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:

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