

**CITY OF ST. PETERSBURG
SELECTION STANDARDS
FOR
FIREFIGHTER CADET POSITION**

I. INTRODUCTION

The selection of competent personnel for **Firefighter** positions is essential to provide for the safety and protection to which the public is entitled.

The purpose of establishing selection standards is to define (as clearly as possible) the kind of individual who can best serve the citizens of St. Petersburg. The standards appear in the context of **ELIGIBILITY FOR EMPLOYMENT** and **INELIGIBILITY FOR EMPLOYMENT** which follow.

The City of St. Petersburg is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, religion, age, national origin, disability, or other non-merit factors.

II. ELIGIBILITY FOR EMPLOYMENT

To be eligible for employment as a **FIREFIGHTER CADET**, an applicant must:

- A. Be a high school graduate or the equivalent and be at least eighteen (18) years of age, F.S. 633.34(1).
- B. Have successfully completed required number of PAT mentoring sessions and the PAT administered through applicable Firefighter Minimum Standards Training Academy as facilitated by SPFR during the process.
- C. Possess a valid State of Florida driver's license.
- D. Must be a Pinellas County resident.
- E. Be in good physical and mental health as determined by licensed physicians designated by the City and be drug free as determined through controlled substance screening at a laboratory designated by the City.
- F. Have been a nonuser of tobacco or tobacco products for at least one (1) year and will continue to be a nonuser of tobacco or tobacco products while either on or off duty.
- G. Be of good moral character as determined by a thorough background investigation, F.S. 633.34(4).
- H. Be eligible to work as an EMT or Paramedic in Pinellas County
- I. Meet the following eye and vision requirements:
 - 1. Far visual acuity: Far visual acuity shall be at least 20/30 binocular corrected with contact lenses or eyeglasses. Far visual acuity uncorrected shall be at least 20/100 binocular for wearers of hard contacts or spectacles. Successful long-term soft contact lens wearers shall not be subject to the uncorrected criterion.
 - 2. Peripheral vision: Visual field performance without correction shall be 140 degrees in the horizontal meridian in each eye.
 - 3. Required to pass the Titmus II Color Vision test (ability to distinguish between red, yellow, and green).
 - 4. Any recent or former history of ophthalmic surgery will require a medical clearance from the City of St. Petersburg's medical provider.
 - 5. Any other eye condition that results in a person not being able to perform the essential job functions of a Firefighter, NFPA 1582.

III. INELIGIBILITY FOR EMPLOYMENT

The decision to remove an applicant's name from the selection process shall be made by the designated representative of the Fire Department and/or the Human Resources Director (or designee) and it shall be their responsibility to notify the applicant that his/her application will not be further considered.

The severity of any one particular problem may, but not necessarily, cause the applicant to be removed from consideration. In determining the applicant's overall fitness, the entire background of the individual will be considered to determine if there is a pattern of behavior that is not conducive to satisfactory job performance.

The following are established as reasons for which removal may be made:

- A. Falsification, omission, or misrepresentation of information on documents (e.g., Employment Application, Personal History Questionnaire, Statement of Employability, etc.).
- B. Dishonorably discharged from any of the armed forces of the United States.
- C. Conviction or plea of nolo contendere of a felony, or conviction of a misdemeanor directly related to the position of firefighter, shall exclude an applicant from employment for a period of four (4) years after the expiration of sentence or final release by the Parole Commission unless the applicant, prior to the expiration of the four (4) year period, has received a full pardon or has had his or her civil rights restored. Where the sentence of an applicant is suspended or adjudication is withheld and a period of probation is imposed, the applicant must have been released from probation before being eligible for employment. See F.S. 112.011(2)(b) and F.S. 633.34(2).
- D. Any current (within the last twelve months) use or experimentation with drugs classified as controlled substances, or any other illegal drugs, while not under the care of a licensed physician; and any past use must be deemed acceptable by the Department.
- E. Any person who has sold, offered for sale, induced, or attempted to induce another person in the use of illegal drugs may be disqualified.
- F. A determination that an applicant is not of good moral character will result in his/her removal from consideration.
- G. Tattoos that do not meet department policy. Employees are not permitted to have visible tattoos, scarifications, on the hands, face, and neck. This includes, but is not limited to, the fingers and scalp. Tattoos that signify membership in, or affiliation with, any subversive group and/or activities are prohibited.
- H. Polygraph concerns, including significant levels of deception indicated, unacceptable indicators recorded and noted, the use of countermeasure techniques, and/or failure to comply with the polygraph process.
- I. Previously Florida certified Firefighter/EMT or Firefighter/Paramedics whose qualifications lapsed, or individuals certified in another state.
- J. An applicant will be removed from consideration whose overall aptness is deemed as undesirable.

Evidence of undesirability includes, but is not limited to:

- demonstrated pattern of lack of responsibility
- demonstrated pattern of problems with interpersonal relationships
- demonstrated disregard of local, state, and/or federal law
- beliefs which would prevent applicant from performing the job of a firefighter
- incidents of deception, falsification, misrepresentation, or omissions of information
- poor employment record
- poor driving record