

COMMUNITY VOLUNTEER FIRE DEPARTMENT

APPLICATION DISQUALIFIERS

Application disqualifiers include but are not limited to the items listed below. Please review carefully to determine your potential eligibility.

ALCOHOL AND DRUG TESTING

The Community Volunteer Fire Department is a drug-free workplace. As part of the selection process, candidates will be subject to mandatory pre-employment drug testing. Additionally, all department members are subject to periodic random alcohol and drug screenings.

To be considered, candidates should not be classified by any of the following criteria

ILLEGAL DRUG USE	DISQUALIFICATION PERIOD
Admission of abuse or misuse of legally obtained prescription medication(s), or illegal* use of prescription medication(s) of another person. Conduct involving the 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.	Permanent or temporary based on circumstances
Admission of illegal* use of any felony grade substances as defined in the Texas Penal Code within ten (10) years preceding employment, with the exception of a one-time "experimentation use" of any such substance at least five (5) years preceding employment.	Temporary until standard is met
Admission of illegal* use of anabolic steroids within ten (10) years preceding employment.	Temporary until standard is met
Admission of illegal* use of marijuana, synthetics, or any felony grade substances as defined in the Texas Penal Code at any time while employed in a public safety organization.	Permanent
Admission of the illegal* use of one or more of the following common name drugs and/or their chemical analogs: <ul style="list-style-type: none"> • Methamphetamine • Heroin • OxyContin • Crack Cocaine • PCP • Ketamine • LSD 	Permanent
Pre-employment drug and/or alcohol test indicates positive test results for alcohol, marijuana, or any controlled substance.	Permanent
Admission of having willfully been involved in the sale, for profit, of any controlled substances during the Candidate's lifetime. Examples include, but are not limited to, direct sale, and/or "holding" or "transporting" for the purposes of sale. Claims of involvement under duress will be evaluated on a case-by-case basis.	Permanent

***It is not considered a mitigating factor that drugs illegal in Texas, such as marijuana, were consumed in states and/or countries where use is considered legal.**

CRIMINAL BACKGROUND INVESTIGATION

The position you are applying for requires a criminal background investigation.

To be considered, candidates should not be classified by any of the following criteria:

CRIMINAL ACTIVITY, ARRESTS, AND CONVICTIONS	Disqualification Period
Applicant makes false statements in material fact; withholds information, practices or attempts to practice deception or fraud in his/her application, examination, or appointment.	Permanent
Applicant has a conviction for, or is currently under indictment or currently charged with any felony offense.	Permanent
Applicant has a conviction for, or is currently charged with any misdemeanor offense involving moral turpitude. Candidates will be considered on a case-by-case basis with factors 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.	Temporary or Permanent based on circumstances
Individual is registered as a "Sex Offender."	Permanent
Applicant has been convicted of an offense above the grade of Class B misdemeanor within the last ten (10) years	Temporary until standard is met
Applicant has a conviction for driving under the influence (DWI or DUI) within the last five (5) years preceding the date of application or during the hiring or membership process.	Temporary until standard is met
Applicant has a conviction for Family Violence within the last ten (10) years.	Temporary until standard is met

***A person is considered to be convicted of an offense when an ADJUDICATION OF GUILT is entered against said person by a court of competent jurisdiction, or a PLEA OF GUILTY is entered.**

***Out-of-state offenses will be held to the Texas equivalent.**

OTHER

In order to be considered, candidates should not be classified by any of the following criteria:

DISQUALIFIER	Disqualification Period
Is unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation.	Temporary until deficiency corrected
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).	Permanent or temporary based on circumstances