

James City County Fire Department

Firefighter Hiring Process

List of Employment Disqualifiers

The following may be disqualifying factors for anyone pursuing employment opportunities in uniformed positions with James City County Fire Department. Admission to or evidence of any of the following disqualifiers at any time may result in disqualification in the hiring process. Any conviction or admission which precludes any EMS certification or the ability to operate a motor vehicle, or, violates James City County's employee standards of conduct, or, is excluded from any Federal health-care program, is considered as an automatic disqualifier (see offenses listed in ***bold italics***).

Criminal History (any admission to, conviction of, plea of guilty or no contest including Alford pleas)

- ***Any felony.***
- Any offense involving moral turpitude, including larceny, concealment, bad checks, embezzlement, perjury, etc.
- ***Any domestic violence offense.***
- Any arson, bombing or related crimes, including threats.
- ***Any crime involving sexual misconduct where the lack of affirmative consent by the victim is an element of the crime.***
- ***Any crime involving the sexual or physical abuse of children, the elderly, or the incapacitated.***
- ***Any crime against a person entrusted to his/her care or protection in which the victim is a patient or is a resident of a health care facility including, but not limited to, abuse, neglect, theft from, or financial exploitation.***

Drug Usage (any admission to, conviction of, plea of guilty or no contest including Alford pleas)

- ***Illegal use of drugs or substances, or, use or possession of any illegal drug within three years (36 months) of date of application.***
- Any selling, manufacturing, or distributing of any illegal or dangerous drug (as defined by state or federal laws).

Driving History

- ***Record of current driver's license suspension or revocation.***
- ***Suspension or revocation for other than for administrative reasons within the previous five years (60 months).***
- Conviction of driving on suspended or revoked driver's license within the previous five years (60 months).
- ***Record of conviction to include, but not limited to, reckless driving, eluding police, leaving the scene of an accident, or manslaughter (voluntary or involuntary) in the previous five years (60 months).***
- ***Conviction of DUI or DUID within the previous five years (60 months).*** Those charged with DUI or DUID, but convicted of lesser charges or cases of withheld disposition will be evaluated on case-by-case basis.
- Multiple convictions of DUI or DUID (or similar offense if located outside the Commonwealth of Virginia).
- ***More than two moving violations within the previous one year (12 months).***
- ***More than three moving violations within the previous two years (24 months).***
- Four or more demerit points (-4, -5, -6, etc.) on a Virginia Operator's License or the equivalent for out of state licenses.

Military Records

- Dishonorable Discharge, General (under other than honorable conditions), Bad Conduct Discharge.
- Any misrepresentation of military service to include, but not limited to, dates of service, theater of service, Military Occupational Specialty (MOS) or equivalent, and awards, commendations, and decorations received.

Inappropriate Conduct

- ***Identified by the Department of Health and Human Services Office of the Inspector General as excluded from Medicare and any other Federal health-care programs.***
- ***Inclusion on the National or Virginia Sex Offender Registry.***
- ***Inclusion on the Virginia Department of Social Services' Child Protective Services Central Registry.***
- Untruthfulness, intentional withholding of information or deliberate inaccuracies on any application, interview, or paperwork associated with this process.
- Cheating on any examination or testing associated with this process.
- ***Three or more garnishments involving more than one indebtedness in the previous twelve month period***
- Any behavior that would bring discredit to James City County.

List of potential disqualifying factors: The listing of employment disqualifiers is not intended to be all inclusive. An applicant may also be disqualified for other concerns which will be evaluated on a case-by-case basis. Background investigators may evaluate all aspects of criminal or potentially criminal activity (including juvenile), prior drug use or enterprise, driving record, employment or work history, credential confirmation, military record, credit history, etc.

Note-any crime or description of illegal acts referenced above are based on the Code of Virginia or are considered as an equivalent if occurring outside of Virginia