

Background Check Requirements

1. New employees hired into positions that are involved in the manufacture or production, or ability to affect the issuance of, a driver's license or identification product, will be subject to and required to pass Fingerprint and Name-Based Criminal History Records Checks. Tentatively selected candidates will be provided additional instruction on the process required for the background checks. Background checks must be completed for the tentatively selected candidate prior to receiving an official job offer. Fees for the background checks are paid by PennDOT.

Below are the criminal offenses contained in 49 CFR 1572 .103 that may permanently or temporarily disqualify an applicant from employment in one of these positions:

(a) Permanent Disqualifying Criminal Offenses:

The offenses listed in this section are permanently disqualifying if the applicant was convicted or found not guilty by reason of insanity:

1. Espionage or conspiracy to commit espionage.
2. Sedition, or conspiracy to commit sedition.
3. Treason, or conspiracy to commit treason.
4. Federal crime of terrorism as defined in 18 U.S.C. Chapter 2332b(g), or comparable State law, or conspiracy to commit such crime.
5. A crime involving a transportation security incident. A transportation security incident is a security incident resulting in a significant loss of life, environmental damage, transportation system disruption, or economic disruption in a particular area, as defined in 46 U.S.C. 70101. The term "economic disruption" does not include a work stoppage or other employee-related action not related to terrorism and resulting from an employer-employee dispute.
6. Improper transportation of a hazardous material under 49 U.S.C. 5124 or a State law that is comparable.
7. Unlawful possession, use, sale, distribution, manufacture, purchase, receipt, transfer, shipping, transporting, import, export, storage of, or dealing in an explosive or explosive device. An explosive or explosive device includes, but is not limited to, an explosive or explosive material as defined in 18 U.S.C. 232(5), 841(c) through 841(f), and 844(j); and a destructive device, as defined in 18 U.S.C. 921(a)(4) and 26 U.S.C. 5845(f).
8. Murder.
9. Making any threat, or maliciously conveying false information knowing the same to be false, concerning the deliverance, placement, or detonation of an explosive or other lethal device in or against a place of public use, a state or government facility, a public transportation system, or an infrastructure facility.
10. Violations of the Racketeer Influenced and Corrupt Organizations Act, 18 U.S.C. 1961, et seq., or comparable State law, where one of the predicate acts found by a jury or admitted by the defendant, consists of one of the crimes listed in this paragraph.
11. Attempt to commit the crimes in 1-4 above.

12. Conspiracy or attempt to commit the crimes in paragraphs (a)(5) through (a)(10)

(b) Interim Disqualifying Criminal Offenses:

The felonies listed in this section are disqualifying if the applicant was convicted or found guilty by reason of insanity the last seven years; or the applicant was released from incarceration for the crime within the last five years:

1. Unlawful possession, use, sale, manufacture, purchase, distribution, receipt, transfer, shipping, transporting, delivery, import, export of, or dealing in a firearm or other weapon. A firearm or other weapon includes, but is not limited to, firearms as defined in 18 U.S.C. 921(a)(3) or 26 U.S.C. 5 845(a), or items contained on the U.S. Munitions Import List at 27 CFR 447.21.
2. Extortion.
3. Dishonesty, fraud, or misrepresentation, including identity fraud and money laundering where the money laundering is related to a crime described in this paragraph or the previous paragraph. Welfare fraud and passing bad checks do not constitute dishonesty, fraud, or misrepresentation for these purposes.
4. Bribery.
5. Smuggling.
6. Immigration violations.
7. Distribution of, possession with intent to distribute, or importation of a controlled substance.
8. Arson.
9. Kidnapping or hostage taking.
10. Rape or aggravated sexual abuse.
11. Assault with intent to kill.
12. Robbery.
13. Fraudulent entry into a seaport as described in 18 U.S.C. 1036, or a comparable State law.
14. Violations of the Racketeer Influenced and Corrupt Organizations Act, 18 U.S.C. 1961, et seq., or a comparable State law, other than the violations listed in paragraph (a)(10) of this section.
15. Conspiracy or attempt to commit the crimes in this paragraph (b).

An applicant who is wanted or under indictment for a felony, referenced in the previous two paragraphs in sections (a) and (b), is disqualified until the want or warrant is released.

2. New employees hired into Driver License Examiner positions that require a commercial driver license are subject to further background check requirements pursuant to 49 CFR 384.228. In addition to the disqualifying criminal offenses listed above in sections (a) and (b), applicants will not pass the criminal background check if they were convicted of a felony within the last 10 years or were convicted of any crime involving fraudulent activities.