

Motor Vehicle Records - A Management Tool

Motor vehicle records (MVRs) are a valuable management tool for employers in any type of motor transportation business. An MVR will verify that your present or prospective driver has a current, valid operator's license and a satisfactory driving record.

Violations listed on an MVR vary in significance. They reflect a person's driving habits and, to a degree, indicate future accident involvement. Eastern Wyoming College classifies violations into three categories:

Capital Violations:

The MVR check so indicates, or if it is otherwise determined, that the driver has one or more of the following violations within the last 5 years:

1. Driving while intoxicated or impaired or under the influence of drugs.
2. Criminal conviction with a motor vehicle (e.g. felony, hit and run, negligent homicide).
3. Speed in excess of 25 MPH over the speed limit.

Major Violations:

These are serious violations incurred at a high frequency which indicate a disregard for public safety:

a. Violations incurred in the last 3 years:

1. Any combination of three or more moving violations, "At Fault Accidents", or "Preventable Accidents";
2. Driving with a suspension, revocation or administrative restriction;
3. Leaving the scene of an accident as defined by state laws
4. Reckless driving.

b. Violations incurred in last 12 months

1. Any combination of two or more moving violations, "At Fault Accidents", or "Preventable Accidents";.

Other Violations:

These include all other moving violations. However, the College does not consider that moving violations include:

- a. All other moving violations other than Capital or Major Violations noted above.
- b. Any motor vehicle "equipment" law requirements, except brakes.
- c. Failure to display number plates, provided they exist.
- d. Failure to have an operator's or chauffeur's license available, provided it exists.
- e. Overweight and overload offenses.

EWC uses the following two step-by-step guides to evaluate MVRs for applicant/ final candidate drivers and current employee drivers:

I. Guide for Evaluating MVRs for Applicant/Candidate Drivers

1. MVR indicates applicant has a current license for company vehicle(s) he or she will be driving:

Yes. Continue to step 2.

No. ***Do Not Consider for Driving Position.***
2. MVR indicates violations:

Yes. Continue to step 3.

No. Continue to process applicant for employment.
3. MVR indicates one or more capital or major violations:

Yes. ***Do Not Consider for Driving Position.***

No. Continue to step 4.
4. MVR indicates no capital or major violations. However, three or more other violations appear during the last three years:

Yes. ***Do Not Consider for Driving Position.***

No. Continue to process applicant for employment.

II. Guide for Evaluating MVRs for Current Employee Drivers

1. MVR indicates driver has a current license for the type of vehicle(s) the employee will drive and operate for the College:

_____ Yes. Continue to step 2.

_____ No. Immediately relieve employee of driving responsibilities. Consider further action such as disciplinary measures for failure to notify company of license revocation or suspension, placing employee in a non-driving position, and/or processing license for renewal.

2. MVR indicates violations:

_____ Yes. Continue to step 3.

_____ No. Pend driver file to order MVR in one year.

3. MVR indicates one or more capital or major violations:

_____ Yes. Consider strong disciplinary measures, such as relieving employee of driving responsibilities, placing employee on probation, suspending employee without pay for a period of time, or terminating employee.

If you allow employee to continue driving, pend file to order MVR in six months.

_____ No. Continue to step 4.

4. MVR indicates no capital or major violations. However, three or more other violations appear during the last three years:

_____ Yes. Improve or increase driver training. Also consider disciplinary measures, such as suspending employee without pay for a period of time, placing employee on probation, or relieving employee of driving responsibilities.

If you allow employee to continue driving, pend driver file to order MVR in six months.

_____ No. Pend driver file to order MVR in one year. Consider improving or reinforcing safe driving through driver skill development and training.

Other Considerations:

In evaluating MVRs, the College also considers a number of other factors:

- For every ten drivers, anticipate three or four violations.
- The average driver is involved in one accident every 12 years and receives one moving violation every three years.
- Repeaters, drivers with two or more accidents or other violations in a three-year period, are relatively few. However, they account for 50% of all violations and have an accident frequency at least 2.5 times higher than a driver with a clear record.
- Frequency is of more concern than severity. The College is more concerned about a person who, during the last three years, has had one minor accident and four speeding violations than someone who has had one serious violation.
- Recent history is most important. The driver who had two or three violations three years ago, but no recent violations, is generally a better risk than the driver who has had violations within the last 12 months.
- EWC also considers how much driving is involved. Obviously, a person driving 50,000 miles a year has a greater probability of being involved in traffic incidents than someone driving 10,000 miles.

MVRs are a valuable management tool! EWC uses this item to improve the safety of its vehicle operations. Contact your state motor vehicle department for information on how to order MVRs.

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