

James City County Fire Department

Firefighter Hiring Process

List of Employment Disqualifiers

Automatic Employment Disqualifiers

-- any conviction, admission to or evidence of any one or more of the following disqualifiers which may preclude: obtaining any EMS certification, the ability to operate a motor vehicle, violating James City County's employee standards of conduct, or, is excluded from any Federal health-care program.

- *Any felony.*
- *Any domestic violence offense.*
- *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.*
- *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).*
- *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).*
- *Three or more moving violations within the previous one year (12 months).*
- *Four or more moving violations within the previous two years (24 months).*
- *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.*
- *Three or more garnishments involving more than one indebtedness in the previous twelve month period.*

Potential Employment Disqualifiers

-- any conviction, admission to or evidence of any one or more of the following disqualifiers may result in disqualification in the hiring process.

- Any admission to or conviction of criminal offense involving moral turpitude, including larceny, concealment, bad checks, embezzlement, perjury, etc.
- Any admission to or conviction of arson, bombing or related crimes, including threats.
- Conviction of driving on suspended or revoked driver's license within the previous five years (60 months).
- Multiple convictions of DUI or DUID, or, charged with DUI or DUID but convicted of lesser charge or cases of withheld disposition
- Four or more demerit points (-4, -5, -6, etc.) on a Virginia Operator's License or the equivalent for out of state licenses.
- Illegal use of drugs or substances, or, use or possession of any illegal drug.
- Any selling, manufacturing, or distributing of any illegal or dangerous drug (as defined by state or federal laws).
- Other than honorable or punitive discharge or dismissal from the military.
- 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.
- 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.
- Any behavior that would bring discredit to James City County.

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; other equivalent state agencies may be considered as the same as referenced Virginia agencies.