

Reasons for possible disqualification from the hiring process:

1. Citizenship: Must be legally eligible to work in the United States.
2. Language Requirements: The Applicant has failed to demonstrate his/her ability to read, write, and fluently speak the English language.
3. Essential Functions of Position: The Applicant is unable to perform the essential functions of the position to which he/she seeks employment.
4. Physical Ability Test: The Applicant is unable to successfully complete the physical ability test to the requirements of the Frisco Fire Department.
5. Debt Responsibility: The Applicant demonstrates a failure to pay just debts. Candidates will be considered on a case-by-case basis due to the number of variables involved with factors considered including type and number of debts, reason(s) for the bad credit, extenuating circumstances, and the potential for the credit-related problems impacting the applicant's judgment and integrity.
6. Felony Conviction: The Applicant has been convicted of conduct that constitutes a felony under State or Federal Law or the Code of Uniform Military Justice.
7. Felony Conduct Admission: The Applicant has admitted conduct that constitutes a felony under State or Federal Law, or the Code of Uniform Military Justice and/or has accepted probation and/or deferred adjudication for such conduct.
8. Class A or B Misdemeanor Conviction: The Applicant has been convicted of conduct that constitutes a Class A or Class B Misdemeanor under State or Federal Law or the Code of Uniform Military Justice and/or has accepted probation and/or deferred adjudication for such conduct. (Temporary disqualification for up to five (5) years, dependent upon nature of crime and a demonstrated improvement in judgment.)
9. Class A or B Misdemeanor Admission: The Applicant has admitted to conduct that constitutes a Class A or Class B Misdemeanor under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Uniform Military Justice and/or has accepted probation and/or deferred adjudication for such conduct. (Temporary disqualification until the statute of limitation expires for the applicable violation and the Candidate has demonstrated an appropriate improvement in judgment.)
10. Moral Turpitude: The Applicant has admitted to conduct involving a crime or act of moral turpitude. Candidates will be considered on a case-by-case basis with factors considered including the nature of the event and the potential for the conduct impacting the applicant's ability to perform Public Safety duties and uphold the expected conduct and image required of a firefighter. Individuals registered as "sex offenders" will be permanently disqualified.
11. Pending Criminal Charges: The Applicant currently has pending criminal charges of any type, or is on "deferred adjudication" and/or "probation" for a criminal offense other than minor Class C traffic violations. (Temporary disqualification pending the resolution of the criminal charges and/or completion of the deferred adjudication and/or probation requirements and a demonstrated improvement in judgment.)
12. False or Incomplete Information: The Applicant has made a false statement of a material fact; withheld information, practiced or attempted to practice deception or fraud in his/her application, examination, background investigation, polygraph examination, or medical examination.
13. Employment Process Completion: The Applicant has failed to complete or satisfactorily meet the employment process requirement of the Fire Department including, but not limited to, missed appointments, failure to return application package or other necessary paperwork, failure to promptly notify the Fire Department of changes in address or telephone numbers, or otherwise fail to complete the application process.

14. Oral Interview Process: The 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 Frisco firefighter; failure to present the maturity expected of a Frisco firefighter; failure to accurately and precisely respond to the questions of the interviewers; and failure to demonstrate his/her knowledge of the essential skills, knowledge, and abilities expected of a certified Firefighter, Emergency Medical Technician or Paramedic.
15. Illegal Drug Use: Has used illicit substances as indicated by the following guidelines:
- a. Admission of illegal use of marijuana within the last five (5) years. (Temporary disqualification until five (5) years has passed from last use.)
 - b. Admission of abuse or misuse of legally obtained prescription medication(s), or illegal use of the prescription medication(s) of another person. Conduct involving the use, abuse and/or misuse of prescription medication(s) will be considered on a case-by-case basis with consideration given to circumstances and elapsed time since last drug use. (Permanent or temporary disqualification based on circumstances.)
 - c. Admission of illegal use of a felony grade substance as defined in the Texas Penal Code. (Temporary disqualification until ten (10) years has passed since last use.)
 - d. Admission of illegal use of anabolic steroids or Crack Cocaine. (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):
 - Crystal Methamphetamine or Methamphetamine
 - Heroin
 - OxyContin
 - PCP
 - Ketamine
 - LSD
16. Driving Record: Applicants for positions requiring the operation of City Vehicles/Equipment, SHALL NOT be eligible for hire if:
- a. The applicant's drivers license is currently under suspension or revocation; within the past three (3) years, the applicant has been arrested for or convicted of:
 - Driving Under the Influence (DUI)
 - Driving While Intoxicated (DWI)
 - Any other alcohol-related offence
 - Hit and Run
 - Failure to stop, render aid, and disclose I.D. at the scene of an accident
 - Negligent Manslaughter involving a motor vehicle accident
 - b. The applicant's driving record contains any of the following that have occurred within the last two (2) years:
 - Three (3) moving violations
 - Two (2) moving violations and one (1) chargeable vehicle accident
 - Two (2) chargeable vehicle accidents

NOTE: All vehicle accidents listed on the driving record shall be considered "chargeable" unless otherwise stated on the record or unless the applicant can provide immediate evidence to show that the accident was non-chargeable.

17. Judgment Issues: The Applicant has exercised poor judgment skills within the preceding five (5) years. The applicant has demonstrated either immaturity or poor judgment in the applicant's decision making process. Examples of such conduct would include, but are not limited to: attendance at parties or social functions at which controlled substances or dangerous drugs are consumed, and such activity is known or should have been known by the applicant; silent acceptance of known illegal conduct by others in his presence; workplace behavior/decisions that adversely affect the business or associates, with little or no objectivity justifiable need for such behavior; arrests for misdemeanor offenses other than minor traffic violations.
18. Licensing & Certification: The Applicant has failed to meet all legal requirements necessary for future licensing and certification as required by the Texas Commission on Fire Protection and Texas Department of State Health Services.
19. Academy Performance: The Applicant has a history of substandard performance and/or negative recommendation or referral from his/her fire and/or EMS training school.
20. Required Minimal Education: The Applicant has failed to meet and/or provide documentation of the minimal educational requirements in accordance with Commission rules.