

South Metro Fire Rescue
Firefighter and Paramedic/Firefighter Background
Standards

South Metro Fire Rescue strives to have a highly qualified and diverse workforce with strong organizational morale. We only hire individuals who share our organizational values of integrity, compassion, and unwavering professionalism. As professional Firefighters and Paramedics, we must uphold public trust as we have unsupervised access to customers' personal property and have unsupervised, intimate, physical, and emotional contact with customers in a time of maximum physical and emotional vulnerability. To ensure we unequivocally uphold this trust, all applicants must meet our established background standards. Some standards are automatic disqualifiers, while others will provide for an opportunity for review and determination on a case-by-case basis.

If a candidate is disqualified from the background process, you can apply again one year from contingent job offer.

INTEGRITY

- Providing inaccurate or misleading statements throughout the selection process.
- Any intentional omission, misstatements, conflicting information, or discrepancies of information required as part of the employment application, background questionnaire, wellness/fitness assessment questionnaire.
- Falsification of any document.
- Failure to provide required documents or successfully complete any portion of the required background process.
- Knowingly offering, soliciting, or accepting a bribe.

DRIVING HISTORY

- More than three Class "B" violations or chargeable accidents with the last three years (moving violations not listed as Class A violations (i.e speeding, defective vehicle).
- Any conviction of a Class "A" violation within the last three years (driving while intoxicated, driving under the influence of drugs, negligent homicide using a motor vehicle, driving during a period of suspension or license revocation; using a motor vehicle for the commission of a felony, aggravated assault with a motor vehicle, operation of a motor vehicle without owner's authority, permitting an unlicensed person to drive, reckless driving, hit and run driving).

CRIMINAL

- Current incarceration, work release, parole, or probation for any crime.
- Current participant as a defendant resulting from a criminal charge.
- Certain felony and misdemeanor convictions, including, but not limited to, crimes against a person; any bias-motivated crime; arson; impersonating a peace officer,

firefighter, or public servant; obstruction of government operations, including obstruction of a peace officer, firefighter, or related government official; false reporting to fire, emergency, or law enforcement authorities; perjury; and various convictions of theft, fraud, and forgery.

- Other criminal convictions are not automatic disqualifiers and will be evaluated to determine if the criminal act jeopardizes the health and safety of the public. The following criteria will be considered:
 1. The seriousness of the crime.
 2. Whether the crime relates to the performance of the duties of a Firefighter/ Paramedic.
 3. How much time has elapsed since the crime was committed.
 4. Whether the crime involved violence to, or abuse of, another person.
 5. Whether the crime involved a minor or a person of diminished capacity.
 6. Whether the applicant's actions and conduct since the crime occurred are consistent with the holding of a position of public trust.
 7. Whether the applicant is a repeat offender.
 8. Whether the applicant has complied with all court orders and probationary requirements associated with the conviction.

NARCOTICS

- Any distribution or manufacture of a controlled substance.
- Any use of marijuana or marijuana-containing products, including THC or Synthetic use, within the last 12 months from contingent job offer, as marijuana is an illegal controlled substance under Federal law.
- Any use of illegal narcotics, including but not limited to, cocaine, LSD, heroin, mushrooms, steroids, or amphetamines, within the last five years.