



## Garland Fire Department Disqualification List

1. Employment Eligibility: Applicant is not eligible to work in the United States. (Temporary disqualification until eligibility is obtained.)
2. Language Requirement: Applicant has failed to demonstrate his/her ability to read, write, and fluently speak the English language. (Temporary disqualification until deficiency corrected.)
3. Essential Functions of Position: Applicant is unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation. (Temporary disqualification until deficiency corrected.)
4. Physical Ability Test: Applicant is unable to successfully complete Garland Fire Department's Physical Agility Test within one (1) attempt. (Temporary disqualification until next examination.)
5. Felony Conviction: Applicant has been convicted of conduct that constitutes a Felony under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Uniform Military Justice. The term conviction includes probation or deferred adjudication for such conduct. (Permanent disqualification).
6. Felony Conduct Admission: Applicant has admitted conduct that would constitute a Felony under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Uniform Military Justice. (This could result in temporary disqualification of up to ten years with a minimum disqualification until the statute of limitation expires for the applicable violation and the Candidate has demonstrated appropriate improvement in judgment.)
7. Military record: Applicant has a Dishonorable or less than honorable discharge (Permanent disqualification).
8. False or Incomplete Information: Applicant has made a false statement in any material fact; withheld information, practiced or attempted to practice

deception or fraud in his/her application, examination, background investigation, polygraph examination, or medical examination. (Temporary disqualification for 12 months.)

9. Employment Process Completion: Applicant has failed to complete or satisfactorily meet the employment process requirement of Garland Fire Department including, but not limited to, missed appointments, failure to return application package or other necessary paperwork, failure to promptly notify Garland Fire Department of changes in address or telephone numbers, or who otherwise fail to complete the application process. (Temporary disqualification for 12 months.)
10. Oral Interview Process: Applicant has failed to satisfactorily complete the oral interview process, including, but not limited to any personal or automated interview process. Candidates will be disqualified for failure to verbally communicate effectively and appropriately; failure to demonstrate an understanding of the roles and responsibilities of a firefighter; failure to present the maturity expected of a firefighter; failure to accurately and precisely respond to the questions of the interviewers. (Temporary disqualification until next examination.)
11. Illegal Drug Use:
  - a. Admission of illegal use of marijuana within 12 months of the date of application. (Temporary disqualification until 12 months has passed from last use.)
  - b. Admission of illegal use of felony grade substances as defined in the Texas Penal Code. (Temporary disqualification until ten (10) years has passed since last use.)
  - c. Admission of illegal use of inhalants (e.g., nitrous oxide, "Rush," glue, gasoline, paint, propellants or other substance for the purpose of "getting high") (Temporary disqualification until five (5) years has passed since last use)
  - d. Admission of illegal use of anabolic steroids. (Temporary disqualification until ten (10) years has passed since last use.)
  - e. Admission of the illegal use of one or more of the following common name drugs and/or their chemical analogs (Permanent disqualification):

Amphetamines

Crystal Methamphetamine or Methamphetamine (e.g. meth, crystal, crystal meth, ice, crank, as methcathione, cat, or, goob.)

Opiates or opiate derivatives

Heroin

OxyContin

Crack Cocaine

Hallucinogens (e.g., DMT, LSD, PCP or psilocybin)

Katamine

12. Driving Record: Applicant has a driving record incompatible with the safe operation of emergency vehicles, the required driving standards of the City of Garland Risk Management Department, or which present potential liabilities to the City of Garland.
  - a. Three or more events (moving violations or preventable accidents) in the preceding thirty-six (36) months. (Temporary disqualification until standard met.)
  - b. Reckless driving or similar conviction within preceding sixty (60) months. (Temporary disqualification until standard met.)
  - c. Driving while intoxicated (DWI) or under the influence (DUI) within the preceding sixty (60) months. (Temporary disqualification until standard met.)
  
13. Judgment Issues: Applicant has demonstrated either immaturity or poor judgment in the applicant's decision making process. (Temporary disqualification based on circumstances or until the applicant can demonstrate that the applicant's judgment skills have developed.)
  
14. Psychological / Medical: Applicant has failed to receive the required recommendation for employment by the Commission's psychologist, psychiatrist, or medical doctor. (Temporary or permanent rejection based on nature of the rejection.)
  
15. Licensing and Certification: Applicant has failed to meet all legal requirement necessary for future licensing and certification as required by the Texas Commission on Fire Protection and Texas Department of State

Health Services. (Temporary disqualification until required legal requirements are met).

16. Academy Performance: Applicant has a history of substandard performance and/or a negative recommendation or referral from his/her fire and/or EMS training school. (Temporary or permanent disqualification based on nature of the information received from the academy or school.)
17. Office of Inspector General (OIG): List of Excluded Individuals/Entities Applicants will be screened against the OIG list of excluded individuals. Individuals, whose name appears on the list, those who have been debarred, suspended or otherwise deemed ineligible to participate in the Federal healthcare programs, managed under the U.S. Department of Health and Human Services (DHHS) (i.e. Medicare and Medicaid) will be temporarily disqualified until such time as the individual's name is removed from the OIG's list.