



AUGUSTA COUNTY FIRE-RESCUE

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The County of Augusta requires Criminal History Checks on all potential fire and rescue volunteers. The County of Augusta Personnel Department shall conduct the checks. As outlined in the State Code concerning dissemination of Criminal History Record Information (see below)* records that indicate some type of history will no longer be sent out to volunteer agencies.

If an applicant's record does contain a criminal history, an investigation will be conducted and a decision will be made and sent to the agency as to the membership abilities.

County of Augusta Criminal History Checks	
<i>Agency</i>	
Date	

Prospective Volunteer's Name	
Acceptable for Membership	
NOT Acceptable for Membership	

*§ 19.2-389 A. 7. Agencies of any political subdivision of the Commonwealth for the conduct of investigations of applicants for public employment, permit, or license whenever, in the interest of public welfare or safety, it is necessary to determine under a duly enacted ordinance if the past criminal conduct of a person with a conviction record would be compatible with the nature of the employment, permit or license under consideration.

County of Augusta, Fire and EMS Criminal History Standard Operating Guideline:

Any person interested in becoming a fire or rescue emergency services volunteer in Augusta County including Staunton-Augusta Rescue Squad and Waynesboro First Aid Crew will be required to have a background check performed by the County of Augusta Personnel Department. All current members of said volunteer agencies will have a current criminal history completed and repeated every three years.

Personnel shall meet and maintain compliance with the following general requirements as outlined in VEMS 12VAC5-31-910:

- Has never been convicted or found guilty of any crime involving sexual misconduct where the lack of affirmative consent by the victim is an element of the crime, such as forcible rape.
- Has never been convicted of a felony involving the sexual or physical abuse of children, the elderly or the infirm, such as sexual misconduct with a child, making or distributing child pornography or using a child in a sexual display, incest involving a child, or assault on an elderly or infirm person.
- Has never been convicted or found guilty of any crime (including abuse, neglect, theft from, or financial exploitation) of a person entrusted to his care or protection in which the victim is a patient or is a resident of a health care facility.
- Has never been convicted or found guilty of any crime involving the use, possession, or distribution of illegal drugs except that the person is eligible for affiliation five years after the date of final release if no additional crimes of this type have been committed during that time.
- Has never been convicted or found guilty of any other act that is a felony except that the felon is eligible for affiliation five years after the date of final release if no additional felonies have been committed during that time.
- Is not currently under any disciplinary or enforcement action from another state EMS office or other recognized state or national healthcare provider licensing or certifying body. Personnel subject to these disciplinary or enforcement actions may be eligible for certification provided there have been no further disciplinary or enforcement actions for five years prior to application for certification in Virginia.
- Has never been subject to a permanent revocation of license or certification by another state EMS office or other recognized state or national healthcare provider licensing or certifying body.
- Personnel may not act as an operator of an EMS vehicle if he has been convicted upon a charge of driving under the influence of alcohol or drugs, convicted of a felony or assigned to any alcohol safety action program or driver alcohol rehabilitation program pursuant to § [18.2-271.1](#) of the Code of Virginia, hit and run, or operating on a suspended or revoked license within the past five years. A person having any of these convictions in Virginia or another state may be eligible for reinstatement as an operator after five years and after successful completion of an approved emergency vehicle operator's course (EVOC) within the year prior to reinstatement.
- All references to criminal acts or convictions under this section refer to substantially similar laws or regulations of any other state or the United States. Convictions include prior adult convictions, juvenile convictions and adjudications of delinquency based on an offense that would have been, at the time of conviction, a felony conviction if committed by an adult within or outside Virginia.
- For the purposes of this section, the term conviction shall include a finding of not innocent and a conviction for any offense based on an Alford Plea.

Driving Offenses will also be taken into consideration, (such as driving under the influence, habitual offender, suspended operator license, reckless driving, etc.) for anyone operating a piece of emergency apparatus. Every agency will be required to submit a County Motor Vehicle Request for submission to our Insurance Company yearly. The Insurance Company states who is eligible to drive apparatus and from that eligibility list it is the responsibility of the Chief/Captain to release drivers for their agency. Each person driving a piece of apparatus (emergency or non-emergency) must have a current Emergency Vehicle Operations Course Certification.

Anyone who applies for membership while charged but not convicted of a criminal offense that would otherwise bar them from membership will not be considered for membership until the outcome of the criminal charge is known. Furthermore, anyone who is charged with a crime that would otherwise bar them from membership if convicted which results in a finding of anything other than guilty may be required to provide additional information to the County of Augusta in order that a decision regarding membership can be made.

After becoming a member of any said agency, any driver of county insured apparatus that gets any type of moving violation or arrest/charge/conviction, must disclose that information to their Chief/Captain within 10 days of the event. The Chief/Captain of the organization must then notify in writing the Augusta County Fire-Rescue Chief within 10 days of their notification.

EMS and fire personnel shall comply with all federal, state and local laws applicable to their EMS and fire operations.

Agencies can adopt stricter guidelines than those listed above, but Augusta County needs to be informed of those guidelines prior to processing criminal history checks.