



# WINLOCK FIRE & RESCUE

Commissioners: Ray Shipman • Grant Kistler • Randy Pennington  
Fire Chief: Richard Underdahl • Secretary: Amy Archer

---

## EMPLOYMENT APPLICANT DISQUALIFIERS

The following items are automatic and potential disqualifiers. Applicants **should not apply** to our agency if they possess any of the automatic disqualifiers. Potential disqualifiers will be considered on a case-by-case basis.

### Application:

Automatic: Falsification or lies during any portion of the employment application/testing process.

### Driving:

Automatic: 1 or more traffic crime convictions in last 5 years (DUI, Physical Control, Reckless Driving)

Automatic: Driver's License Suspension within last 3 years

Automatic: Ignition interlock device restriction

Potential: Multiple traffic infractions within last 5 years

### Drug Usage:

Automatic: Conviction of illegal use or delivery of drugs within last 5 years

Automatic: Current cannabis usage either for recreational or medicinal purposes per RCW 49.44.240

Automatic: Untreated alcohol or substance abuse

### Criminal Activity:

Automatic: Any adult felony conviction

Automatic: Unlawful sexual misconduct

Automatic: Domestic violence conviction

Potential: Adult misdemeanor convictions will be closely reviewed

Potential: Juvenile felony conviction

### Employment/Financial:

Potential: Unsatisfactory work history

Potential: Negative personal or professional references