs within the Facility
  - Signs for Pedestrians
  - Vehicle Location Information
  - Destination Directions
- Sign Messages
  - Information
  - Direction
  - Identification
- Standard Sign Layout
- Location of Signs
- Characteristics of a Good Sign System
- Lighting
  - Exterior Lighting
  - Interior Lighting
  - Drainage, Landscaping, and Other Fixtures

## **Chapter 5: Equipment Technology**

- Revenue Control Equipment Systems
  - Computer Systems
  - Signage Systems
  - Security Equipment Systems
  - Cleaning and Maintenance Systems
- Revenue Control Equipment Systems
  - Levels of Revenue Control Systems
- Automated Versus Cashiered Transient Systems
- Revenue Control Equipment – Automated, Transient Systems
  - Ticket Dispenser Arming Loops
  - Ticket Dispensers
  - Entry Barrier Gate
  - Entry Barrier Gate Counter
  - Pay-In-Lane Device
  - Pay-On-Foot
  - Exit Barrier Gate
  - Exit Barrier Gate Counter

- Revenue Control Equipment – Typical Cashier and/or Automated Transient System
  - Credit Card Processing
  - Fee Computer
- Count Systems
  - Lane Counter
  - Level Count Systems/Parking Guidance Systems
  - Mass Validation Coupon Encoder
  - Store Validation Encoder Device
- Revenue Control Equipment in Lower Volume, Unattended Transient Facilities
  - Meter
  - Honor Box
  - Pay-and-Display/Pay-by-Space
- Typical Equipment Found in a Contract Parker System
  - Card Access Readers
  - Automatic Vehicle Identification (AVI)
- Other Equipment Located in a Parking Facility
  - Back –up Power Systems
  - Intercoms
  - Computer Systems
  - Hardware, Including Peripherals
  - Software
  - Other Computer Based Terms and Technology
- Signage Systems
  - Fixed Message Signs
  - Variable Message and Dynamic Signs
  - Dynamic Signs
  - Single Space Monitoring
- Security Equipment Systems Found in Parking Facilities
  - Active Security Systems
    - Closed-Circuit Televisions (CCTV) and VCRs
    - Alarms
    - Audio Monitoring Devices
    - Two-way Audio Systems
    - Telephones
    - Watchman’s Clocks
  - Passive Security Systems
    - Lighting and Lighting Control
    - Controlled Access
    - Paint
    - Open Façade
    - Elevators and Stairways
- Cleaning and Maintenance Systems
  - Snow/Ice Control Systems
  - Sweeping/Scrubbing Machines
- Safety Equipment Systems
  - Mechanical Ventilation System
  - Automatic Carbon Monoxide (CO) Detectors and Alarms
  - Pedestrian Exit Signs

Emergency Lights and Signs  
Fire Protection System  
Fire Extinguishers and Hoses

## **Chapter 6: Disaster Planning**

Always Be Ready  
Coordinate Disaster Planning with Client/Landlord  
Disaster Planning for an Owned Garage or Lot  
Advance Preparation  
Evacuation Procedures  
Taking Action for Specific Emergencies  
    Severe Weather  
        General Recommendations for Severe Weather  
    Flood  
    Temperature Extremes  
    Earthquake  
    Blackout (Total Power Loss)  
    Explosion  
    Bomb Threat  
    Suspicious Letters or Packages  
    Chemical/Biological/Radioactive Incident  
    Hostage Situation  
    Workplace Violence  
    Riots and Civil Disobedience  
    Assessing/Implementing a Shelter-in-Place

## **Chapter 7: Safety**

The “Other” Customer Service  
Proactive Safety Measures  
    Reactive Safety Measures  
Understanding Your Legal Obligations  
Emergency Procedures  
    Personal Emergencies  
        Bodily Injury  
        Robbery  
        Fire  
        Hazardous Material (HazMat) Release  
    Property Emergencies  
        Car Fire  
        Vehicle Leaking Gas or Oil  
        Man Lift Malfunction in Parking Structures  
        Elevator Malfunction in Parking Structures  
        Damage to Facility  
        Attendant/Personnel Safety for Personal Transportation

## **Chapter 13: Valet Parking Operations**

### Key Elements of Valet Parking

- Service

- Safety

- Security

- Staffing

### Valet Personnel Requirements and Positions

### Valet Equipment and Supplies

### General Procedures

- Some Recommended Dos and Don'ts

- Tipping

- Defensive Driving Techniques

- Facility Safety

### Special Event Parking

- Steps to Prepare for a Special Event with Valet Parking

### Considerations for Valet Parking Operations

- Altered Vehicles

- Intoxicated Guests

- Lost Keys and/or Ticket

- Security of High-Value Vehicles

- Handling Customer Complaints

- Incident/Accident Investigations

## **Content Area 2: Revenue Control (20% of the examination)**

## **Chapter 10: Accounting**

### Importance of Reviewing Revenue and Expenses

- Basic Accounting Procedures

- Data Collection

- Summarizing

- Reporting

- Responding

### Reporting Tools

- Daily or "Flash" Report

- Daily Shift Report

- Location Summary Report

- Carryover Reports

- Missing Ticket Report

- Summary of Income and Expenses

- Key Card Control Reports

- Contract/Monthly Reports

- Duplicate Permit/Tag Reports

- Ticket Summary

- Monthly Report by Daily Totals

- Revenue Summary

- Income and Expense Statement

  - Reconciliations

  - Banking

- Cash Equivalent
- Credit Cards
- Types of Revenue
  - Daily
  - Contract (Monthly)
  - Validations
    - Signature Validation
    - Rubber Stamp
    - Stamp or Coupon Validation
    - Encoder or “Clam Shell” Validation
    - Meter Validation
  - Special Event
  - Valet
- Expense Accounting
  - Payroll
  - Damage Claims
  - Maintenance
  - Utilities
  - Insurance
  - Service Accounts
  - Supplies
  - Uniforms
  - Prompt Payment
- Forecasting Revenue and Expenses
  - The Budget

## **Chapter 11: Auditing**

- Audit Essentials
  - Separation of Duties
  - Secure Perimeter
  - Documentation on Every Transaction
  - Examining Exceptions
  - Redundancy
  - Maintenance
  - Routine Observation
- Basic Methods of Fraud
  - Omission
  - Substitution
  - System Bypass
  - Alteration
  - Collusion
  - Kiting
  - Distraction
- Auditing Red Flags, Events, and Areas to Watch
  - Missing or “Unaccounted For” Tickets
  - Lost Tickets
  - Manually Issued Tickets
  - Back-out Tickets

- Void Transactions
- Employee Access to Equipment
- Excessive Errors (Over/Short, Over-ring/Under-ring)
- Illegal Forwards/Reverses
- Manual Gate Vends
- Mysterious Power Outages
- Active Access Cards in Inventory
- Missing Cash Equivalents
- Shift Report Auditing
- Ticket-to-Tape Audit
- Over/Short Register
- Over-ring/Under-ring
- Spot Audits
  - Spot Audit at an Attended Self-Park Location
  - Attendant-Park Location
  - Valet Location
  - Special Event Location
- Petty Cash and Change Fund Audit
- License Plate Inventory
- Monthly Account Audit: Non-Key Card
- Monthly Account Audit: Key Card
  - Common Code Key Card System
  - Individually Coded Key Card System
- “Shopper” Audit

### **Content Area 3: Human Resources (20% of the examination)**

#### **Chapter 3: Human Resources**

- The Professional as Leader
  - Openness in Communication
  - Communication Methods
    - Speak Openly and Honestly
    - Listen
    - Visit Frequently with Employees
    - Develop Effective Written Communications
    - Hold Frequent Facility Meetings
  - Fairness to Employees
  - Attendance
  - Grooming and Appearance
  - Communication
  - Respect Towards Customers
  - Honesty
  - Adherence to Procedures
- Hiring
  - Establish Qualifications
- Create Job Descriptions
  - Describe Job Functions, Not Individuals
  - Advertisements

- Develop Sources
  - Sources for Job Applicants
  - Develop Your Most Successful Sources
- Resume/Application Screening
  - Tips on Screening Applications/Resumes
- Candidate Interviews
  - Prepare for the Interview
  - The Interview
  - Close the Interview
- Treat Applicants Consistently
- Candidate Evaluation
- New Hire Orientation and Training
  - Training
    - Equipment Use Training
    - Customer Service Training
    - On-the-Job Procedures Training
- Scheduling Employees
- Motivating Employees
  - Personal Contact
  - Involvement
  - Respect
  - Rewards and Recognition
- Counseling Employees
  - 1. Identify and Correct the Problem
  - 2. Investigate the Reasons
  - 3. Stick to the Issue
  - 4. Define a Plan for Improvement
  - 5. Make a Deadline
  - 6. Follow Up
  - 7. Document
- Steps for Disciplining Employees
  - 1. Issue a Verbal Warning
  - 2. Issue a Written Warning
  - 3. Issue a Suspension
  - 4. Termination
- Termination
  - Termination Procedures
    - 1. Get the Facts
    - 2. Meet with the Employee
    - 3. Respond to Issues, Not Emotions
    - 4. Review and Update All Documentation and Personnel Records
    - 5. Collect Company Property from the Discharged Employee
- The Importance of Documentation in Human Resources
- Key Statutory Requirements
  - Equal Employment Opportunity (EEO)
  - Family Medical Leave Act
  - Americans with Disabilities Act
  - Minimum Wages, Overtime, and Wage Payment

Wage Payment  
Sexual Harassment  
National Labor Relations Act

**Content Area 4: Customer Service (10% of the examination)**

**Chapter 2: Customer Service**

Principles of Customer Service and Courtesy

- Service with a Smile
- Make Good Eye Contact
- Greet Every Customer
- Always Wear the Proper Attire
- Always Be Professional When in Uniform
- Present a Good Appearance
- Ask Before You Are Asked
- Deliver Prompt, Accurate Service
- Never Ignore the Customer
- Provide Excellent Service, With or Without a Tip
- Always Thank the Customer

Additional Responsibilities for the Certified Parking Professional

- Be Available
- Return Phone Calls and E-mails Promptly
- If You Make a Promise to a Customer, Follow Through Promptly
- Treat Customers Professionally at All Times
- Understand the Service Level Your Customers Expect

Service Levels for Different Types of Facilities

- Unattended Facilities
  - Facility Design
  - Facility Appearance
  - Equipment
- Attended Facilities
  - Knowledgeable Personnel
  - Equipment Operation
- Valet Facilities
  - Courteous Valet Service With a Cashier
  - Courteous Valet Service Without a Cashier
  - Prompt Check Out

Policies, Procedures, and Customer Service

- Customer Safety
- Prompt Handling of Damages and Claims
- Handling Lost Tickets Claims
- Deal with Problems – Don't Ignore Them
- Customers Are Not Always Right, but They Are Your Customers
- Help Staff Deal with Dissatisfied Customers
- Good Customer Service Training
- Follow-up Consultations with Employees
- Periodic Customer Service Performance Reviews
- Open Communications with Customers

## **Content Area 5: Marketing/Administration (10% of the examination)**

### **Chapter 9: Administration**

General Organization

Insurance

- General Liability Insurance

- Garage Keepers Legal Liability Insurance

- Procedures for Damage Claims

Occupational Safety and Health Administration (OSHA)

- OSHA Inspections

  - Review of Paperwork

  - Facility Tour

  - Private Interview of Employees

- OSHA Requirements

- Occupational Illness and Diseases

- On-the-Job Injuries

  - Hazard Communication Program

Workers' Compensation Insurance

- Reducing Workers' Compensation Claims

- Remove Unsafe Working Conditions

- Potentially Unsafe Workplace Conditions

- Adopt a "Safety-First" Attitude

- Recognize Potentially Unsafe Employee Behavior

- How to Handle Workers' Compensation Claims

Operating Licenses and Permits

- Certificate of Occupancy

- Parking Facility Permit

- Business License

- Open Lot Permit or Parking Attendant License

- Man Lift Permit

- Man Lift Operator License

- Elevator Inspection License

- Driver's License

- Work Permit

- Police Permit

- Parking Lot License Bond

- Parking Tax Bond

## **Chapter 12: Marketing**

What Is Marketing

All Parking Is Local

Staying Competitive

- Know Your Parking “Product”

Know Your Customer

Know the Competition

- Comparison – How Do You Measure Up?

- Determining Rates

- Planning

Identify Generators and Promote New Business

- Operate a Well-Managed, Clean, and Well-Lit Facility

- Improve Signage

- Benefit From Name Recognition

- Offer Low Introductory Rates

- Offer Special Daily Rates

- Advertise

- Internet

- Promote Validation Programs

- Increase the Level of Service

- Lease Business Space to Vendors that Attract Parkers

Enhance Owner and Customer Relationships

- Run a Successful Operation

- Communicate Effectively

- Be Professional

- Take Charge

- Enhance Customer Relationships

Become a Part of the Community

- Operate a Clean and Professional Parking Facility

- Offer Validation Programs and Discount Coupons

- Approve Reasonable Requests from Neighboring Businesses

- Participate in Community Events

- Become Involved in Area Improvement Organizations

Maximizing Revenue Through Rate Management

- Capacity

- Turnover

- Increments

- Customer Mix

- Physical Improvements

- Special Services

- Operating Policies

- Competition

Validation Programs

## **Content Area 6: Maintenance (10% of the examination)**

### **Chapter 8: Maintenance**

The Condition Assessment

General Maintenance Schedules

- Daily Housekeeping

  - Sweeping

  - Grease and Oil

  - Windows

  - Miscellaneous

  - Parking Control Equipment

  - Elevator Doorsills

  - Periodic Washdown

  - Drains

Doors and Hardware

- Pedestrian and Vehicle Access Doors

Electrical System

- Lights

- Battery Packs

- Control Panels

Elevators

- Lamps and Cabs

- Safety Checks

Heating, Ventilating, Air Conditioning (HVAC)

- Ventilation

- Repairs and Replacement

Landscaping

- Maintenance Schedule

- Consult with a Professional

- Man Lift

- Painting

- Striping

- Curbs

- Metals

- Concrete

Parking Control Equipment

- Operation

- Service Agreement

Plumbing Systems

- Hoses

- Fire Extinguishers

- Fire Protection System

- Water Supply

- Storm Water Collection and Drainage Piping System

Roofing and Waterproofing

- Membranes

Safety Checks

- Carbon Monoxide Monitors

- Mechanical Ventilation Systems
- Metal Guardrails and Handles
  - Pedestrian Exit Signs
  - Emergency Lights and Signs
  - Fire Safety Equipment and Signs
  - Concrete Floors
- Security Systems
  - Two-way Audio Systems
  - Telephones
  - Alarms
  - Camera Systems
  - Signs
- Snow and Ice Control
  - Snowplow
  - Salt
  - Snow and Ice Buildup
- Structural System
  - Cleaning Floor Surfaces
  - Proper Drainage
  - Proper Sealing
- Concrete Floor Deterioration
  - Damage Caused by Salt
  - Damage Caused by Gas, Oil, and Other Fluids
  - Damage Caused by Moisture
  - Damage Caused by Vehicles
- Warning Signs of Concrete Deterioration
  - Cracking
  - Spalling
  - Leaching
  - Rust Stains