

## Transportation #3— Driver Fitness Program

### Suggested Annual Record Review

Motor Vehicle Records (MVRs) should be evaluated on all new drivers at the time of hire and annually on all existing drivers on the anniversary of their date of hire.

The following demerit point criteria may be used to evaluate the MVRs of all applicants and drivers:



20 points = Driver age 25 or younger.

20 points = All moving violations or accidents except as listed below.

40 points = Citation and/or accident while under the influence of alcohol/drugs.

60 points = Vehicular homicide, felony vehicle use, hit & run, failure to stop and render first aid, statutory suspension for failing to submit to drug/alcohol test.

Any driver who builds up 60 points or more in a 3-year period should be considered substandard. Such drivers should undergo administrative review to evaluate their worthiness to drive a county vehicle.

Any driver who builds up 40 points in any 2-year period should also undergo a careful review and could be subject to probation, depending upon the circumstances of the incidents. Accidents for which law enforcement determines the driver was not at fault should not appear on a driver's MVR.

It should also be noted that individual variations in state laws concerning when drivers may have their licenses suspended or revoked for excessive violations should have nothing to do with the acceptability of any driver under your driver program.

For additional information, including assistance in implementing any of these guidelines, please contact your regional Risk Control Specialist or the NCACC Risk Management Pools. We will be glad to assist you.

### Risk Control Specialists

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