

# Sherrills Ford- Terrell Fire & Rescue, Inc.

## EMPLOYMENT APPLICATION

### APPLICANT INFORMATION

Name:		
SSN:	Are you under 18?	Yes or No
Home Phone:	Cell Phone:	Email
Current Address:		
City:	State:	Zip Code:
How long have you lived at the above address?		
How long have you lived in NC?		
Are you a citizen of the United States? Yes or No		

### EMPLOYMENT INFORMATION

Current Employer:		
Employer Address:	How long?	
Phone:	Fax:	

### PAST ADDRESSES

**\*\*List all past addresses\*\***

Address:	How long?
Address:	How long?
Address:	How long?
Address:	How long?
Address:	How long?
Address:	How long?

### REFERENCES

**\*\*List (4) References\*\***

Name:	Phone:
Address:	
Name:	Phone:
Address:	
Name:	Phone:
Address:	
Name:	Phone:
Address:	

### DRIVERS LICENSE INFORMATION

**\*\*All information must come from your valid license\*\***

Address:		
Class:	Endorsements:	
Issued Date:	Date expires:	
Driver's License number:	State issued by:	

EDUCATION	
High School:	Did you graduate? Yes or No
Address:	
Associate's Degree School:	Did you graduate? Yes or No
Address:	
Type of Degree:	
Bachelor's Degree School:	Did you graduate? Yes or No
Address:	
Type of Degree:	
Master's Degree School:	Did you graduate? Yes or No
Address:	
Type of Degree:	
Doctorate Degree School:	Did you graduate? Yes or No
Address:	
Type of Degree:	
EMERGENCY CERTIFICATIONS	
**List all IFSAC & Pro-Board Certifications (use additional space if necessary)**	
Certification:	
Accreditation Agency:	Certificate number:
Certification:	
Accreditation Agency:	Certificate number:
Certification:	
Accreditation Agency:	Certificate number:
Certification:	
Accreditation Agency:	Certificate number:
Certification:	
Accreditation Agency:	Certificate number:
Certification:	
Accreditation Agency:	Certificate number:
Certification:	
Accreditation Agency:	Certificate number:
BACKGROUND	
Have you ever been convicted of a misdemeanor? Yes or No	
If yes, explain:	
If yes, how many?	
If yes, what state was it in:	
Have you ever been convicted of a felony? Yes or No	
If yes, explain:	
If yes, how many?	
If yes, what state was it in:	

**MILITARY SERVICE**

Branch:	From:	To:
Rank at Discharge:	Type of Discharge:	
If other than honorable, explain:		

**EMERGENCY CONTACT**

Name of person to contact:		
Address:	Phone:	
City:	State:	Zip Code:
Relationship:		

**FIRE DEPARTMENT HISTORY**

**\*\*If you have ever been with another fire department or rescue squad, please provide the following information\*\***

Name of Department:		
Address:	Phone:	
Positions Held:		
Reason for Leaving:		
Were you terminated:	Yes or No	Did you resign: Yes or No
Have you ever been counseled, disciplined, terminated or asked to resign as a result of reported workplace harassment, fighting/assault, violation of safety rules, or other inappropriate conditions: Yes or No		
If yes, please explain:		

**IMPORTANT INFORMATION**

This department is an equal opportunity department. As such, we provide all opportunities without regards to race, color, religion, national origin, age, disability, veteran status, military service, or other characteristics protected by law.

I certify that the information provided on this application form along with all other information I have provided to the department, is accurate and complete. I understand that any misrepresentations or omissions will be cause for not being considered for employment or for terminating my employment once accepted.

I understand that The Department will undertake, and I authorize the department to undertake, any investigation it deems necessary in considering me for membership. I expressly authorize any present or former employer; school, college, or university; utility company; credit or finance bureau; personal reference; chief law enforcement officer; any member of any local, state, or federal law enforcement agency; or any other person to give the department any information (written or oral) or records concerning me or my qualifications, employment (including but not limited to the reasons for my termination), credit, reputation, mode of living, education, or criminal record. I unconditionally release the department and its representatives and agents and all persons from whom they request information from any and all liability relating to such request for information or any information provided.

I understand that this application will be for employment only and only during the period the department is seeking to fill the current opening(s), and that employment may be conditioned upon a medical examination and/or drug testing and/or criminal history check.

I understand that, if accepted, my employment will be strictly at-will. That means that my employment can be terminated by The Department or I may terminate the employment at any time, for any or no reason, with or without notice or intermediate steps. I further understand that no verbal statements or statements in any department policy or procedure manual, handbook, or other document shall be construed to have altered the at-will nature of my employment.

The administration of this fire department wants you to understand that providing fire protection and being a firefighter is a very dangerous job. The fire/rescue service loses approximately 100 fire/rescue members per year protecting the citizens of the United State.

Print name:

Date:

Signature:

**Additional Information**

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# Sherrills Ford~Terrell Fire & Rescue

PRIDE \* HONOR \* INTEGRITY

*The mission of Sherrills Ford – Terrell Fire & Rescue, Inc. is to preserve life and property through public education and prompt, effective emergency response.*

## Is Accepting Applications for

### Full-Time Career Firefighters: Salary Range (\$30,951.54 - \$32,629.44)

#### Firefighter Minimum Requirements:

- High School Diploma or G.E.D. equivalent;
- Pass Firefighter Agility Test;
- Satisfactorily complete a NFPA 1582 medical exam;
- NC Class B Driver's License or ability and expectation to obtain within 60 days of employment;
- NC FF II; NC EMT; ICS 100, 200, 700 and 800.
- All Other Requirements as Outlined in Job Description and Employee Handbook

\*\*Ability and expectation to meet Engineer qualifications within 18 months of employment.

\*\*Promotion to Engineer includes a salary increase to \$35,550.84.

#### Engineer Requirements:

- High School Diploma or G.E.D. equivalent;
- Pass Firefighter Agility Test;
- Satisfactorily complete a NFPA 1582 medical exam;
- NC Class B Driver's License or ability and expectation to obtain within 60 days of employment;
- NC FF II; NC EMT; ICS 100, 200, 700, and 800; Driver/Operator- Aerials & Pumps with preferred certifications in Technical Rescuer, TR-Ropes, TR-Vehicle
- All Other Requirements and promotional process as Outlined in Job Description and Employee Handbook

#### Benefits:

- Paid Employee Health Insurance Coverage (Optional spouse, children and family coverage), optional Flexible Spending Account (FSA);
- Paid Employee Dental and Vision Insurance;
- \$100,000 Accident/Sickness; \$50,000 Life Insurance;
- Paid Vacation and Sick Leave;
- Paid NC Firefighter's Pension Fund;
- Tuition Assistance
- 401k Retirement Plan - 3% employer contribution after one year with up to an additional Employee/Employer 3% match.

# Sherrills Ford~Terrell Fire & Rescue

PRIDE \* HONOR \* INTEGRITY

**Applications Due By:** April 27, 2018

Applications must be completed and submitted on the department's Website: [www.sftfr.net](http://www.sftfr.net)

***Applications handwritten or emailed will not be accepted.***



# Sherrills Ford-Terrell Fire & Rescue

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## Firefighter Agility Test

Applicants will be given the opportunity to participate in one (1) of the practice sessions for the agility test during the dates listed below. Should an applicant satisfactorily pass the agility test during a practice session, the applicant will not be required to retest, and that attempt will satisfy the agility test requirement. If an applicant does not pass during the practice session, or chooses not to participate in a practice session, the applicant will be scheduled for one of the agility test dates. The Agility test requirements may be found at [www.sftfr.net](http://www.sftfr.net)

### Agility Test (Practice) Sessions

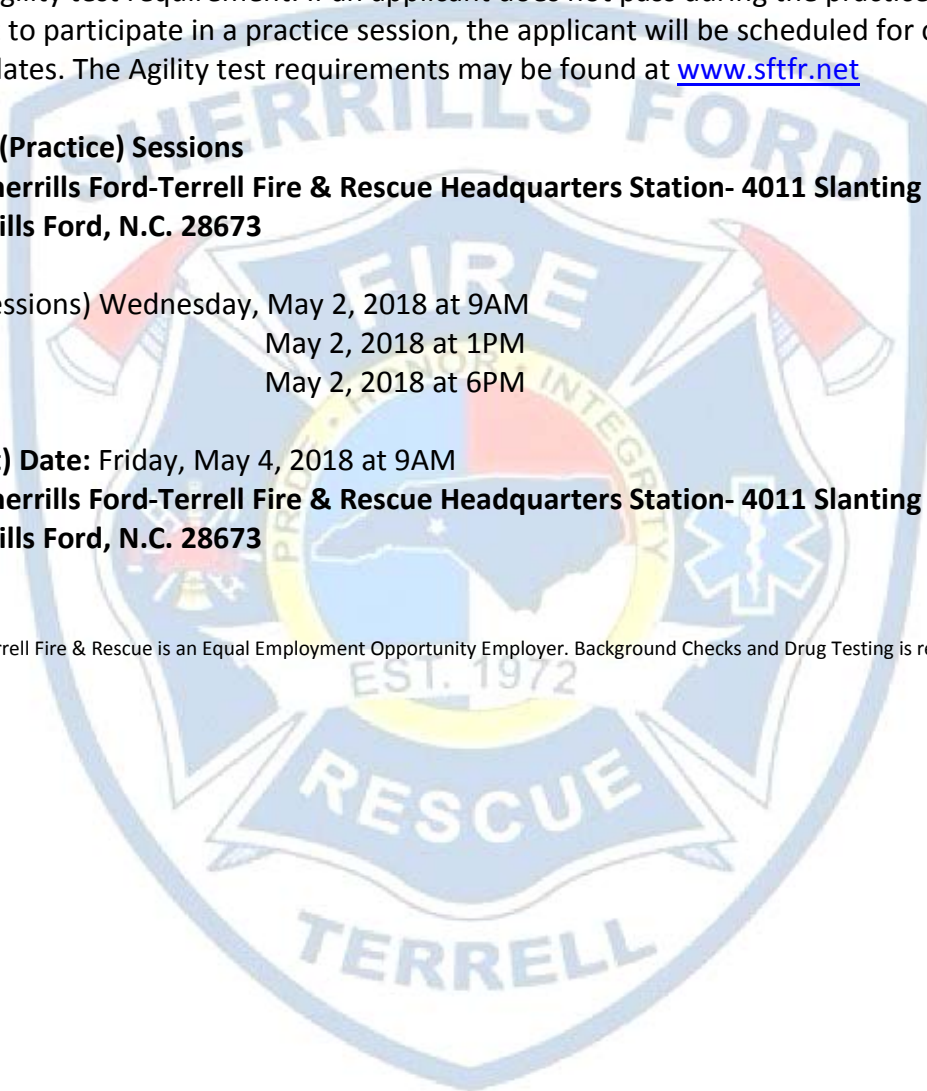
**Location: Sherrills Ford-Terrell Fire & Rescue Headquarters Station- 4011 Slanting Bridge Road, Sherrills Ford, N.C. 28673**

(Practice Sessions) Wednesday, May 2, 2018 at 9AM  
May 2, 2018 at 1PM  
May 2, 2018 at 6PM

**Agility (Test) Date:** Friday, May 4, 2018 at 9AM

**Location: Sherrills Ford-Terrell Fire & Rescue Headquarters Station- 4011 Slanting Bridge Road, Sherrills Ford, N.C. 28673**

Sherrills Ford -Terrell Fire & Rescue is an Equal Employment Opportunity Employer. Background Checks and Drug Testing is required for employment.





## **Sherrills Ford Terrell Fire Rescue Job Description**

**Job Title:** Firefighter

**Reports To:** Captain and/or Lieutenant

**FLSA Status:** Non-Exempt

**Summary:** Performs difficult protective services in fire suppression, rescue and medical response and operates equipment by performing the following duties.

This position is entitled to a rate of one and one half times the base hourly rate for hours worked over 40 each week.

\*\*Ability and expectation to meet Engineer qualifications within 18 months of employment.

This position's work schedule is on a 24/48 shift rotation schedule basis and begins at 7:00 a.m. thru 7:00 a.m. (24 Hours).

**Duties and Responsibilities** include the following. Other duties may be assigned.

1. Performs firefighting duties that include, but are not limited to search and rescue, fire attack, selecting and stretching hoselines, ventilation, salvage and overhaul, forcible entry, and other related tasks associated with the position.
2. Operates nozzles, thermal imaging cameras, radio communication equipment, saws, lighting equipment, ventilation fans, Self-Contained Breathing Apparatus (SCBA), ground ladders, rescue tools and extrication equipment, SCBA filling equipment, and other related equipment associated with the position.
3. Participates, completes and successfully passes in all annual job performance requirements and endurance activities as prescribed by the department, i.e. annual physicals, health and wellness, SCBA proficiency, annual endurance proficiency skills, etc.
4. Maintains certifications as required for the position.
5. Drives and operates apparatus as needed.
6. Performs clean up and overhaul work.
7. Assumes responsibility for cleaning stations and grounds.
8. Inspects, cleans, and maintains fire hose, pump, hydrants, and related equipment.
9. Provides emergency medical services.
10. Prepares and submits required reports.
11. Conducts stations tours for the public, school, community demonstration and

programs as needed.

12. Assists in conducting preplanning studies.
13. Works on special areas or projects as necessary.
14. Participates in continuing training and instruction programs through individual study of technical material and attendance at scheduled drills and classes sanctioned by the department.
15. Participates in special projects as assigned.
16. Performs other firefighting and related emergency tasks consistent with appropriate NFPA standards for position.
17. Performs other related duties as assigned.

**Qualifications:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Language Ability:**

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.

**Math Ability:**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

**Reasoning Ability:**

Ability to apply common sense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems involving a few concrete variables in standardized situations.

**Education/Experience:**

High school diploma or general education degree (GED); and one to two years related experience and/or training; or equivalent combination of education and experience.

**Certificates and Licenses:**

- Valid North Carolina class B driver's license, or ability to obtain within 60 days
- NC EMT
- NC FFII
- ICS 100, 200, 700, and 800 certification
- North Carolina State Driver/Operator certification (Pumps & Aerials) within 18 months of employment

- Technical Rescuer, TR-Ropes, TR-Vehicle, TIMS, and Boater Safety within 18 months of employment.

**Equipment:**

- Fire, rescue and medical equipment

**Knowledge, Skills and Other Abilities:**

- Ability to work irregular hours
- Knowledge of firefighting rescue techniques and procedures as applied to fire suppression
- Knowledge on fire prevention and pre-planning strategies and techniques
- Knowledge of emergency medical techniques and procedures
- Knowledge of technical firefighting principles and techniques
- Knowledge of hydraulics as applied to fire suppression
- Knowledge of the street systems, major buildings, and physical layout of the district
- Knowledge of hazardous materials and vehicle wreck extrication principles and techniques
- Ability to understand and follow oral and written instructions
- Ability to establish and maintain effective working relationships with fellow employees and the general public
- Mechanical aptitude
- Physical endurance and agility skills
- Ability to annually pass physical agility test

**Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands, reach with hands and arms, and talk or hear. The employee is frequently required to stand, walk, sit, climb or balance, stoop, kneel, crouch or crawl, and taste or smell. The employee must frequently lift and/or move up to 100 pounds.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to wet or humid conditions (non-weather), confined spaces, work near moving mechanical parts, work in high, precarious places, fumes or airborne particles, outdoor weather conditions, extreme heat (non-weather), vibration, and mental and emotional demands. The employee is frequently exposed to toxic or caustic chemicals, risk of electrical shock, work with explosives, and risk of radiation.

The noise level in the work environment is usually loud.



## *Sherrills Ford – Terrell Fire & Rescue, Inc.*

*4011 Slanting Bridge Road*

*Sherrills Ford, NC 28673*

### **LIABILITY WAIVER FOR PARTICIPATING PHYSICAL AGILITY TEST**

#### **Acknowledgement and Release of Liability**

I request authorization to participate in Physical Agility Test through the fire department. I acknowledge that my participation is expressly conditioned on my agreement to each of the terms in this document. I acknowledge and agree as follows:

1. Physical Agility Testing may cause injury. I understand that there is an inherent risk of injury when choosing to participate in any Physical Agility Testing. My participation is a voluntary in all respects and I assume all risks of injury and illness that may result from participation in the Sherrills Ford-Terrell Fire & Rescue, Inc. Physical Agility Test.
2. As the participant, I recognize and acknowledge that there are risks of physical injury and I agree to assume the full risk of any injuries (including death), damages, or loss which I may sustain as a result of participating in any and all activities arising out of, connected with, or in any way associated with the Physical Agility Testing Process. I acknowledge that my participation in these activities is voluntary and at any time I may stop or quit participating in the process.
3. I hereby fully release and discharge that Sherrills Ford – Terrell Fire & Rescue, Inc. and their agents, employees and the sponsors (collectively, the “Released Parties”) from any and all liability, claims, and causes of action from injuries or illness (including death), damages or loss which I may have or which may accrue to me based on my participation in Physical Agility Testing Process. This is a complete and irrevocable release and waiver of liability. Specifically, and without limitation, I hereby release the Released Parties from any liability, claim, or cause of action arising out of the Released Parties’ negligence. I covenant not to sue the Released Parties for any alleged liabilities, claims, or causes of action released hereunder.
4. I further agree to indemnify and hold harmless and defend the Released Parties from any and all claims resulting from injuries or illness (including death), damages, or loss, including, but not limited to attorneys’ fees, sustained by me arising out of, connected with, or in any way associated with my participation in fire department Physical Agility Test Process.
5. In the event of any emergency, I authorize the Released Parties to secure from any licensed hospital, physician, and/or medical personnel any treatment deemed necessary for my immediate care and agree that I will be responsible for payment of any and all medical services rendered.
6. I understand that it is my responsibility to consult a physician before I undertake any Physical Agility Testing. I certify that I am in good health and sufficient physical condition to properly participate in the Physical Agility Testing Process through Sherrills Ford – Terrell Fire & Rescue, Inc.; that I am knowledgeable about the proper use of any and all equipment that I will be using during the testing process and the rules of safety of the Physical Agility Testing Process.

I have read and fully understand this Acknowledgement and Release of Liability set forth above, including the permission to secure medical treatment and the release of all claims, including claims for the negligence of the Release Parties. I am 18 years old or older. I understand that my signed waiver will be retained by the fire department. This document is binding upon me and my heirs, children, wards, personal representatives and anyone entitled to act on my behalf.

Signed: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

Witness Signed: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_



## **Pre-Employment Entrance Agility Test**

The purpose of the Pre-Employment Entrance Agility Test is to establish minimum entrance agility standards for candidates seeking employment with Sherrills Ford-Terrell Fire & Rescue Inc. (SFTFR). The standards listed in this policy will evaluate the candidate's physical abilities to perform the job tasks, duties, and functions of the position.

It will be mandatory for candidates seeking employment with Sherrills Ford – Terrell Fire & Rescue for a position assigned to Fire Suppression to complete Pre-Employment Entrance Testing to a satisfactory level prior to employment with Sherrills Ford – Terrell Fire & Rescue.

### **Test Description**

The test will be used to assess a candidate's preparedness for the physical stress encountered by firefighting personnel on an emergency scene. This test is designed to test a candidate's aerobic capacity, upper and lower muscular strength and endurance, grip strength and endurance, and anaerobic endurance.

The candidate will be required to wear standard duty type clothing consisting of a minimum of t-shirt, full length long pants that consist of a work type or duty type material, work type or duty type closed toe shoes (NO Tennis Shoes Allowed), a 40lb weighted vest (supplied by SFTFR), helmet (supplied by SFTFR), extrication type glove (supplied by SFTFR) and a ladder safety belt (supplied by SFTFR). Candidates have 7:00 minutes to complete the test in its entirety. If the candidate does not complete the test within the 7:00 minute time period, this will constitute an automatic disqualification. The preceptor is the designated evaluator can stop the test at any time he or she feels that the candidate is in any medical or physical danger.

### **Medical Monitoring**

Prior to a candidate starting the Pre-Employment Entrance Testing, the candidate shall complete medical monitoring by a Paramedic or EMT and recorded. Should a candidate's health condition be considered unsatisfactory, or signify potential concerns for their well-being during medical monitoring;

the candidate will not be permitted to participate in the Pre-Employment Entrance Testing. NCOEMS protocols for Scene Rehabilitation will be used during medical monitoring.

Once a candidate has completed the test, they are responsible for returning any equipment or items assigned to them by SFTFR for participating in the test. Additionally, ALL candidates MUST receive medical clearance by a Paramedic, if present, or the highest medically trained personnel available before leaving the testing area.

#### EVENT 1 – Aerial Climb

The candidate will climb the aerial ladder (Facing Forward) at an angle of 45 degrees at an extension of 75 ft to the end of the extended fly section and lock off using supplied ladder safety belt in the red paint area of the ladder and lean back, putting both hands over your head indicating to the preceptor that they have successfully completed the climb. The preceptor will then give the command to climb back down the ladder (Facing Forward). Once the candidate steps back onto the ground, the event will be considered complete. During the event, if the candidate relays to the preceptor that they cannot complete the event, the event will be considered disqualified and the candidate will be asked to descend the ladder. If the candidate is affixed to the ladder at any point and cannot descend him or herself, a preceptor will be sent to assist the candidate in his/her descent.

The candidate will then walk 75 feet on a designated path to the next event.

#### EVENT 2 – HOSE DRAG

The candidate will grasp and advance the nozzle end of a charged 1¾-inch section of hose 100 feet to a pre-designated line. Once the nozzle and the candidate are across the line, the event will be concluded. This is the only event during the test where the candidate will be allowed to run. During the event, if the candidate drops the nozzle to the ground or does not cross the finish line, the event will be considered disqualified and the candidate will be asked to leave the testing area.

The candidate will then walk 75 feet on a designated path to the next event.

#### EVENTS 3 – EQUIPMENT CARRY

Two tools will be placed on the ground at the starting position for the event. The candidate will grasp both the tools, one in each hand and carry the tools a distance of 50 feet, around a cone, and back to the starting position. The candidate will be allowed to stop and reposition the tools only once. If the candidate stops twice, drops either of the tools, or does not cross the finish line, the event will be considered disqualified and the candidate will be asked to leave the testing area.

The candidate will then walk 75 feet on a designated path to the next event.

#### EVENT 4 – FORCIBLE ENTRY

The candidate will grasp the striking device and strike the measuring device to a pre-determined position considered to be suitable for completion. The candidate must maintain control of the striking

device throughout the event. If the striking device is thrown or leaves both hands of the candidate for any period of time, the candidate will be disqualified will be asked to leave the testing area.

The candidate will then walk 75 feet on a designated path to the next event.

#### EVENT 5 – DUMMY DRAG

The candidate will grasp a mannequin secured in a stokes basket, not in excess of 200 pounds, and advance the mannequin/stokes basket 35 feet, around a cone, and back to the starting position. Once the entire mannequin/stokes basket has crossed the finish line, the event will be considered complete. The candidate must drag the mannequin/stokes basket walking backwards at all times. The candidate will not be permitted to drag the mannequin/stokes basket walking forward. If a candidate loses grip, drops the mannequin/stokes basket, or needs to readjust their grip during the event they will be permitted to. The candidate will not be permitted to attach any type of webbing, rope, and drag assistance device or equipment to the mannequin/stokes basket at any time.

Test Complete- Candidates are required to return to Medical Rehab and Monitoring for medical clearance.

#### Process Completion

Once candidates have passed the Pre-Employment Entrance Agility Test and been medically cleared, completed the Written Job Knowledge and Skills Exam, returned any equipment assigned to them by SFTFR during this process, they are free to leave the testing site.

Once the process has been completed, SFTFR officials will review each candidate's:

- Application
- Pre-Employment Entrance Events Score
- Any other supporting documentation

Once this process is completed, candidates who have successfully passed and/or met the requirements associated with this process and the respective position for which they applied will be contacted by telephone and invited to participate in an interview/panel process for that particular position.

Once the interview/panel process has been completed for a particular position, the Fire Chief may choose to extend an offer of employment to the successful candidate (s) for employment to fill the position vacancies.

At the discretion of the Fire Chief, the remaining candidates who successfully completed the test and interview/panel process for the position they originally applied may be placed on a hiring list for future consideration for employment opportunities.