



City of Oxford Fire Department



Before You Apply

While we are very glad that you are interested in employment with the Oxford Fire Department, we think it's vitally important at the onset of this process to communicate to you the significance of our organizational values and how they play a role in hiring new employees. The screening process is multi-faceted and will, by necessity, probe into your life experiences to make sure they align with our requirements. Your integrity and honesty (two of our key values) will be evaluated, and it starts with this letter.

There are some life experiences that will automatically disqualify you from employment with the Oxford Fire Department. The purpose of this letter is to provide an overview of these disqualifiers so that you can make an informed decision on whether to apply or to seek other employment. In addition, we want to give you a little insight into our organization.

At this point in the process, **you** are the best person to judge your suitability for employment. Please, conduct your self-evaluation with integrity and honesty. If you pass the test, we cannot wait to meet you. If you don't, then you've just saved yourself the embarrassment of being rejected during the screening process. If you have any questions or need clarification, please don't hesitate to contact us.

Disqualifiers

- Arrest and conviction of a felony.
- Arrest and conviction of a misdemeanor involving moral turpitude (e.g., theft).
- Arrest and conviction for domestic violence.
- Undetected crimes – If you have perpetrated or been a party to a criminal act which has been undetected by any law enforcement agency that in the State of Ohio would be a felony offense, a misdemeanor involving moral turpitude, or domestic violence, and that undetected crime is not revealed during the interview process but instead is disclosed as part of the polygraph examination, the Oxford Division of Fire will not consider you for employment.
- Not having a valid operator's license.
- Driving record with multiple offenses, an element of which is carelessness or disregard for other motorists/pedestrians.
- Arrest and conviction for OMVI (**O**perate a **M**otor **V**ehicle while **I**ntoxicated) more than one time.
- Arrest and conviction for OMVI within the past five (5) years. If the OMVI conviction occurred while a juvenile (<18 years of age), within the past three (3) years.
- Usage of any illegal drug or the unlawful use of prescription drugs within the past three (3) years.
- More than experimental usage of one or more of the following illegal substances during your lifetime: Cocaine, Hashish, Heroin, Marijuana, LSD, Meth, any inhalant, or the unlawful use of prescription drugs.
- Selling drugs illegally during lifetime.