

# LITTLE ELM FIRE DEPARTMENT

CAUSES FOR TEMPORARY REJECTION	LENGTH OF DISQUALIFICATION
1. <b>CITIZENSHIP:</b> Not a citizen of the United States of America.	Until Obtained
2. <b>LANGUAGE:</b> Has failed to demonstrate his/her ability to effectively read, write or communicate in English.	Until Corrected
3. <b>ESSENTIAL FUNCTION OF POSITION:</b> Unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation.	Until Corrected
4. <b>PHYSICAL AGILITY TEST:</b> Is unable to successfully complete the Physical Agility Test within one attempt.	Until Next Examination
5. <b>FELONY CONDUCT ADMISSION:</b> Has admitted conduct that constitutes a felony under State or Federal Law, or the Code of Uniform Military Justice and/or has accepted probation and/or deferred adjudication for such conduct.	Up to ten years with a minimum disqualification until the statute of limitation expires for the applicable violation and the Candidate has demonstrated appropriate improvement in judgement
6. <b>CLASS A or B MISDEMEANOR CONVICTION:</b> Has been convicted of conduct that constitutes a Class A or Class B Misdemeanor under State or Federal Law of the Code of Uniform Military justice and/or has accepted probation and/or deferred adjudication for such conduct.	10 Years From date of Conviction
7. <b>CLASS A or B MISDEMEANOR ADMISSION:</b> Has admitted of conduct that constitutes a Class A or Class B Misdemeanor under State or Federal Law of the Code of Uniform Military justice and/or has accepted probation and/or deferred adjudication for such conduct.	Until the statute of limitation expires for the applicable violation and the Candidate has demonstrated appropriate improvement in judgement
8. <b>PENDING CRIMINAL CHARGE:</b> Currently has pending criminal charges of any type, or is on "deferred adjudication" and/or "probation" for a criminal offense other than Class C traffic violations.	Pending the resolution of the criminal charges and/or completion of the deferred adjudication and/or probation requirements and a demonstrated improvements in judgement
9. <b>EMPLOYMENT PROCESS COMPLETION:</b> Has failed to complete or satisfactorily meet the employment process requirements including, but not limited to, missed appointments, failure to return application package or other necessary paperwork, failure to promptly notify the this agency of changes in address or telephone numbers, or who otherwise fail to complete the application process and also fails to follow application instructions.	Until Next Examination
10. <b>ORAL INTERVIEW PROCESS:</b> Has failed to satisfactorily complete the oral interview process, including, but not limited to any personal or automated interview process. Candidates will be disqualified for failure to verbally communicate effectively and appropriately; failure to demonstrate an understanding of the roles and responsibilities of the participating agency; failure to present the maturity expected of the participating agency; failure to accurately and precisely respond to the questions of the interviewers; failure to exemplify values consistent with the participating agency; and/or failure to demonstrate his/her knowledge of the essential skills, knowledge, and abilities expected of a certified Firefighter or Emergency Medical Technician.	Until Next Examination

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<p><b>11. ILLEGAL DRUG USE:</b> Has used illicit substances as indicated by the following guidelines:</p> <ul style="list-style-type: none"> <li>a. Admission of illegal use of Marijuana, Synthetic Marijuana or Oils within the last 5 years.</li> <li>b. Admission of illegal use of Felony grade substance as defined in the Texas Penal Code.</li> <li>c. Admission of illegal use of anabolic steroids.</li> </ul>	<p style="text-align: center;">3 Years from last date of use</p> <p style="text-align: center;">10 Years from last date of use</p> <p style="text-align: center;">10 Years from last date of use</p>
<p><b>12. DRIVING RECORD:</b> Has a driving record incompatible with the safe operation of emergency vehicles, the required driving standards of this municipality, or which presents potential liabilities to the municipality:</p> <ul style="list-style-type: none"> <li>a. Three or more events (Moving violations or preventable accidents) in the preceding thirty-six months.</li> <li>b. Reckless driving or similar conviction within preceding sixty months.</li> <li>c. Driving History, that demonstrates poor driving practices.</li> </ul>	<p style="text-align: center;">Until Standard is Met</p>
<p><b>13. JUDGEMENT ISSUES:</b> Exercised poor judgment skills within the preceding five years. The applicant has demonstrated either immaturity or poor judgment in the applicant's decision making process. Examples of such conduct would include, but not limited to:</p> <ul style="list-style-type: none"> <li>a. Attendance at parties or social functions at which controlled substances or dangerous drugs are consumed, and such activity is known or should have been known by the applicant;</li> <li>b. Silent acceptance of known illegal conduct by others in his presence;</li> <li>c. Workplace behavior/decisions that adversely affect the business or associates, with little or no objectivity justifiable need for such behavior;</li> <li>d. Arrests for misdemeanor offenses other than minor traffic violations.</li> </ul>	<p style="text-align: center;">Based on circumstances or until the applicant can demonstrate that the applicant's judgment skills have developed.</p>
<p><b>14. REQUIRED MINIMAL EDUCATION:</b> has failed to meet and/or provide documentation of the minimal educational requirements as listed in current job announcement.</p>	<p style="text-align: center;">Until next Examination</p>
<p><b>15. LICENSING AND CERTIFICATION:</b> Has failed to meet all legal requirements necessary for future licensing and certification as required by the Texas Commission on Fire Protection and/or Texas Department of State Health Services.</p>	<p style="text-align: center;">Until required certification(s) are obtained</p>
<p><b>16. OFFICE OF INSPECTOR GENERAL (OIG) LIST OF EXCLUDED INDIVIDUALS/ ENTITIES:</b> Applicants will be screened against the OIG list of excluded individuals. Individuals, whose name appears on the list, those who have been debarred, suspended or otherwise deemed ineligible to participate in the Federal healthcare programs, managed under the U.S. Department of Health and Human Services (DHHS)(i.e. Medicare and Medicaid) will be temporarily disqualified.</p>	<p style="text-align: center;">Until such time as the individual's name is removed from the OIG's list.</p>

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CAUSES FOR TEMPORARY OR <u>PERMANENT</u> REJECTION	LENGTH OF DISQUALIFICATION
<p>1. <b>PRIOR EMPLOYMENT:</b> Has a history of unstable work including, but not limited to, short terms of employment over the candidate's employment history; employment in an illegal occupation; termination of employment without proper notice; and/or dismissal from any public safety position. Has been disciplined, dismissed, or resigned in lieu of dismissal from any employment for inefficiency, delinquency, misconduct or policy violations. Applicants will be considered on a case by case basis with due consideration of the situation(s).</p>	<p>Temporary or Permanent based on circumstances</p>
<p>2. <b>MORAL TURPITUDE:</b> Has admitted to conduct involving a crime or act of moral turpitude. Candidates will be considered on a case by case basis with factors considered including the nature of the event and the potential for the conduct impacting the applicant's ability to perform Public Safety duties and uphold the expected conduct and image required of a firefighter.</p>	<p>Temporary or Permanent based on nature of circumstances</p>
<p>3. <b>PSYCHOLOGICAL/MEDICAL:</b> Has failed to receive the required recommendation for employment by the department's psychologist, psychiatrist, or medical doctor.</p>	<p>Temporary or Permanent based on circumstances</p>
<p>4. <b>ILLEGAL DRUG USE:</b> Admission of abuse or misuse of legally obtained prescription medication(s), or illegal use of the prescription medication(s) of another person. Conduct involving the use, abuse and/or misuse of prescription medication(s) will be considered on a case by case basis with consideration given to circumstances and elapsed time since last drug use.</p>	<p>Temporary or Permanent based on circumstances</p>
<p>5. <b>ACADEMY PERFORMANCE:</b> Has a history of substandard performance and/or a negative recommendation or referral from his/her fire and/or EMS training school.</p>	<p>Temporary or Permanent based on nature of information received from the academy or school</p>
<p>6. <b>DRIVING WHILE INTOXICATED:</b> Has been convicted of Driving While Intoxicated or Under the Influence under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Uniform Military Justice and/or deferred adjudication for such conduct.</p>	<p>10 Years from Conviction Date</p>
CAUSES FOR PERMANENT REJECTION	
<p>1. <b>FELONY CONVICTION:</b> Has been convicted of conduct that constitutes a felony under State or Federal Law or the Code of Uniform Military Justice.</p>	
<p>2. <b>MORAL TURPITUDE:</b> Individuals registered as "sex offenders" will be permanently disqualified.</p>	
<p>3. <b>FALSE OR INCOMPLETE INFORMATION:</b> Has made a false statement in any material fact; withheld information, practiced or attempted to practice deception or fraud in his/her application, examination, background investigation, polygraph examination, or medical examination.</p>	
<p>4. <b>ILLEGAL DRUG USE:</b> Admission of the illegal use of one or more of the following name drugs and/or their chemical analogs:</p> <ul style="list-style-type: none"> <li>a. Crystal Methamphetamine or Methamphetamine</li> <li>b. Heroin</li> <li>c. OxyContin</li> <li>d. Crack Cocaine</li> <li>e. PCP</li> <li>f. Ketamine</li> <li>g. LSD</li> <li>h. Continued use/or misuse of Marijuana</li> </ul>	