Salem Police Department – Background Check Comparison Table

Crime Category	Police Criteria	Uber Criteria
Pending Charges	Not eligible until case is resolved	No criteria – No access to info
Any Sex Crimes	Denial	If convicted within 7 years
Crimes Against Children	Denial	If convicted within 7 years
Property Crimes (i.e., theft, criminal mischief)	3 years from completion of sanctions	No criteria for misdemeanors – may fit with felonies category
Crimes Against Persons (i.e., assault, menacing)	5 years from completion of sanctions	If convicted within 7 years
Narcotics Offenses	5 years from completion of sanctions	No criteria – may fit under other felonies category
Crimes of Deception (i.e., Fraud, Forgery)	5 years from completion of sanctions	No criteria – felonies may fit under other felony category; however some of these charges would be misdemeanors and not apply.
Other Felonies	5 years from completion of sanctions	If convicted within 7 years
Other Misdemeanors	3 years from completion of sanctions	If convicted within 7 years – driving related
DUII or Drug Related Driving Offenses	3 years from completion of sanctions	If convicted within 7 years
Speeding 100+, H&R, Reckless Driving, Speed Contest or Street Racing	3 years from completion of sanctions	If convicted within 7 years
DWS, Non-Op, No Insurance	Depends on number/history	If convicted within 3 years
Minor Violations (i.e., non-fatal accidents, moving violations, speeding tickets, traffic light violations)	Depends on number/history	No more than 3 in previous 3 years
Other Categories	**Police Criteria**	**Uber Criteria**
Registered Sex Offender	Denial	Only if convicted of sex crime within 7 years
Probation Violation (Crime or violation may endanger property, public health, safety or welfare)	Denial for violations occurring 10 years immediately preceding date of application	No criteria
Truthfulness – Untrue or Incomplete Statement on Application	Denial recommendation – If untrue or incomplete statement was result of excusable neglect, the applicant may resubmit an application in which such defect is corrected.	Background stops and applicant is given the opportunity to correct information and start the process again.
Patterns of Crime – Indicators of Future Criminal Activity	Considered during evaluation of application. May lead to a denial recommendation	Not considered – No access to information
Employment Background	Considered during evaluation of application.	Not considered
Police Contacts/Involvement – Incidents not resulting in arrests, non-adjudicated cases, open criminal investigations	Considered during evaluation of application. May lead to a denial recommendation (PRIORS, Coplink, OJIN)	Not considered – No access to information
Traffic History – Pending/Passed Cases, Convictions, Fines	Considered during evaluation of application. May lead to a denial recommendation	Some minor violations (listed above) considered for 3 violations in 3 years. No access to Full Court for all history
Bankruptcy and Related Federal Civil Records	Not considered	Information research, but does not appear to affect hiring decision

Police Records Checks	Uber (Checkr) Records Checks
LEDS Criminal history to include felony and misdemeanor arrests and convictions, restraining orders, and sex offender information. **DMV** Detailed drivers license history. **WANTS** All outstanding warrants. **PRIORS** Local police records (Marion, Polk and Lincoln Counties). **Coplink** Similar to PRIORS, however more wide reaching. **Additional Sources Available:** **OJIN** **Fingerprints**	*Information provided by Checkr* **973 County or City Courthouse Databases.** These data sources contain felony, misdemeanor, traffic, infraction, and ordinance violation case information. **390 Warrant Databases.** These data sources include information on wanted individuals. **323 Arrest and Booking Databases.** These data sources include information on inmates and arrestees booked at State, County and City jails, prisons, and holding facilities. **75 Department of Correction and Rehabilitation Databases.** These data sources contain Department of Corrections and Rehabilitation information on individuals sentenced to serve time, or who were under the supervision of the DOC, as well as absconder and fugitive information. **51 State Specific Proprietary Criminal Data sources** that contain millions of aggregated criminal records from historical county criminal, state and federal search requests, as well as historical records contributed by select local, regional and national criminal research providers. **141 State and Tribal Sex Offender Registries.** These data sources contain registered sex offenders **42 Administrative Office of the Courts Databases**. AOC's act as the central support entities for State and Federal Judiciaries. These data sources contain felony and misdemeanor case information and dispositions.
Police Backgroud Investigation	**Uber (Checkr) Investigation**
- Records search conducted through the listed databases. - Local police records checked. These records are not available through public database searches. They include cases under investigation and cases still pending adjudication. - Once all information is obtained, it is evaluated by a trained department employee to determine whether the issuance of a license could potentially place the public at risk. This is based on all information available.	- Investigation starts with an "identity verification" using applicant's name and social security number to make sure they match through credit reporting agencies. - Then a records search is conducted online through public database sources. - Local police records are not available and not considered. - They do not check for local police contacts and have no access to open investigations or cases pending adjudication. - If local court records will be checked, Checkr primarily uses unnamed contract personnel through "sourcing companies." They have no background or control over these researchers. - Checkr "[does not] rely on NCIC or FBI records because they are unreliable." They have the same opinion of fingerprints as being "unreliable" in background investigations.