

AKRON FIRE DIVISION REMOVAL STANDARDS

The following factors will subject a Firefighter/Medic applicant to automatic disqualification from employment with the City of Akron. If the candidate has been certified to an eligibility list, the following factors are grounds for removal.

***Please note that this is not an exhaustive list of all the instances that could disqualify a potential Firefighter/Medic candidate.**

- I. Intentionally making a false statement of any material fact or practicing or attempting to practice any deception or fraud in connection with any application or examination.
- II. Failure or refusal to answer or respond to oral or written questions during any phase of the selection process.
- III. Two (2) or more involuntary terminations and/or discharges from employment within the last two (2) years prior to application. This shall not include terminations resulting from a business ceasing operations or resulting from being laid off from a position of employment.
- IV. Discharge for inefficiency, delinquency, or misconduct from public sector employment within the last two (2) years.
- V. Post-probationary discharge or resignation in lieu of discipline from any public safety or health care professional employment within the last two (2) years prior to application.
- VI. A conviction of any crime of Domestic Violence involving use of force or threatened use of a deadly weapon.
- VII. A conviction of any article of the Uniform Code of Military Justice that would be equivalent to a felony under Ohio Revised Code (ORC).
- VIII. Six (6) or more points on a driving record at the time of original appointment.
- IX. Traffic Related Offenses
 - a. OVI conviction within the last two (2) years
 - b. More than two (2) OVI convictions as an adult
 - c. Four (4) or more moving violations or at fault accidents in the past two (2) years as an adult.
- X. Applicant does not possess a valid Driver's license at the time of the application and/or at any time during the selection process.
- XI. Conviction of or plead "no contest" to, or admitted to, any of the following motor vehicle violations in the last five (5) years.
 - a. Vehicular Homicide
 - b. Unauthorized Use of Vehicle
 - c. Fleeing and Eluding

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- XII.** A conviction, judicial finding of guilt, or plea of guilty to a criminal offense that has been designated as a disqualifying offense for emergency medical services licenses by the Ohio Department of Public Safety. A conviction of attempt, conspiracy and complicity to any section or offenses in the list is also a disqualifying offense.

A list of disqualifying offenses may be found at
<https://publicsafety.ohio.gov/who-we-are/resources/ohioRCsection>

- XIII.** Currently under indictment, has pleaded guilty to or been convicted of a felony.
- XIV.** Admitted physical, and/or sexual abuse of one's spouse, ex-spouse, person living as a spouse, child, stepchild, parent, or any other relative or person with whom one lives or has a relationship with.
- XV.** Currently registered as a sex offender, child-victim offender, or arson offender.
- XVI.** Intentional violation of any protective or temporary restraining order as determined by law within seven (7) years.
- XVII.** Any use or purchase of marijuana on or after date of application.
- XVIII.** Any use or purchase of drugs of abuse (except marijuana) within two (2) years prior to application. Drugs of abuse include chemical agents/solvent-based substances and prescription drugs taken for reason other than the intended use, in more than one incident and without a prescription, especially schedule I, II, and III drugs.

For the purposes of this standard, the "purchase" of marijuana or other illegal drugs include those purchases made by pooling resources or money by the applicant and others for substances for their own use.

- XIX.** Any illegal manufacture, cultivation, or sale of drugs of abuse within five (5) years prior to the application or illegal cultivation of marijuana within one (1) year prior to application or any time during the selection process.
- XX.** Affiliation with any group that advocates for violence or the commission of crimes against a group of persons based on their race, color, ethnicity, national origin, religion, disability, gender, gender identity, or sexual orientation.
- XXI.** Inability to successfully complete the EMT and/or Paramedic training courses for any reason.

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- XXII.** Failure to submit to a criminal history records check, including but not limited to providing or submitting fingerprints to the bureau of criminal identification and investigation, as required.
- XXIII.** Does not possess a high school diploma or certificate of high school equivalent.
- XXIV.** Not eligible to work in the United States.
- XXV.** Does not meet minimum requirements as stated in the examination announcement, with or without a reasonable accommodation. Failure to notify the Department of Human Resources of changes in address or contact information.
- XXVI.** Dishonorable discharge from military service.

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