

# ORANGE COUNTY FIRE RESCUE DEPARTMENT

## FIREFIGHTER ELIGIBILITY STANDARDS

### I. APPLICATION FORM

The application is designed to provide sufficient information to conduct applicant background checks such as: state and national criminal history records; driver's license checks; employment verification; and/or reference checks. Any material omissions or inaccurate information will be cause for disqualification. In addition, the applicant will be disqualified if he/she fails to sign and/or have the application notarized after being requested to do so.

*Justification:* The complete and accurate presentation of information is essential to the equitable consideration of all applicants seeking employment with the Orange County Fire Rescue Department. Failure to meet this requirement produces delays and disruption in the selection process.

### II. AGE

Applicant must be at least 18 years old by the application date.

*Justification:* Florida Statute, Section 633.34(1).

### III. EDUCATION

Applicant must be a high school graduate or the equivalent, as the term may be determined by the Division of State Fire Marshal of the Department of Insurance.

*Justification:* Florida Statute, Section 633.34(1).

### IV. WORK HISTORY

Applicant will be disqualified for any of the following:

- A. Applicant has been discharged or resigned to avoid discharge within the last three years for neglect of duties, violation of job safety standards, violation of rules or standards regarding conduct toward the public or violation of rules and standards governing punctuality and dependability.
- B. Applicant has been discharged or resigned to avoid discharge within the last three years for inability to meet performance standards in the same kind of work for which he/she is now applying, unless he/she has since established a stable and satisfactory record of employment or training in the firefighting career field.
- C. Applicant's work record, including: number and type of positions held; disciplinary actions or suspension; reasons for any separations; and duration of unemployment, which when considered in light of the type of work he/she is now seeking, clearly indicates that he/she would be a poor employment risk.

(IV. *Work History – cont'd*)

D. While employed as a sworn firefighter, applicant appropriated money, property, or evidence for personal use or purpose.

E. Applicant has omitted from the application any relevant employment information.

*Justification:* Discipline, dependability and integrity are essential to the efficient operation of the Orange County Fire Rescue Department. An applicant's past work performance is presumed to indicate the quality of his/her work in subsequent jobs.

V. DRIVING RECORD

Applicant will be disqualified for both criminal and non-criminal traffic convictions, pled nolo contendere, or had adjudication withheld under any of the following conditions:

A. One violation within three (3) years prior to the date of application and continuing to the date of employment:

1. Voluntary or involuntary manslaughter resulting from the operation of a motor vehicle.
2. Failing to stop and render aid, as required under any applicable State or Federal law, in the event of a motor vehicle accident resulting in the death or personal injury of another.
3. Driving a motor vehicle, or being in actual physical control while having an unlawful blood alcohol level or while under the influence of alcoholic beverages or any other illegal substances controlled under any State or Federal law.
4. Reckless driving involving alcohol or any reduced plea arrangement from driving under the influence.
5. Attempting to elude police.
6. Leaving the scene of an accident resulting in property damage of more than \$50.
7. Driver's license suspended or driving a motor vehicle while driver's license is suspended, restricted, or revoked for any of the following reasons, (other than financial responsibility).
  - Driving while under the influence.
  - Failure to submit to a chemical test for impairment (either breathalyzer or blood test).
  - Reckless driving involving alcohol or any reduced plea arrangement from driving under the influence.
  - Failure to attend court ordered driving schools.
  - For accumulation of traffic infractions.

(V. *Driving Record – cont'd*)

- B. Moving and non-moving traffic violations within three (3) years prior to the date of application and continuing to the date of employment:
1. Four moving violations, covered under any State or Federal law, or any valid ordinance of a municipality or county.
  2. Six non-moving violations, covered under any State or Federal law, or any valid ordinance of a municipality or county.
    - No more than a total of six (6) combined moving or non-moving violations.
    - Administrative fines or fines for parking, tolls, or insurance related issues will not be included.

*Justification:* The safe and efficient operation of emergency vehicles is essential to successful job performance. The listed traffic convictions may compromise an applicant's ability to perform his/her job successfully. Orange County Policy Manual, Guiding Principles, all employees will adhere to all laws and regulations.

VI. CRIMINAL CONDUCT

Applicant will be disqualified for any of the following:

- A. Applicant has been convicted of, pled *nolo contendere* to, or had adjudication withheld for any charge of a felony crime.
- B. Applicant has been convicted of, pled *nolo contendere* to, or had adjudication withheld for a misdemeanor offense directly related to the position sought AND it has not been four years since the expiration of sentence.
- C. Applicant is currently on probation following any criminal conviction.
- D. Applicant admits to committing a felony or other job-related crime within five years of the date of application and continuing to date of employment or while employed (paid or voluntary) as a sworn firefighter.
- E. Applicant has any pending felony charges or pending misdemeanor charges that are directly related to the position sought.

*Justification:* Florida Statute, Section 633.34; 112.011; & 435.04

VII. DRUG USE

Applicant will be disqualified if he/she has been involved with drugs under any of the following conditions:

- A. Used or possessed, within the last four years prior to application, any controlled substance defined as a violation under Chapter 893, Florida Statutes, the possession of which constitutes a criminal offense under Florida law. Use or possession of such controlled substances more than four years ago may or may not disqualify the applicant depending on the totality of the circumstances.

- B. Any illegal sale, within the last five years, of a controlled substance to others whether for profit or not.
- C. Used, possessed, or sold any controlled substance after becoming a State of Florida certified firefighter or while employed (paid or voluntary) as a sworn firefighter.
- D. Regular and consistent use of alcohol to the extent to where it may interfere with job performance and/or dependability, within the last year.

*Justification:* Florida Statute, Section 775.16 (1) (2). Orange County is striving to become a drug-free workplace. The use of drugs as specified above indicates a general lack of respect for the laws of the state or an inability to conform one's conduct to the requirements of law. It is also presumed that an individual whose drug use falls into one of the above categories would be incapable of securing the public's trust and respect.

#### VIII. TOBACCO USE

Applicant must be a non-user of tobacco or tobacco products for at least one year immediately preceding application date and continuing to the date of employment.

*Justification:* Florida Statute, Section 633.34(6).

#### IX. FALSE INFORMATION

Applicant will be disqualified if he/she is shown to have knowingly omitted material information or presented false oral or written information during his/her consideration for employment with the Orange County Fire Rescue Department.

*Justification:* Florida Statute, Section 633.353. The issue of trustworthiness is essential to the successful performance of a firefighter's job. His/her overall reputation regarding honesty and integrity must be beyond reproach in order that the firefighter may accomplish job-related tasks.

#### X. CHARACTER

Applicant must demonstrate excellent moral character with respect to sobriety, honesty, maturity, loyalty, trustworthiness, reliability, discretion, and associates.

*Justification:* Florida Statute, Section 633.34(4).

#### XI. POLYGRAPH EXAMINATION

Applicant must submit to a polygraph examination. Applicant will be disqualified if he/she refuses to submit to the polygraph.

*Justification:* The Fire Department must verify all information to determine completeness, accuracy, and truthfulness. The department must also confirm that the applicant meets all hiring standards.

## XII. MEDICAL EXAMINATION

Applicant must pass a medical examination as administered by the Orange County designated physician or his/her designee. In addition, the applicant shall provide all information requested and/or submit to any additional exams as specified by the Orange County designated physician or his/her designee.

*Justification:* Florida Statute 633.34(5), Orange County Policy Manual Section 104, Hiring.

## XIII. PSYCHOLOGICAL EXAMINATION

Applicants must submit to a psychological examination and meet qualification standards. Any applicant refusing to submit to this psychological examination will be automatically disqualified.

*Justification:* The Fire Department must ensure, to the extent possible, the applicant's emotional ability to adapt and function in the ever-changing emergency service delivery environment.

## XIV. CANDIDATE PHYSICAL ABILITY TEST (CPAT)

Applicants must successfully complete the Candidate Physical Ability Test (CPAT). The test is designed to ensure individuals have the physical abilities to perform the duties of a Firefighter.

*Justification:* The Orange County Fire Rescue Department utilizes the standardized physical ability test adopted by numerous Fire Departments across the United States and Canada to ensure applicants meet the physical challenges of firefighter.