



FIRE RESCUE

ALBEMARLE COUNTY

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An Applicant's Background & History

Uniformed status within the Albemarle County Department of Fire Rescue (ACFR) are public trust positions. Successful candidates for these positions demonstrate good moral character, integrity, trustworthiness, strength, fortitude, endurance, camaraderie, a willingness to help and eagerness for life-long learning.

The position requires that the Albemarle County Fire Rescue Department conduct a thorough background check to assess candidates' suitability for the position. This includes, but is not limited to, a criminal history check, past employment/experiences review, driving record check, reference check, previous residence review and interviews.

Albemarle County Fire Rescue seeks to employ a diverse and inclusive workforce. Everyone considering employment as a uniformed member of the Albemarle County Department of Fire Rescue is encouraged to apply. All application packages receive review, but potential applicants should understand that since these are public trust positions, anything deemed as an unreasonable risk to public health and safety are potential disqualifiers.

To help potential applicants weigh their decision on whether to apply, below are lists of potential disqualifiers. Some allow for "case by case" consideration based on individual circumstances and needs of the Department, while others are automatic disqualifiers. Those that are automatic disqualifiers are directly related to unreasonable risk to public health or safety, Virginia Office of Emergency Medical Services (VOEMS) standards, Virginia Department of Fire Program (VDFP) standards, and/or Code of Virginia prohibitions:

The following circumstances are automatically disqualifying and are generally addressed in Laws, Codes, regulations, rules and policies addressing criminal exclusions, drug violation exclusions and/or driving exclusions (includes conviction, plea of guilty or no contest -including Alford pleas) or rise to the level of an unreasonable risk to public health and safety:

1. Any situation that disqualifies from obtaining of requisite licensing or prevents the operation of Virginia Office of Medical Services licensed vehicles or equipment.
2. Any individual convicted of any crime and who are currently incarcerated, on work release, on probation or parole.
3. Felonies involving sexual misconduct where the victim's failure to affirmatively consent is an element of the crime, such as forcible rape.
4. Felonies involving the sexual or physical abuse of children, the elderly or the infirm, such as sexual misconduct with a child, making or distributing child pornography or using a child in a sexual display, incest involving a child, or assault on an elderly or infirm person.

" We will provide the highest quality services to protect and preserve the lives, property, and environment of our community."

5. Any crime in which the victim is an out-of-hospital patient or a patient or resident of a healthcare facility including abuse of, neglect of, theft from, or financial exploitation of a person entrusted to the care or protection of the applicant.
6. Serious crimes of violence against persons such as assault or battery with a dangerous weapon, or aggravated assault and battery, or murder or attempted murder, or manslaughter except involuntary manslaughter, or kidnapping, or robbery of any degree, or arson, or illegal bombing or bomb manufacture or bomb threats or terroristic actions/threats whether hoax or not.
7. Has been subject to a permanent revocation of license or certification by another state EMS office or other recognized state or national healthcare provider licensing or certifying body.
8. Absent a waiver from VOEMS (Virginia Office of Emergency Medical Services), the below are also automatic disqualifiers:
 - a. Conviction of crimes in the following categories unless five years (60 months) has passed since conviction or custodial release, whichever occurs later:
 - i. Crimes involving controlled substances, synthetics or derivatives, including unlawful possession, distribution or intent to distribute Schedule I through V drugs as defined by the Virginia Drug Control Act.
 - ii. Serious crimes against property, such as grand larceny, burglary, embezzlement or insurance fraud.
 - iii. Other crimes involving sexual misconduct not already mentioned in this document.
9. Current revoked driver's license, or suspended driver's license or no driver's license or driver's license with court granted restrictions.
10. Any driving conviction of an offense of driving under the influence of alcohol or drugs, or failure to stop at an accident – "hit and run, homicide or manslaughter with a motor vehicle, or knowing operate a motor vehicle while license under suspension or revocation or against court ordered restriction, or participating in a speed contest or race, or driving to endanger, or use of a motor vehicle in the commission of a felony, or theft of a motor vehicle, or unauthorized use of a motor vehicle, or assault with a motor vehicle, within the past 36 months.
11. Two or more convictions of offenses involving speeding or reckless driving, or unlawful lane change or chargeable motor vehicles accidents within the past 36 months. One conviction of these offenses can be removed from consideration in the application of this standard if an approved DMV driver improvement course is taken after the offense date.
12. Identified by the Department of Health and Human Services Office of the Inspector General as excluded from Medicare and any other Federal health-care programs.
13. Inclusion on the National or Virginia Sex Offender Registry.
14. Inclusion on the Commonwealth of Virginia Department of Social Services' Child Protective Services National registry
15. Untruthfulness, withholding of information or any deliberate inaccuracies on any application, personal history statement, paperwork interview, or cheating on any examination or testing associated with the selection process