CITY OF RICHLAND FIRE & EMERGENCY SERVICES

WE ARE RICHLAND

HIRING STANDARDS

YOU CANNOT BE A RICHLAND FIREFIGHTER IF:

- You do not possess or cannot obtain a valid driver's license.
- You are not 18 years old at the time application is submitted.
- You are not eligible to legally work in the United States.
- You have been convicted of Driving under the Influence (DUI) within the past five years, or have two (2) or more DUI convictions. A diversion or similar action (First Degree Negligent Driving) is the same as a conviction.
- You have been convicted of any felony charges – traffic or criminal.
- You have been convicted of any crime that precludes you from possessing a valid Washington State EMT certification.
- Your traffic history precludes you from coverage from the City's insurance as a vehicle operator.
- You have been dishonorably discharged from the armed services.
- You do not successfully pass a pre-employment psychological examination or cannot be medically certified for the position, with or without a reasonable accommodation (medical only).

YOU ARE NOT LIKELY TO BE HIRED AS A RICHLAND FIREFIGHTER IF:

- You have been convicted of any crime involving lying, theft, or betrayal of public trust.
- You have been involved in significant and/or recent misdemeanor activity.
- Your financial affairs or personal life shows a history of poor judgment and refusal to confront problems. (Example: Nonpayment of child support, ignoring overdue bills, etc.)
- You have recently, or are currently, misrepresenting yourself or ignoring any laws. (Example: Not paying taxes, using a false address for school tuition purposes, etc.)
- Your social media presence and/or displayed social behaviors demonstrate an inability to perform within RF&ES organizational expectations and protect public trust in the Department and the City.
- You are involved with illegal drugs.
- Your work history shows a pattern of unexcused absences, discipline, or discharge.
- People who know you have doubts about your honesty, integrity, or character.
- Your background and/or work history demonstrates that you cannot work in a dynamic, high-stress environment.

Applicants are also cautioned that government clearances or success in other fire agency selection processes are not a guarantee of success in the process. This list is not all-inclusive and is intended only as a general guideline.

DRUG USAGE STANDARDS

Evaluating prior drug use by an applicant for the RF&ES department revolves around the experimental versus the habitual user. Rather than immediately disqualifying an individual for prior drug use, the fire department tries to distinguish between the individual who has used marijuana or other drugs on several occasions (experimented), as opposed to a person who has regularly used drugs over an extended period of time (habitual).

Various factors may be taken into consideration when evaluating prior drug use by an applicant, and will be evaluated on a case-by-case basis. Factors to be considered when determining eligibility include the type of substance used, frequency of use, if the use was experimental, and how recent the usage was. Experimental use is considered usage to determine the effects of a drug.

Another factor that may be considered is whether the prior drug use was self-disclosed by the applicant or discovered during the background investigation.

If at any point, the applicant is determined to meet any of the following disqualifiers, the application process for that individual may be terminated at the discretion of the Chief or designee.

- Possession or use of marijuana within the last six (6) months.
- Use of non-prescribed oral or injectable steroids within the last three (3) years.
- Abuse of inhalants within the last five (5) years. Examples include, but are not limited to, paint, paint thinner, Freon, nitrous oxide, and gasoline.
- Possession or use of illegal controlled substance within the last ten (10) years. Examples include, but are not limited to, crack/cocaine, Ketamine, GHB, Rohypnol, MDMA (ecstasy), Hallucinogens (PCP, Angel Dust, LSD, and Mushrooms), Opium, Morphine, Heroin, and Methamphetamine/Amphetamine.
- Use of any illegal drugs after submitting an application with any fire agency within the last five (5) years.
- Involvement in the illegal manufacture, sale, delivery, or furnishing of any controlled substance or drug to another with the expectation that a personal benefit would be received as a result of the actions • **Permanent disquali ication**.
- Use of illegal drugs while employed in a fire, EMS, or healthcare capacity • **Permanent disquali ication**.
- Habitual use of any illegal drug and/or marijuana • **Permanent disquali ication**.