



Motor Vehicle Record

An effective tool for fleet risk management is the evaluation of a driver's Motor Vehicle Record. Consistent review and ongoing monitoring can reduce the frequency of a company's vehicle accidents.

What information does a Motor Vehicle Record provide?

The process of selecting quality drivers must be thorough and consistent. This can easily be accomplished by a review of driver Motor Vehicle Records (MVRs). MVRs are kept on file in every state where the individual holds a valid driver's license.

An MVR will show the following:

- If a license has been suspended or revoked
- A driver's involvement in accidents
- Convictions for traffic violations and violations of related laws

MVRs can be obtained from the state(s) in which a driver holds their license. Employers may require employees to provide copies of their MVRs, this varies by state and may not be applicable to your operations. Additionally, many online background check companies offer an option to pull an MVR with the typical pre-employment background search. The Fair Credit Reporting Act applies to MVRs as well, so an authorization must be signed by the prospective or current employee.

When should an employer review MVRs?

An MVR should be ordered and reviewed prior to placing any employee in a company vehicle or allowing an employee to drive their personal vehicle on company business.

- Prior to hire or placement in a driving position
- As part of an annual evaluation
- After an accident occurs

A history of accidents and traffic violations reflects driving attitudes and habits and can be indicative of a driver's future accident probability. Studies have proven that drivers with poor MVRs will likely have more accidents than drivers with good records.

How do employers identify problematic driving behavior?

When evaluating driver records, remember these two principles: the frequency of accidents and/or traffic convictions is more significant than their severity, and a recent history of accidents and/or convictions is more significant than older history.

- Major violations generally include:
 - Leaving the scene of an accident
 - Driving under the influence of drugs or alcohol
 - Excessive speed (>20mph over limit)
 - Reckless, negligent or careless driving
 - Felony, homicide or manslaughter involving the use of a motor vehicle
 - License suspension or revocation resulting from accidents or moving violations
- Minor violations generally include:
 - Speeding <20mph
 - Failure to obey sign
 - Failure to yield
 - Illegal turn
- Non-moving violations generally include*:
 - Parking tickets
 - Motor vehicle equipment violations
 - Failure to have a valid driver's license available, when one exists

*Non-moving violations are typically not included when evaluating MVRs.

Learn more at secura.net/risk-management



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What tools can be used to evaluate MVRs?

Evaluating MVRs should be a regular practice in the new driver selection process and existing driver qualification. Evaluation tools help management to identify borderline individuals. Problems detected in a driver record review should be used to initiate personal counseling, remedial training, and/or reassignment to non-driving positions.

MVR Grid: This grid provides a visual based on violations and accidents found on the MVR to assist management in making hiring decisions or identifying current employees who may need coaching.

Number of Moving Violations (past 3 years)	Number of Preventable Accidents (past 3 years)			
	0	1	2	3+
0	CLEAR	ACCEPTABLE	BORDERLINE	POOR
1	ACCEPTABLE	ACCEPTABLE	BORDERLINE	POOR
2	ACCEPTABLE	BORDERLINE	POOR	POOR
3+	POOR	POOR	POOR	POOR
Any major (past 5 years)	POOR	POOR	POOR	POOR

MVR Point System: The chart below is used to assign points to each violation found on an MVR over a three year period. The points are used to identify in which category to place driver.

Points Assigned	Risk Category
1-3	Low Risk
4-5	Minor Risk
6-7	Borderline Risk
8-9	Medium Risk
10+	High Risk

Example of points per violation*:

Preventable accident (backing and parking lot accidents)	1
Operating vehicle while on mobile phone	2
Most moving violations (failure to stop at red light, failure to yield right of way, etc.)	3
Reckless, negligent driving, driving to endanger	8
Driving with suspended license	10

*A full list of violations and recommended corrective actions can be found in our Driver MVR Management Policy and our Fleet Safety Program. For more information, contact SECURA's [Risk Management Department](#).

Consistently reviewing Motor Vehicle Records for your drivers sets the foundation for a successful driver management program. It is the easiest way to know you are hiring good applicants and providing the right training for existing employees.