

Defiance Fire and Rescue Division

Lateral Firefighter/Paramedic Candidate

Hiring Process & Standards

The City of Defiance does allow for the hiring of experienced firefighter/paramedic candidates from other Fire/EMS agencies. This is referred to as a lateral Fire/EMS candidate. These candidates bring their experience and special training with them in order to better our Division and how we serve our citizens.

Approved lateral hire candidates will still be integrated into the regular hiring process. The only difference will be they are not having to test through the National Testing Network (NTN). Their placement in the hiring process will be decided through an application, which will include their current, up to date State of Ohio Firefighter 1&2 and Paramedic certifications, resume, and the candidate's score from a board interview. The Board will be overseen by the Chief and will be conducted by the Assistant Chief and up to three Captains and three Lieutenants. The board interview score will be used to rank these candidates. Requirements and further process descriptions will follow later in this document.

Requirements for lateral Transfers for the Employment Process with the Defiance Fire and Rescue Division

1. Applicant must hold a valid Ohio Firefighter 1&2 and Paramedic Certification and be in good standing with the Ohio Division of EMS at the time of application.
2. Must have and show proof of a high school diploma or GED certificate.
3. Be currently employed as a full-time firefighter/paramedic, as defined in Ohio Revised Code 4765.30 for EMS and 4765.55 for Fire. or was laid off from such a position within the year prior to application. The candidate must have a minimum of two (2) consecutive years of full-time service as a Firefighter/Paramedic or combination of.
4. Duties Not Considered As Experience for the Purpose of a Lateral Hire Firefighter/Paramedic:
 - i. Time spent as a Fire/ EMS Instructor only.
 - ii. Employment as Fire Inspector or investigator only.
5. At the time of appointment, possess a valid Ohio driver's license.
6. At the time of appointment, be a United States citizen with the ability to speak, read and write the English language.
7. Not have any felony convictions, disqualifying misdemeanor convictions, or have committed any prohibited acts.
8. Pass the current Civil Service approved physical agility test. (currently, the Firefighter Mile)
9. Pass the current City of Defiance psychological test.
10. Be in good health, be of good moral character and not possess an adverse employment record.
11. Possess physical strength and agility sufficient to handle hazardous situations and be able to work in adverse weather conditions.

12. Be able to think and act quickly in emergency situations and possess good general intelligence and emotional stability.
13. Not be prohibited by any court action and/or state or federal statute from performing Fire/EMS duties.
14. Please note that the City Administrator may waive a part of the minimum requirements due to limited and extraordinary circumstances.

Disqualifying Lateral Hire Candidate Conduct

The Defiance Fire and Rescue Division expects its employees to be people of integrity, good character and high moral standards. Therefore, we are very selective with our Fire/EMS candidates. The following is a non-exhaustive list of past conduct that will eliminate a lateral hire candidate from consideration:

- Failure to appear for any required step in the selection process or any acts of non-compliance.
- Failure to pass a required examination or test including any psychological or physical fitness test administered by the City of Defiance.
- Prior disqualification for any material reason from the Defiance Fire and Rescue Division hiring process within the past 2 years.
- Falsification or intentional omission of any material fact(s) during the application process.
- A finding of deliberate deception during any part of the hiring process.
- Any attempt to manipulate the results of a truth verification examination.
- Any admission or conviction of a crime of violence as defined by federal, state or local law.
- Any use or purchase of drugs of abuse (except prescribed medications) within three (3) years of application or while employed as a Firefighter/Paramedic.
- Any use, purchase, or cultivation of marijuana while employed as a Firefighter/Paramedic.
- The prior use of marijuana at a level that would indicate more than casual or experimental use.
- The current use of alcohol at a level that would indicate abuse, dependency, or a level of inability to function without the use of alcohol for any period of time.
- Illegal sale of or conviction for illegal sales of, distribution, or manufacture of any controlled substance or contraband.
- Admission or conviction of any felony level offense committed as an adult or juvenile.
- Any conviction of a M-1 or M-2 criminal misdemeanor as defined by the federal, state or local law of the jurisdiction where the offense occurred, as an adult in the past five years, more than one M-1 or M-2 conviction as an adult, or at any time while employed as a Firefighter/Paramedic.
- Any pattern of theft offenses during the course of employment from an employer as an adult.
- Having six (6) points or more on driving record within the past two (2) year period prior to time of application.

- Having a conviction of OVI within the past six (6) years prior to application, or at any time while employed as a firefighter, or having been convicted of multiple OVI violations.
- Having been placed under a 12 point suspension within the past six (6) year period prior to time of application.
- Any conviction of vehicular homicide.
- Having received a Dishonorable Discharge or Other Than Honorable Discharge from military service.
- Filing fraudulent claims for insurance, welfare, unemployment compensation or other public assistance programs.
- Having a continuing history of financial or credit problems to include; garnishments and bankruptcy.
 - An employment history which includes a pattern of any of the following: termination, resignation in lieu of discharge, excessive absence/tardiness, inability to get along with others, or any adverse disciplinary actions.
- Any conviction for a violation of a protection or restraining order.
- Verified or admitted physical, sexual, or emotional abuse of one's spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one had lived with or has had a relationship with, or a conviction of a crime of domestic violence involving the use of force or threatened use of a deadly weapon (permanent disqualifier).
- Non-compliance with a court order or legal contract to provide for family/dependents, child support, alimony or other financial responsibility determined by finding of any court of law.
- A past history of association or involvement with any organized criminal organization or any documented or admitted history of racial, ethnic, or social intolerance.

Again, this is not an exhaustive list of all of the instances that could disqualify a potential firefighter candidate.