



ELIGIBILITY REQUIREMENTS:

- Must be **legally authorized to work** in the United States;
- Must be **18 years of age** at the time of conditional offer;
- Must be a **high school graduate** or possess a GED;
- Must possess a **valid motor vehicle operator's license** with an acceptable driving record; and
- Must have **no felony convictions** or any convictions involving acts of dishonesty, deceit, or immorality

AUTOMATIC DISQUALIFYING FACTORS

- Convicted or found guilty of any crime involving **sexual misconduct** where the lack of affirmative consent by the victim is an element of the crime, such as forcible rape;
- Convicted of a **felony involving the sexual or physical abuse of children**, the elderly or the infirm, such as sexual misconduct with a child, making or distributing child pornography or using a child in a sexual display, incest involving a child, assault on an elderly or infirm person;
- Convicted or **found guilty of any other act that is a felony** except that the felon is eligible for affiliation five years after the date of final release if no additional felonies have been committed during that time;
- Convicted or found guilty of any crime (including **abuse, neglect, theft from, or financial exploitation**) of a person entrusted to his care or protection in which the victim is a patient or is a resident of a health care facility;
- Convicted or found guilty of any **Crimes Against the Person** within five (5) years immediately preceding application for employment, as prescribed by Administrative Regulation #24.0, Workplace Violence Prevention Policy;
- Convicted or found guilty of **improper driving, reckless driving, or speeding 20 mph** above the speed limit or any other serious traffic offense with an assessment of six or more demerit points within the past three years; or more than two any other moving violations over the past three years; or more than three non-moving violations (including but not limited to seatbelt infractions, or failure to pay fines) in any 12-month period over the past three years);
- Convicted or found guilty of **driving under the influence of alcohol or drugs**, assigned to any alcohol safety action program or driver alcohol rehabilitation program pursuant to § 18.2-271.1 hit and run, or operating on a suspended or revoked license **within the past five years**. A person having any of these convictions in Virginia or another state may be eligible for reinstatement as an operator after five years and after successful completion of an approved emergency vehicle operator's course (EVOC) within the year prior to reinstatement;
- **Use of Marijuana, Cocaine, LSD, PCP, or any type of hallucinogenic drug** in the last five years, unless the candidate has successfully completed a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs, or has otherwise been rehabilitated successfully and is no longer engaging in the illegal use of drugs, or is participating in a supervised rehabilitation program and is no longer engaged in such use;
- Convicted or found guilty of any crime involving **the use, possession, or distribution of illegal drugs** except that the person is eligible for affiliation **five years after the date** of final release if no additional crimes of this type have been committed during that time;
- Identified by the Department of Health and Human Services Office of the Inspector General as **excluded from Medicare** and other federal health-care programs;

- Not currently under **any disciplinary or enforcement action from another state EMS office** or other recognized state or national healthcare provider licensing or certifying body. Personnel subject to these disciplinary or enforcement actions may be eligible for certification provided there have been no further disciplinary or enforcement actions for five years prior to application for certification in Virginia;
- Never been subject to a permanent **revocation of license or certification** by another state EMS office or other recognized state or national healthcare provider licensing or certifying body;
- **Dishonorably discharged** from any military service;
- Untruthfulness or the intentional **withholding of information on any application, interview, or paperwork** associated with the application; and
- **Cheating on any examination** or testing associated with the position.