

ENFIELD FIRE DISTRICT NO. 1

APPLICATION FOR MEMBERSHIP

AN EQUAL OPPORTUNITY EMPLOYER

NON-DISCRIMINATION POLICY

Enfield Fire District No. 1 (the "Fire District") considers applicants for all positions without regard to race, color, religion or religious creed, age, sex, national origin, ancestry, sexual orientation, gender identity or expression, pregnancy, genetic information (including family medical history), marital status, veteran status, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, HIV/AIDS and blindness, and any other characteristic protected by applicable federal, state, or local law, except in the case of bona fide occupational qualifications or unless reasonable accommodations cannot be provided under the legal standards.

PERSONAL INFORMATION

FULL NAME (LAST NAME FIRST)	SOCIAL SECURITY NO.			
PRESENT ADDRESS	APT. NO.	CITY	STATE	ZIP
MAILING ADDRESS	APT. NO.	CITY	STATE	ZIP
ARE YOU 18 YEARS OR OLDER? <input type="checkbox"/> YES <input type="checkbox"/> NO	PHONE NUMBER: ()			

DESIRED POSITION

POSITION:	DATE YOU CAN START:
ARE YOU A U.S. CITIZEN OR ELIGIBLE TO BE EMPLOYED IN THE UNITED STATES? Verification of identity and citizenship or authorization to work in the U.S. will be required upon hire. <input type="checkbox"/> YES <input type="checkbox"/> NO	
ARE YOU EMPLOYED NOW? <input type="checkbox"/> YES <input type="checkbox"/> NO	IF SO, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO
ARE YOU ABLE TO PERFORM THE DUTIES OF A FIREFIGHTER WITH OR WITHOUT REASONABLE ACCOMMODATION? <input type="checkbox"/> YES <input type="checkbox"/> NO	
DAYS/HOURS AVAILABLE:	

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REFERENCES

Please list 3 references who will attest to your suitability in this position and be able to discuss your character.

NAME	ADDRESS	PHONE	YEARS ACQUAINTED
1.			
2.			
3.			

LICENSE

DO YOU HAVE A VALID DRIVER'S LICENSE? [] YES [] NO	
ISSUING STATE:	NUMBER:

MILITARY SERVICE RECORD

DID YOU SERVE IN ANY BRANCH OF THE UNITED STATES MILIARY? [] YES [] NO	IF YES, WHICH BRANCH OF THE SERVICE DID YOU SERVE IN?
WHEN DID YOU SERVE?	DISCHARGE DATE/RANK
WHAT WAS THE CHARACTERIZATION OF YOUR SERVICE WHEN DISCHARGED?	ARE YOU STILL OBLIGATED TO THE MILITARY? IF SO, PLEASE EXPLAIN THE TERMS OF YOUR OBLIGATION BELOW (e.g., reserves)
DESCRIBE ANY JOB-RELATED TRAINING YOU RECEIVED IN THE UNITED STATES MILITARY.	

ENFIELD FIRE DISTRICT NO. 1

APPLICANT'S STATEMENT

I certify that the answers given in this application are true and complete to the best of my knowledge.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I release the Fire District from all liability for any damage that may result from the utilization of pertinent information, personal or otherwise, obtained from the references and employers listed above. I understand that this application is not and is not intended to be an offer or contract of employment.

In the event that I am offered employment or employed, I understand that false or misleading information given in my application or interview(s) may result in revocation of any offer of employment or discharge. I also understand that I am required to abide by all rules and regulations of the Fire District.

I understand and agree that I must pass a physical examination and any other test(s) that the Fire District deems necessary to determine that I am physically capable of performing the duties of a firefighter.

I understand that as a district employee, I have the right to a Hepatitis B vaccine free of charge. If I elect not to receive the vaccine, I understand that I have to sign a Declination form.

I hereby understand and acknowledge that, unless I am a member of a bargaining unit covered by a collective bargaining agreement or as otherwise defined by applicable law, any employment relationship with this organization is on an "at-will" basis, which means that either the Fire District or I may terminate the employment relationship at any time or for any reason or no reason at all, with or without notice. I also understand and agree that no representative of the Fire District has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing, unless it is in writing and signed by an authorized Fire District representative.

Signature

Date

ENFIELD FIRE DISTRICT NO. 1

IMPORTANT NOTICE TO PROSPECTIVE APPLICANTS CONCERNING PRE-EMPLOYMENT DRUG TESTING

It is the policy of Enfield Fire District No. 1 to maintain a safe, healthy and productive work environment for its employees; to provide a quality service to the people of the Town of Enfield; to maintain the integrity and security of its facilities and property; and to perform all of these functions in a manner consistent with the interests and concerns of the Town.

Pursuant to these goals, the Fire District requires that candidates for employment with the Fire District pass a drug screening test as part of the pre-employment medical examination. The drug screening covers illegal substances and certain legal substances subject to abuse.

The testing process requires that candidates sign a separate consent and release statement provided by the Fire District prior to the drug testing. Refusal to submit to the testing process will result in the candidate's disqualification for further employment consideration.

I understand that if I am a qualified candidate for a job opening, I will be required to undergo a drug screening with a subsequent negative result as a condition of employment. If offered employment, I understand that I will be required to sign a drug testing consent and release form and that I will be required to provide a sample of my urine for chemical analysis. I also understand that, if I refuse to consent, I will not be eligible for employment with the Fire District at this time.

I understand that if my drug screening has a subsequent positive result without a legitimate medical reason, the Fire District will inform me of the test result and provide me with a copy of any positive urinalysis drug test result. I also understand that, in the event of a subsequent positive result, I may reapply for employment or membership after twelve (12) months if I am drug free.

My signature below indicates that I have read and understand the above statement regarding drug testing.

Signature

Date

ENFIELD FIRE DISTRICT NO. 1

PRE-EMPLOYMENT DRUG TESTING CONSENT AND RELEASE

I understand that according to Enfield Fire District No. 1 (the "Fire District")'s policy, pre-employment drug screening is mandatory, and I am required to provide a sample of my urine for chemical analysis.

I voluntarily consent to provide a urine specimen at a collection facility designated by the Fire District and further consent to having the specimen tested at a laboratory selected by the Fire District. I will disclose all medications, drugs, health remedies, etc., taken in the two (2) weeks prior to my presentation of my urine specimen. For those prescription drugs taken during this period, I agree to identify the prescribing physician and authorize him/her to release the medical information necessary to explain the presence of any of the drugs in my urine specimen.

I understand that the results of this test may be used for employment reasons and hereby authorize the release of such information to the Fire District management from the selected laboratory.

I certify that the urine specimen to be collected will be mine and will not be adulterated or altered in any manner.

I understand that any offer of employment by the Fire District is contingent upon successful completion of a drug test and I have been advised not to resign from my current job until a negative drug test result is received and my employment offer is confirmed.

My signature below indicates that I have read and understand this document.

Signature of Applicant

Date

Typed/Printed Name of Applicant

Social Security Number

ENFIELD FIRE DISTRICT NO. 1

PRE-EMPLOYMENT BACKGROUND INVESTIGATION NOTICE

The Fire District and/or its agent(s), in considering your application for employment by the Fire District, will perform a background check which may include obtaining a consumer report or similar report. The Fire District may use any such report(s) in order to make decisions regarding your eligibility for and employment by the Fire District.

I hereby authorize the Fire District and/or its agent(s) to conduct a background review through a consumer report and/or similar report regarding my eligibility for and employment by the Fire District. I understand that the scope of the consumer report/investigative consumer report may include, but is not limited to, the following areas: verification of Social Security number; current and previous residences; employment history, including all personnel files; education; references; credit history and reports; criminal history, including records from any criminal justice agency in any or all federal, state, or county jurisdictions; birth records; motor vehicle records, including traffic citations and registration; and any other public records.

I, _____, authorize the complete release of these records or data pertaining to me that an individual, company, firm, corporation, or public agency may have. I hereby authorize and request any former employer, school, police department, financial institution, or other persons having personal knowledge of me to furnish the Fire District or its designated agents with any and all information in their possession regarding me in connection with an application of employment. I am authorizing that a photocopy of this authorization be accepted with the same authority as the original.

I understand that, pursuant to the federal Fair Credit Reporting Act, if any adverse action is to be taken based upon the consumer report, a copy of the report and a summary of the consumer's rights will be provided to me.

Signature

Date

Date of Birth

Social Security Number

ENFIELD FIRE DEPARTMENT

EXPECTATIONS OF A FIREFIGHTER

You would like to be a firefighter? To be sure you know what is expected and what you may experience you should know that all our firefighters are expected to:

- Always conduct themselves in a manner that brings credit and honor to him/herself and the department, even away from the department.
- Learn the operation and proper use of equipment and apparatus necessary to perform firefighter duties.
- Assist with cleaning, care and maintenance of apparatus, equipment and stations.
- Be responsible for personal and fellow firefighter safety at all times, especially during stressful, life-threatening emergency situations.
- Train for and maintain competency in skills needed to safely perform the duties of a firefighter, including certifications and specialized skills requiring repetitive drills.
- Be responsible for the preservation and protection of life and property by properly performing fire suppression and rescue activities, rendering emergency medical aid, and other duties as may be required in stressful emergency situations. These duties and activities can require, among other things, that you:
 - lift heavy equipment, objects and person;
 - work in adverse, extreme and/or dangerous weather conditions;
 - climb ground ladders and work at heights of up to 40 feet;
 - climb aerial ladders and work at heights of up to 110 feet;
 - climb on or off of and work on, in, or around roofs, platforms, bridges, trusses, cliffs, open pits, tunnels, trenches, sewers, manholes, towers, and similar situations;
 - work in a paramilitary environment where orders are issued by ranking officers or senior firefighters and you are expected to follow them without question, including tasks and directives while in either emergency or routine environments.
 - work in extreme heat, with thick blinding smoke, while wearing breathing apparatus masks and working in dark confined spaces likely to seem claustrophobic;
 - participate in special training to ensure your survival and safe performance of tasks;
 - wear face masks, eye shields, hoods and helmets for protection from smoke, gases and foreign objects in addition to firefighting gear which may restrict movement and be hot to wear;
 - work with power tools or hand tools requiring special training, strenuous activity and often in dangerous environments or situations;
 - work in close association with other members, under stress of danger, time and emotions, requiring that you keep calm and perform tasks safely to mitigate the danger;
 - perform rescue, fire suppression, and render first aid while experiencing emotional stress of victims suffering traumatic injury, dismemberment, gross disfigurement or death by fire, drowning, traumatic injury, or other means.
 - work effectively at all times of the night or day, on weekends and holidays.

Membership in the Fire Department is dependent upon your successful completion of the application process, which includes a probationary period.

ENFIELD FIRE DEPARTMENT

DUTIES AND RESPONSIBILITIES FOR THE RANK OF FIREFIGHTER

A Firefighter in the Enfield Fire Department shall:

1. At all times, personally conduct himself/herself in a manner that brings honor and credit to himself/herself, and to the Enfield Fire Department.
2. Be responsible for learning the operation and proper use of all apparatus, the apparatus fire pumps (where applicable) and other integral components, and all Departmental equipment used during emergency operations. Also, be responsible for learning the location of all equipment carried on the Department apparatus.
3. Be responsible for assisting in the case and maintenance of the Fire Stations, the grounds, the apparatus, and all equipment. This shall include making the apparatus and their equipment ready for emergency service and general cleanliness.
4. Be responsible for the preservation and protection of life and property by properly performing fire suppression activities, rescue activities, rendering emergency medical assistance, and performing any other duties as may be required in an emergency situation.
5. Be responsible for his/her own personal safety and well-being as well as that of his/her fellow Firefighters during all emergency incidents, training exercises, and other Fire Department activities.
6. Carry out any duties and/or responsibilities delegated to him/her by a superior officer to the best of his/her ability.
7. Adhere to Departmental General Orders and Standard Operating Guidelines to the best of his/her ability.
8. Be expected to maintain more than minimum attendance requirements for emergency incidents and training drills.
9. Strive to acquire as much supplemental education and training in fire service-related topics as possible.