

MVRs and Employee Approval

The following is an example of an employer's motor vehicle record (MVR) policy and not a government statute or insurance industry standard. In an effort to ensure the preservation of the public's safety this company performs all mandatory statutory reviews, and will evaluate the MVR of all drivers of company equipment on a regular (at least annual) basis using the following:

Length of Employment	Driver Age	Traffic Violations	Chargeable Accidents
Less than 1 yr = 3pts	21 to 24 yrs = 5pts	3+ violations = 12pts	2 or more accidents = 12pts
1 – 3 yrs = 2pts	25 to 29 yrs = 3pts	2 violations = 6pts	1 accident = 6pts
More than 3 yrs = 0pts	30 to 65 yrs = 2 pts	1 violation = 4pts	No accidents = 2pts
	Over 65yrs = 3pts	0 violations = 2pts	

36 months is the typical evaluation period for traffic violations and accidents. If the legal age for intrastate drivers in your state is 18, score ages 18-20 with age 21-24 class.

Point Criteria Evaluation

7-8 Good	No action required
9-12 is adequate	No action required
13-16 is marginal	Probation/do not hire
17 or more is poor	Remove from driving/do not hire

A score of 7 to 12 is satisfactory. A score of 13 to 16 will result in probationary status. A score of 17 or greater will result in the removal of all driving duties.

The violations listed below will result in a statutorily mandated removal from driving duties:

- Driving while intoxicated
- Transportation of controlled substances
- Vehicular homicide
- Driving while under the influence of drugs
- Aggravated assault with a motor vehicle
- Statutorily defined "serious" traffic violations
- Reckless driving
- Refusing to submit to testing
- Leaving the scene of an accident
- Hit and run
- Felony involving a motor vehicle
- Attempting to elude a police officer

A disqualification from driving duties may, depending on job description, result in termination.

Acknowledgment:

I understand that my initial or continued employment in a driving position with

_____ will depend on my:

1. Maintaining an acceptable driving record both on and off the job, and
2. My eligibility to be insured by the Company's fleet insurance carrier.

I authorize _____ to make inquiries and investigations concerning my driving record as may be deemed necessary.

Signed: _____ Date: _____