

Washington DC FIRE and EMS Decision Rules for Hiring

These rules should be used by the entry level candidates for them to do a self evaluation of their suitability for hiring by the DC Fire & EMS Department.

Controlled Substance usage

The applicant shall be rejected by the Suitability Board for any of the following reasons.

- The applicant admits to the use of marijuana within the last twenty-four (24) months prior to the date of the submission of the bluebook to the recruiting office.
- The applicant admits to the use of marijuana more than 15 times in the past.
- The applicant has a conviction, either felony or misdemeanor, of selling any substance that, although it may not have been a drug or controlled substance but was presented by the applicant to the purchaser as an illegal drug or controlled substance.
- The applicant has injected any drugs or controlled substance without a prescription or medical supervision.
- The applicant has fraudulently obtained a prescription medication or has forged a prescription order.

Criminal History

The applicant shall be rejected by the Suitability Board for any of the following reasons

- The applicant has a felony conviction
- The applicant has a misdemeanor conviction within the last three (3) years from the date of the submission of the bluebook to the recruiting office.
- The applicant has a plea of nolo contendere in addition to a misdemeanor conviction within the last three (3) years from the date the bluebook was submitted to the recruiting office
- The applicant is currently on probation or under supervision of the court.
- The applicant has current pending criminal charges for which they are awaiting trial at the time the bluebook is submitted to the recruiting office.
- The applicant was convicted of or admits to a theft of \$500.00 or more.
- The applicant was convicted of a misdemeanor crime of domestic violence in the last three (3) years from the date the bluebook was submitted to the recruiting office.
- The applicant admits to or was convicted of any sexually related offense (including pandering or solicitation).

Driving History

Guidelines to be used for reviewing the driving records of applicants for entry level uniform and civilian positions in the District of Columbia Fire and EMS Department.

- If the applicant fails to possess a valid drivers license, or has a suspended, revoked or expired license.
- The applicant has been convicted of Driving Under the Influence (DUI) or Driving while intoxicated within three (3) years of the date of submission of the bluebook packet to the DC Fire and EMS Recruiting Office.
 1. A refusal to submit to a Blood Alcohol Content test will be treated as a conviction because the implied consent law compels the suspension of one's driver's license.
- The applicant has been convicted of more than one DUI or DWI within the entire driving period.
 1. Driving period is defined as when the applicant received their initial driver's license to drive regardless of the issuing state.
- The applicant has eight (8) points or more against his/her driving record in the last three years from the date of submission of the bluebook.
- The applicant has three (3) or more moving violation convictions within three (3) years prior to the date of submission of the bluebook
- The applicant has a conviction of "hit and run" (leaving scene of accident)
- The applicant has three (3) or more convictions for speeding in excess of 20 miles per hour (MPH) over the speed limit within the past three years from the date of submission of the bluebook packet.
- The applicant has a conviction of vehicular homicide

Employment History

The applicant shall be rejected by the Suitability Board for any of the following reasons

- The applicant resigned from a Fire and or EMS department while under internal investigation within twelve months (12) from the date of submission of the bluebook packet to the recruiting office.
- The applicant was terminated from a Fire and or EMS department for misconduct.
- The applicant has shown a negative employment in the following areas.
 1. Absenteeism/tardiness
 2. Abuse of sick leave
 3. Altercations on the job
 4. Job abandonment
 5. Dishonesty or theft from former employer
 6. Generally unfavorable employment evaluations
 7. Insubordination
 8. misconduct

Military Service

The applicant shall be rejected by the Suitability Board for any of the following reasons

- The applicant's military discharge (DD-214) that has wording or explanations concerning character of service with words other than Honorable. Uncharacterized and entry-level discharges will be decided on a case by case basis with supplied explanations from the applicant. The entry "Under Honorable Conditions" is also not acceptable.

Punitive Discharges. Punitive discharges are authorized punishments of courts-martial and can only be awarded as an approved court-martial sentence pursuant to a conviction for a violation of the UCMJ. There are two types of punitive discharges: Dishonorable Discharge (DD) -- which can only be adjudged by a general court-martial and is a separation under dishonorable conditions; and Bad-Conduct Discharge (BCD) -- which can be adjudged by either a general court-martial or a special court-martial and is a separation under conditions other than honorable.

Administrative Separations. Administrative separations cannot be awarded by a court-martial and are not punitive in nature. Enlisted personnel may be administratively separated with a characterization of service (characterized separation) or description of separation (uncharacterized separation) as warranted by the facts of the particular case.

"*Basis*" is the reason for which the person is being administratively separated (e.g., pattern of misconduct, convenience of the government for parenthood, weight control failure, etc.). "*Characterization of service*" refers to the quality of the individual's military service (e.g., honorable, general, or Other Than Honorable).

Individuals who are separated with less than 180 days of continuous active military service may be separated as an "*Entry Level Separation*." In these cases, there is no characterization of service at all.

Another type of administrative separation is "*Order of Release from the Custody and Control of the Military Services*" by reason of void enlistment or induction. This type of separation also has no characterization of service.