

Cause for Disqualification	Length of Disqualification
1. Unable to meet licensing requirements	Temporary until next job posting
2. Unable to meet minimum qualifications	Temporary until next job posting
3. Failure to pay contractual debts - Candidates will be considered on a case by case basis due to the number of variables involved with factors considered including type and number of debts, reason(s) for the bad credit, and the potential for the credit-related problems impacting the candidates judgement and integrity.	No disqualification based solely on credit history. Credit history is used in conjunction with all other criterion to determine eligibility for employment.
4. Incomplete application and/or personal history statement	Temporary until next job posting
5. Unsatisfactory score on written exam, physical agility test, or peer interview.	Temporary until next job posting
6. Unstable work history including short terms of employment over the candidate's employment history. (Disqualification will be dependent upon the circumstances.)	Temporary disqualification based upon circumstances. (length determined by Fire Administration)
7. Judgement issues - exercised poor judgement. The candidate has demonstrated either immaturity or poor judgement in their decision-making process. Examples of such conduct would include, but is not limited to, 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 to the candidate; silent acceptance of known illegal conduct by others in his presence; workplace behavior/decisions that adversely affect the business or associates, with little or no objectively justifiable need for such behavior; arrests for misdemeanor offenses other than minor traffic violations.	Temporary disqualification based upon circumstances or until demonstrable improvement in judgement skills can be verified. (length determined by Fire Administration)
8. Conviction, pleading to, or admitting to conduct which would constitute a felony. (Drug related offenses are considered separately).	Any admission will be considered on a case by case basis and will determine status of disqualification.
9. False statements, intentionally withholding information, practiced or attempting to practice any deception or fraud in the application, examination or appointment process.	Considered on a case by case basis. Ultimate disposition may be permanent disqualification.
10. Driving related offenses: - Driving while intoxicated - Driving under the influence - Negligent homicide arising out of the use of a motor vehicle (gross negligence) - Using a motor vehicle for the commission of a felony - Aggravated assault with a motor vehicle - Operating a motor vehicle without owner's authority - Reckless driving - Hit and Run (bodily injury and/or property damage) driving	5 years

<p>Type A Violations include:</p> <ul style="list-style-type: none"> - Driving while intoxicated. - Driving under of the influence of drugs. - Negligent homicide arising out of the use of a motor vehicle (gross negligence). - Using a motor vehicle for a commission of a felony. - Aggravated assault with a motor vehicle. - Operating a motor vehicle without the owner's authority. - Reckless driving. - Hit and Run (bodily injury and/or property damage) driving. <p>Type B Violations include:</p> <ul style="list-style-type: none"> - All moving violations not listed in Type A.

11. Three (3) or more motor vehicle accidents in the last three (3) years, or any combination of motor vehicle accidents and TYPE B Violations which equal four (4) or more in the last three (3) years. Type B violaitons are any moving violations not listed in #10.	Temporary until driving record is in compliance with TOFM PARM.
12. Use of marijuana.	2 years
13. Use of cocaine, speed, crystal methamphetamine or methamphetamine, LSD, bath salts, heroine, PCP, Oxycontin, or use of any medication without a prescription including the use of anabolic steroids.	5 years