



CITY OF
MUKILTEO

Fire Department

Agency Disqualifiers

Category	Disqualifier	
Driving	Automatic	1 or more traffic crime convictions in the last 5 years (DWI, Suspended, Reckless, etc.)
	Automatic	Suspension of driver's license within the past 5 years.
	Automatic	4 or more moving violations in the past 3 years.
	Potential	Driving records will be carefully reviewed.
Drug Usage	Automatic	Use of illegal drugs in the last 5 years.
	Automatic	Hallucinogen use within the past 10 years.
	Automatic	Sale, growth/manufacturing of illegal drugs.
	Automatic	Illegal sale of marijuana.
	Automatic	Pattern of illegal use of prescription medication.
	Automatic	Any use by injection of amphetamines/ methamphetamines.
	Automatic	Use of cocaine over five times regardless of time frame.
	Automatic	Use of non-prescribed oral or injectable steroids over five sequences/cycles within the last 2 years.
	Automatic	Use of marijuana or hashish over 15 times.
	Automatic	Use of amphetamines/ methamphetamines over 5 times.
	Automatic	Any use of crack cocaine.
	Automatic	Any use of free-based cocaine/paste.
	Potential	***Above are some automatic disqualifiers, however the list is not all inclusive. All previous drug history information will be reviewed on a case by case basis to determine suitability.
Criminal Activity	Automatic	Adult felony convictions in the previous 10 years for a crime directly related to the position of employment.
	Automatic	Adult misdemeanor convictions in the previous 5 years for a crime directly related to the position of employment.
Employment	Automatic	Received a bad conduct discharge from the United States Armed Forces.
	Automatic	Withdrawn from consideration for any public safety (fire, EMS, law enforcement, corrections,

		dispatch) employment because of the following reasons: criminal activity or dishonesty.
	Automatic	Intentional deception, misrepresentation, or lies during any stage of the hiring process, including the background investigation.
	Automatic	Falsified application, personal history questionnaire, or any other forms during the hiring process.
	Automatic	Significant history of disciplinary or corrective action, including being late to work, abuse of unscheduled leave, or insubordination.
	Automatic	1 or more terminations or resignations in lieu of discharge.
	Potential	Has been dismissed or has resigned in lieu of discharge from any position, public or private, for any cause which would be a cause for dismissal from City service or has an unsatisfactory record of employment.
	Potential	Employment history will be carefully reviewed.
Financial	Automatic	Failure to pay income tax or child support.
	Potential	Current credit accounts or unresolved accounts in collection will be carefully reviewed.
Other	Automatic	History of behavior demonstrating anger control problems, including pattern of fighting (physical or verbal).
	Automatic	Discriminatory action, including sexual harassment.
	Automatic	Prejudice or bigotry toward a class of people.
	Potential	Has made any relevant false statements or had attempted any deception or fraud in connection with any Civil Service Examination or hiring process.
	Potential	Fails to satisfactorily complete any portion of the background investigation as required.
	Potential	Does not meet the requirements set forth in these rules or in the bulletin announcing this examination.
	Potential	Is physically or mentally unfit to perform the duties of the position sought.
	Potential	PLEASE NOTE: If you have any question or concerns regarding the disqualifiers, please contact the HR Manager at 425-263-8003