

## **MVR EVALUATION**

Motor Vehicle Records (MVR) are evaluated and classified according to the following standards:

### **1. Acceptable MVR**

- a. An MVR with no activity in the last three years and no major convictions in the last five years
- Or**
- b. No major convictions in the last five years and no more than:
  - 1. One at-fault accident in the last three years, or
  - 2. Two minor convictions in the last three years, or
  - 3. One at-fault accident and one minor conviction in the last three years

### **2. Borderline MVR**

No major convictions within the last three years and:

- a. One major conviction within last five years, or
- b. One at-fault accident and two minor convictions, or
- c. Three minor convictions, or
- d. Two at-fault accidents

### **3. Unacceptable MVR**

- a. One or more major convictions in the last three years, or
- b. Four or more minor convictions in the last three years, or
- c. Three or more at-fault accidents in the last three years, or
- d. Any combination of minor convictions and at-fault accidents totaling four or more

### **Possible Actions for Drivers with Borderline MVRs**

- a. Counsel/warn the employee that employment may be jeopardized if there are additional violations or accidents.
- b. Defensive driving training will be required.
- c. Shift the employee to a non-driving position.
- d. If a non-driving position is not an option, implement some additional controls such as driver training or driver monitoring devices.
- e. Eliminate or restrict use of company vehicle.
- f. Restrict or eliminate use of privately owned vehicles for company business.