

Salado Fire I Bell County ESD #1

Employment and Membership Background History Disqualifications

<i>Criminal Arrests and Convictions</i>	<i>Disqualification Period</i>
Felony Conviction (If a felony at time of conviction or a felony in another state regardless of the Texas equivalent)	PERMANENT
Misdemeanor Class A Conviction	10 years from conviction date
Misdemeanor Class B Conviction	5 years from conviction date
Misdemeanor Class C Conviction (excluding traffic)	2 years from conviction date
DWI, DUI or BUI charge with conviction on a reduced level offense (ex: reckless driving or blocking roadway)	5 years from conviction date
History of family violence reports (suspect in three or more incidents with no convictions)	PERMANENT
Individual is registered as a 'Sex Offender'	PERMANENT
Two or more Misdemeanor Class B (or greater level) arrests	5 years from date of last arrest
Two or more Misdemeanor Class C level arrests	2 years from date of last arrest

Note: A person is considered to be convicted of an offense when an ADJUDICATION OF GUILT is entered against said person by a court of competent jurisdiction, or a PLEA OF GUILTY is entered.

General Disqualifiers

- Being a member of any organization that advocates the overthrow of a governmental agency by force of violence.
- Currently belonged to, or been closely associated with any organization which advocates or engages in unlawful conduct directed at individuals or groups based upon the individual's or group's race, sex, religion, national origin, age, skin color, sexual preference, disability, or conduct otherwise commonly known as 'Hate Crimes'.
- Currently under indictment for any criminal offense.
- After final disposition of the case is determined, the conviction chart will apply. If no conviction, then no disqualification exists for that specific case.

Prior Military Service

Prior military service must have concluded with an honorable discharge and requires form DD-214 for verification.

Having been discharged from any military service under less than honorable conditions including:

- Convicted of conduct that constitutes a felony under the Code of Uniform Military Justice.
- Under other than honorable conditions
- Bad conduct
- Dishonorable
- Discharged based on misconduct which bars future military service
- Any other characterization of service indicating bad character