

Sample Driver Performance Evaluation MVR Analysis Guidelines

One of the most effective tools in controlling vehicle accidents is Driver Performance Monitoring. It is management's responsibility to review the performance of their drivers and restrict unacceptable drivers from their driving privileges. The MVR (Motor Vehicle Record) is the ideal source to review a driver's performance. MVR's can be obtained through the Department of Motor Vehicles.

Acceptable Drivers

- No more than 2 "minor" violations; or
- 1 At-fault accident in the last 3 years; or
- No more than a combination of 1 "minor" and 1 "at-fault" accident in the last 3 years

Borderline (should be closely monitored)

- 3 "minor" violations; or
- 2 "at-fault" accidents in the last 3 years; or
- Any combination of "minor" violations and "at-fault" accidents in the last 3 years (totaling 3 occurrences)

Unacceptable Drivers

- 1 or more "major" violations in the last 5 years; or
- 4 or more "minor" violations; or
- 3 or more "at-fault" accidents in the last 3 years; or
- Any combination of "minor" violations and "at-fault" accidents in the last 3 years

"Minor" and "major" violations listed below are based on a survey of the state point system. Violations receiving the larger number of points are classified as major violations.

At-Fault Accident

- Any accident where the driver is cited with a violation, or negligently contributes to the incident, or any single vehicle accident where the cause is not equipment related

Major Violations

- Driving under the Influence of alcohol, drugs, chemicals, organic solvents
- Failure to stop/report an accident
- Reckless driving or speed contests (excess of 20 MPH above posted limit)
- Hit and run (BI and PD)
- Driving while Impaired
- Making a false accident report
- Homicide, manslaughter, or assault arising out of use of motor vehicle
- Operating a vehicle without owner's authority (Grand Theft)
- Using a motor vehicle for the commission of a felony

Minor Violations

- Any moving violation citation other than a "major", except:
- Excessive speeding (excess of 11-19 MPH above posted limit)
- Motor vehicle equipment, load or size
- Improper/failure to display license plates, registration

IMPORTANT NOTICE: This risk control Sample Program provided by PMA Companies is intended to help support your loss prevention efforts. It is not intended to be complete or definitive in discovering or identifying all hazards associated with your business, preventing workplace accidents, or complying with any safety related or other laws or regulations. You are encouraged to address the specific hazards of your business and have your legal counsel review all of your plans and company policies.