



## Background Investigation

Background investigations including national and state criminal history checks will be conducted on selected candidates prior to an offer of employment. Interviews with current and/or former employers and other relevant parties will be conducted. This investigation may result in the disqualification of a candidate.

## Driving Record

Candidates placed on the certified hiring list will be subject to a thorough review of their driving record based on insurability criteria prior to appointment. This review may result in the disqualification of a candidate based upon the number and types of violations.

The following are examples of violations that will be considered when reviewing driving records:

- Failure to appear
- Non-payment of fines
- Suspended or revoked license
- Reckless driving
- Attempting to elude a Police Officer
- Speeding 25-plus miles over posted limit
- OWI conviction or a revocation or suspension related to OWI
- Making a false accident report
- Careless driving
- Failure to stop/report an accident
- At-fault accident
- Homicide, manslaughter or assault arising out of the use of a vehicle
- Other or a combination of lesser traffic violations