

# ONEIDA NATION

## Human Resource Department

**Location:**

909 Packerland  
Green Bay, WI 54303

Phone: (920)496-7000  
<http://www.oneida-nsn.gov>



**Mailing Address:**

P.O. Box 365  
Oneida, WI 54155-0365

Fax: (920)496-7490

## Human Resources Department Interpretation

August 22, 2017

**RE:** Interpretation of “*Traffic Incident*” as used in the Vehicle Driver Certification and Fleet Management Law.

The purposes of the Vehicle Driver Certification and Fleet Management Law are to establish standards that certify employees, officials and volunteers to drive a Tribal vehicle or drive a personal vehicle on Tribal business and regulate the use of all vehicles owned and leased by the Nation.

In order to certify drivers, the Human Resources Department shall perform driving record checks to verify the driver has no citation or conviction related to a “*Traffic Incident*,” and no driving citation or conviction involving drugs or alcohol, within the last (3) year’s time period(s).

The Wisconsin Department of Transportation Public Driving Record has eight (8) pages of traffic incidents ranging from “*Failure to Give Signal/Failure to Fasten Seat Belt*” to “*Negligent Homicide*.” As you can see “*Traffic Incident*” is an all-inclusive reference to traffic violations; however, the intent of the Law is to successfully guide employees into the right direction rather than looking for ways to suspend or separate.

Therefore, it is the interpretation of the Human Resources Department that “*Traffic Incident*,” as used in the Vehicle Driver Certification and Fleet Management Law, is defined as:

**Traffic Incident: Any Traffic Incident that results in the loss of an applicant’s and/or employee’s valid Wisconsin Driver’s License.**

  
Geraldine R. Danforth, HRD Manager

  
Date