

BRADLEY COUNTY GOVERNMENT EMPLOYEE APPLICATION



We are an Equal Opportunity Employer. We comply with all applicable Federal, State, and local laws concerning discrimination in employment. No question in this application is intended to elicit information in violation of any such law nor will any information obtained in response to any question be used in violation of any such law.

| | | |
|-------------------------|---|--------------------------------------|
| POSITION(S) APPLIED FOR | | APPLICATION DATE |
| LAST NAME | FIRST NAME | MIDDLE INITIAL |
| ADDRESS | CITY | STATE ZIP |
| TELEPHONE | SOCIAL SECURITY NUMBER | DRIVERS LICENSE NO. (IF APPLICABLE)* |
| DATE AVAILABLE FOR WORK | EMPLOYMENT TYPE <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary <input type="checkbox"/> Seasonal <input type="checkbox"/> Co-op | |

Were you previously employed by this organization?
 Yes, Date(s) _____ Department/Position _____
 No

List any relatives or friends working for this organization:

| NAME | RELATIONSHIP |
|-------|--------------|
| _____ | _____ |

WORK EXPERIENCE - LIST PRESENT AND FORMER EMPLOYERS BEGINNING WITH MOST RECENT

| | | | |
|----------------------|----|---------------------------|--------------------|
| FROM | TO | COMPANY NAME AND ADDRESS | TELEPHONE |
| POSITION HELD | | DESCRIBE YOUR WORK | |
| SUPERVISOR AND TITLE | | LAST WAGES _____ per ____ | REASON FOR LEAVING |
| FROM | TO | COMPANY NAME AND ADDRESS | TELEPHONE |
| POSITION HELD | | DESCRIBE YOUR WORK | |
| SUPERVISOR AND TITLE | | LAST WAGES _____ per ____ | REASON FOR LEAVING |
| FROM | TO | COMPANY NAME AND ADDRESS | TELEPHONE |
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| FROM | TO | COMPANY NAME AND ADDRESS | TELEPHONE |
| POSITION HELD | | DESCRIBE YOUR WORK | |
| SUPERVISOR AND TITLE | | LAST WAGES _____ per ____ | REASON FOR LEAVING |

May we contact the above employers?
 Yes
 No
 If "No", indicate which one(s) you do not wish us to contact.

Have you served an apprenticeship?
 No
 Yes
 If Yes where? _____

TYPE OF TRADE _____ DATES _____



**DRUG FREE WORKPLACE
NOTICE TO APPLICANTS
AND EMPLOYEES**

SCREENING TESTS FOR ALCOHOL
AND ILLEGAL DRUG USE MAY BE
REQUIRED BEFORE HIRING AND
DURING YOUR EMPLOYMENT HERE.

SPECIAL SKILLS AND QUALIFICATIONS - MECHANICAL AND/OR TECHNICAL EXPERIENCE AND ABILITIES RELEVANT TO THE POSITION FOR WHICH YOU HAVE APPLIED.

SPECIALIZED SKILLS (CHECK SKILLS/EQUIPMENT OPERATED)

| | | | |
|--|--------------------------------------|--|--|
| <input type="checkbox"/> PC/MAC | <input type="checkbox"/> SPREADSHEET | PRODUCTION MOBILE MACHINERY (LIST) _____ _____ _____ | OTHER (LIST) _____ _____ _____ |
| <input type="checkbox"/> TERMINAL | <input type="checkbox"/> SHORTHAND | | |
| <input type="checkbox"/> TYPEWRITER | _____ WPM | | |
| <input type="checkbox"/> WORD PROCESSING | _____ WPM | | |

EDUCATION

| NAME | ADDRESS | YEARS COMPLETED | DID YOU GRADUATE | COURSE OF STUDY | |
|-------------|---------|-----------------|------------------|-----------------|--------|
| HIGH SCHOOL | | | | | |
| COLLEGE | | | | MAJOR | DEGREE |
| OTHER | | | | | |

REFERENCES

| NAME AND ADDRESS | TELEPHONE | YEARS KNOWN |
|------------------|-----------|-------------|
| | | |
| | | |
| | | |
| | | |

MISCELLANEOUS INFORMATION

Have you been convicted of a crime, excluding misdemeanors and summary offenses, which has not been annulled, expunged, or sealed by a court? (A conviction record will not necessarily be a bar to employment.) Yes No
If "Yes" please explain and describe in full detail:

Can you verify your legal rights to work in the U.S. by providing a birth certificate, proof of U.S. Citizenship, or by some other means? Yes No
If you are under 18, are you able to furnish a work permit? Yes No

Are you able to perform the job(s) for which you are applying? Yes No

APPLICANT'S CERTIFICATION - Please read carefully before signing.

I certify that the answers given by me to the foregoing questions and the statements made by me in this application are correct and complete. I understand that, if I become employed, a misrepresentation or omission of fact in this application may result in my discharge from employment. I authorize the Company, as part of its evaluation of my suitability for employment, to contact all school officials, references, and my previous supervisors to secure information concerning my skills, character and ability.
I further acknowledge and agree that no manager or representative of the Company has any authority to enter into any employment agreement. I understand and agree that if I am employed, I will be an at-will employee and the Company may terminate my employment at any time and for any or no reason without prior notice.

Do you agree? yes no

APPLICANT'S SIGNATURE _____ DATE _____

DO NOT WRITE BELOW - FOR COMPANY USE ONLY

INTERVIEWED NO YES DATE _____ TIME _____

EMPLOYED NO YES DATE EMPLOYED _____

REMARKS

JOB TITLE _____ DEPARTMENT _____

HOURLY RATE/SALARY _____ ACCOUNT/LINE # _____

Interviewed By _____ DATE _____

BY: _____
NAME AND TITLE DATE

**BRADLEY COUNTY GOVERNMENT
EMPLOYEE APPLICATION**



I, _____ am applying for a position with Bradley County Government. I understand that employment with certain departments, such as Juvenile Court, Juvenile Detention, Sheriff's Department, and EMS require a background check through the N.C.I.C., before I am considered for this position. I voluntarily give the following information and grant Bradley County Government to complete a background check. I further understand that this information shall become part of my personnel file and remain confidential.

Print full name (include maiden name)

Social Security #

Date of Birth

Signature

Date

**BRADLEY COUNTY FIREFIGHTER
APPLICANT PERSONAL HISTORY FORM**

Bradley County is an Equal Opportunity Employer and is committed to a moral, ethical and legal responsibility to insure equitable employment practices irregardless of an individual's race, color, religion, national origin, age, gender, disability or political affiliation. This application is a very important part of the examination process. Please answer all questions as completely as possible. An extensive background investigation will be conducted. The intentional omission or falsification of any material fact is just cause for disqualification of applicant on grounds of dishonesty. All job applications are a matter of public record, however, it is the policy of Bradley County to insure to the extent allowed by law that all personally identifiable information is held in strictest confidence, property safeguarded and the use of such information is limited to valid business, regulatory or legal requirements.

NAME AND ADDRESS:

1. List current complete name and address.

2. Date of Birth: _____ Place of Birth: (City, State) _____

3. Have you ever gone by a different name? Yes _____ No _____
(i.e. nickname, maiden name, name change)

If yes, give name and explain:

EDUCATION:

4. High School Graduate? Yes _____ No _____ GED _____ Year _____

5. Name of High School and location:

6. College Graduate? Yes _____ No _____ Year _____
Degree _____

7. Name of College: _____

If no degree, approximate number of credits: _____

8. Other technical training related to telecommunications:

MARITAL STATUS: Single _____ Married _____ Divorced _____ Separated _____ Widowed _____

RELATIVES:

9. Spouse's name _____

10. Spouse's occupation _____

11. Former spouse's name _____

12. Do you have any children? (list names, sex, age)

13. Brother(s) and sisters(s) names and addresses

14. Name and address of all individuals with whom you have lived during the last 15 years (include relatives other than parents)

EXPERIENCE:

15. What are your career goals?

16. How long do you expect to be with this department? _____

17. What other telecommunications or emergency services agencies do you have applications with? _____

18. Have you ever been employed with another fire department or emergency services agency? Yes _____ No _____
If yes, give names and dates _____

19. Are you still employed with another agency? Yes _____ No _____ If not, explain reason for leaving.

20. If you were employed by another agency, did you ever receive any disciplinary actions?

Yes _____ No _____ If yes, explain _____

21. Were you ever rejected by another agency? Yes _____ No _____ If yes, explain.

EMPLOYMENT:

22. List your present employer, correct mailing address and phone number. Include name of immediate supervisor and the exact date of employment.

23. List all previous employers in the last ten years. Include exact dates of employment, correct mailing address, zip code, phone number, and name of immediate supervisor.

24. Were you ever fired or dismissed from a job? Yes _____ No _____ If yes, explain.

25. Did you ever quit before you were about to be dismissed? Yes _____ No _____ If yes, explain.

26. Were you ever counseled or reprimanded by any supervisor for being late or absent? Yes ___ No ___ If yes, explain.

27. Were you ever counseled or reprimanded for misconduct or unsatisfactory job performance? Yes ___ No ___ If yes, explain.

INDEBTEDNESS:

28. Have any debts/bills ever been turned over to a collection agency? Yes ___ No ___ If yes, explain (when, where, etc.)

29. Have you ever had an item repossessed? Yes ___ No ___ If yes, explain

30. Have you ever filed or declared bankruptcy? Yes ___ No ___ If yes, explain

DRIVING RECORD:

31. Do you have a current valid driver's license? Yes ___ No ___ License number _____
Class _____ State _____

32. List all traffic accidents you have had as the operator of a vehicle. Include dates, if investigated by police, if citation was issued, reason for citation and disposition.

33. Had you been drinking before any of the accidents occurred? Yes ___ No ___ If yes, explain.

34. Have you ever been involved in a hit and run accident? Yes _____ No _____ If yes, explain.

35. Do you have any pending lawsuits because of an accident? Yes _____ No _____ If yes, explain when, where and which court.

36. Have you ever possessed a driver's license from another state? Yes _____ No _____ If yes, which state (s).
License number (s)

37. Has your license ever been suspended, revoked or cancelled in this state or any other state? Yes _____ No _____
If yes, explain.

38. Do you currently have auto insurance? Yes _____ No _____ What company is/was your insurance with?

39. Has your insurance ever been cancelled in this state or any other state? Yes _____ No _____ If yes, explain.

40. Were you ever denied auto insurance? Yes _____ No _____.

41. List all traffic tickets (except parking) you have received in this state or any other state. Include dates and location.

42. Do you have any parking tickets in this state or any other state that have not been paid? Yes _____ No _____ If yes, Explain.

ARREST/CRIMINAL BACKGROUND:

43. Have you ever committed or participated in, or conspired to commit any of the following serious crimes:

Murder _____ Larceny _____
Rape _____ Robbery _____
Manslaughter _____ Arson _____
Sex Crimes _____ Burglary _____

Other (explain): _____

44. Have you ever been convicted of any crime as a juvenile? Yes _____ No _____ If yes, explain (when, where, charge): _____

45. As a juvenile, did you ever have to report to a juvenile officer? Yes _____ No _____ If yes, explain: _____

46. Were you ever expelled or suspended from school? Yes _____ No _____ If yes, explain (when, where, charge): _____

47. Have you ever been arrested as an adult? Yes _____ No _____ If yes, explain (when, where, charge): _____

48. Do you have any criminal charges, as a juvenile or adult, that have been expunged or dismissed? Yes _____ No _____ If yes, explain (when, where, charge): _____

49. Have you ever been served a summons to appear in court? Yes _____ No _____ If yes, explain (when, where): _____

50. Have you ever been in jail, prison or any type of correctional facility because of a motor vehicle charge or criminal charge? Yes _____ No _____ If yes, explain (when, where, charge): _____

51. Have you ever appeared in court as an accused? Yes _____ No _____ If yes, explain (when, where, charge): _____

52. Did you ever steal anything valued at \$200.00 or more? Yes _____ No _____ If yes, explain (what, when, where): _____

53. Did you ever steal anything valued at under \$200.00? Yes _____ No _____ If yes, explain (what, when, where): _____

Include:

Shoplifting _____

Money _____

Merchandise _____

Office supplies _____

Government _____

From other person _____

From employer(s) _____

From residence _____

From parents/relatives _____

Receive stolen goods _____

54. Have you ever been placed on parole or probation? Yes _____ No _____

55. Do you presently owe any money on court fines? Yes _____ No _____

56. Have you ever caused the death of another person? Yes _____ No _____

57. Have you ever accompanied others while they engaged in any criminal act? Yes _____ No _____ If yes, explain:

58. Did you ever commit perjury? Yes _____ No _____ if yes, explain (when and where):

59. Have you ever deliberately damaged or destroyed the property of an employer? Yes _____ No _____ If yes, explain:

MILITARY:

60. List all military service. Include branch, exact entrance and discharge dates and type of discharge:

61. While in the military, did you receive any type of punishment(s)? Include fines, extended duty time, loss of leave, loss of rank, etc. Also type of hearing (when, where) Yes _____ No _____ If yes, give brief description of charges and punishment: _____

62. Were you honorably discharged from the military? Yes _____ No _____ If not, explain fully type of discharge:

63. Did you complete your entire enlistment period? Yes _____ No _____ If not, explain why:

64. Were you ever in a Reserve or National Guard Unit? Yes _____ No _____ If yes, give exact dates and location of unit: _____

65. Were you ever turned down by any military unit? Yes _____ No _____ If yes, explain why, when, where:

66. Did you ever steal anything from the military? Yes _____ No _____ If yes, explain what, when, where:

67. Were you discharged under a condition which prohibits your reenlistment? Yes _____ No _____

DRUGS:

68. Have you ever been arrested for any drug violation(s)? Yes _____ No _____ If yes, explain:

69. Have you ever violated the law by the use of the following drugs without a prescription? (Do not respond yes, if you lawfully used any of the following as prescribed for you by a physician).

| | |
|----------------------|---------------|
| Marijuana _____ | Explain _____ |
| L.S.D _____ | Explain _____ |
| Cocaine _____ | Explain _____ |
| Heroin _____ | Explain _____ |
| Amphetamines _____ | Explain _____ |
| Barbiturates _____ | Explain _____ |
| Any other drug _____ | Explain _____ |

70. Have you ever been convicted of possession or the use of any of the above listed drugs? Yes _____ No _____ If yes, explain:

71. Did you ever sell any type of illegal drug? Yes _____ No _____ If yes, explain:

72. Have you ever bought any type of illegal drug? Yes _____ No _____ If yes, explain:

How often: _____
Largest amount ever purchased: _____

73. Are you currently using any type of illegal drug? Yes _____ No _____ If yes, what type of drug: _____

74. Have you ever grown marijuana or mushrooms? Yes _____ No _____

75. Have you ever given away illegal or unauthorized prescription drugs? Yes _____ No _____

76. Do you drink alcoholic beverages? Yes _____ No _____

77. Have you ever been arrested because of drinking? Yes _____ No _____ If yes, explain:

78. Have you ever consumed alcoholic beverages on any job during working hours? Yes _____ No _____ If yes, explain: _____

79. List three (3) personal references (include complete names, addresses and phone numbers, including zip codes and area codes):

| | | |
|----------|----------|----------|
| 1. _____ | 2. _____ | 3. _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

I certify that all answers to the above questions are true and I understand that any misrepresentation of material facts in this questionnaire will be cause for disqualification as an applicant for the position of Fire fighter.

Signature: _____ Date: _____

THE FIRST SECTION BEFORE THIS PAGE
WITH THE APPLICATION, PHYSICAL
AGILITY SCORING SHEET & APPLICANT
PERSONAL HISTORY QUESTIONS IS TO
BE TURNED IN TO THE
HUMAN RESOURCE DEPARTMENT.
THE SECTION AFTER THIS PAGE IS FOR
YOU TO KEEP.

Entry Level Qualifications for Firefighter

1.06 ENTRY LEVEL QUALIFICATIONS:

A. Age

A minimum age of 18 years.

B. Education

Graduation from an accredited high school or successful completion of a General Education Development Test (GED).

C. Health

Good physical health. Must be able to perform the essential functions of the job. In order for the candidate to be eligible for an appointment, a doctor's report must conclude that the applicant has the physical ability to perform the duties of a firefighter.

D. Citizenship

U.S. Citizen or legal resident.

E. Driving

Must possess a valid Driver's License.

F. Conduct

The applicant must not use any prescribed or un-prescribed drug that would impair their judgment or physical skills while operating any Fire Department equipment or vehicle.

G. Standards

The applicant shall be willing to obey all laws, rules and regulations, and follow recommended operational guidelines. The applicant must be willing to obey the reasonable orders of all individuals above them in the chain of command. The applicant must be willing to meet the minimum training or work sessions and incident attendance policies as set by the department.

H. Probation

All new applicants shall serve an introductory period of not less than 120 days. This introductory period may be extended by an additional 120 days upon recommendation of the District Commander and approval of the Chief.

1.09 JOB DESCRIPTION:

A. Essential Functions of the job

1. Responds to fire alarms, "operates emergency equipment", connects hose, holds nozzle and directs water streams.
2. Forces entry of premises for firefighting, rescue and salvage operations, uses chemical fire extinguishers, bars, hooks, lines and other equipment.
3. Removes persons from danger, administers first-aid to injured persons.
4. Provides highest level of emergency medical care for which the firefighter has proper training.
5. Positions and climbs ladders to gain access to upper levels of buildings.
6. Performs salvage operations such as throwing covers, sweeping water and removing debris.
7. Carries charged hose line into structure for fire extinguishment.
8. Physically able to wear complete set of protective clothing and self-contained breathing apparatus.

B. Required knowledge and abilities

1. Knowledge of fire prevention and State, County and City regulations as applied to firefighting and prevention.
2. Knowledge of geographic area of the fire district "and surrounding districts."
3. Knowledge of general first aid and CPR.
4. Knowledge of firefighting equipment and its intended uses.

5. Ability to react quickly and calmly in an emergency situation and to determine the proper course of action.
6. Ability to learn to operate a variety of the firefighting equipment.
7. Ability to wear self-contained breathing apparatus in confined spaces.
8. Ability to work under extreme weather conditions and dangerous heights.
9. Ability to understand and follow oral and written instruction.
10. Ability to establish and maintain an effective working relationship with the public and other members.
11. Ability to wear heavy protective clothing for extended periods of time.
12. Ability to climb ladders.
13. Ability to operate power equipment.
14. Ability to physically and mentally climb to different heights and function in close quarters.

BRADLEY COUNTY FIRE - RESCUE

SELECTION PROCESS



***THROUGH THESE DOORS PASS THE
BEST FIREFIGHTERS IN THE WORLD.***

REVISED 2024
Jeff Stewart Fire Chief

SELECTION PROCESS

BRADLEY COUNTY FIRE-RESCUE

The Bradley County Fire-Rescue makes every effort to conform to all applicable State and Federal hiring guidelines. The department is interested in recruiting, selecting, and employing the most qualified applicants to serve in the areas of Fire Prevention and Suppression. Individuals applying for the position at the Bradley County Fire-Rescue will have to complete the following guidelines. The selection process will apply to all individuals who are seeking a firefighting position at the Bradley County Fire-Rescue, including present county employees who desire to transfer from their present job, into the Fire Department.

At the discretion of the Fire Chief, entry level examinations and physical agility tests may be given at the time of openings to fill current vacancies and planned openings. The cost associated with the selection process and the limited number of vacancies that are created at the fire department necessitates this practice. The County Personnel Office will make formal announcements through various media sources as to when applications will be accepted.

Applicants applying for a position at the Bradley County Fire-Rescue shall be at least eighteen (18) years of age and meet the qualifications in NFPA 1001 Firefighter Profession Qualifications and NFPA 1582 Medical Requirements for Firefighters. Qualified applicants shall have a high school diploma or state recognized equivalent. Successful candidates not already certified at the Level of Firefighter II through the TN State Commission will be required to pass the State Certification exam for Firefighter I within twelve (12) months of employment and the State Certification exam of Firefighter II within twenty-four (24) months of employment. All new employees will also be required to attain a TN Medical license at the level of Emergency Medical Responder or greater within the first twelve (12) months of employment. Employees of Bradley County Fire-Rescue are required to have a valid Drivers License. Each successful candidate will be required to participate in the Health and Wellness program as well as successfully pass the physical agility exam to be considered for employment.

Following the formal announcement by the personnel office that applications are being accepted, the applicant may pick up an application at any pre-designated

locations described in the job posting. The application package will contain a basic county employment application, a “Personal history form”, and the selection process documents which will provide the applicant with additional information for the hiring process. Once the applicant has completed the necessary forms, they should return the forms to the personnel office or designated location for further instructions concerning the date, times, and location for the written examination. During this visit, the applicant will also receive instructions concerning the necessity for a physical exam prior to participating in the physical agility test.

WRITTEN EXAMINATION

The written examination is a validated exam developed by a professional test development agency. It is administered by the members of the personnel office and the Bradley County Fire-Rescue. No prior training or experience in the field of Firefighting is assumed of the candidates taking these tests.

These tests are supported by criterion-related evidence and psychometric analysis. A nationwide analysis of the job of an entry-level firefighter resulted in development of examinations designed to assess abilities related to the following content areas: Observational judgment, Spatial Scanning, Associations Memory, Mathematical Computations, Spatial Orientation, Reading Comprehension, Memory for Ideas, and Mechanical Aptitude.

All applicants completing the written examination will be notified by the personnel office concerning the results of their score. These notifications will be a PASS or FAIL basis. Applicants that are notified of FAILING score will be eligible to reapply and retest at the next application period.

PHYSICAL AGILITY

Applicants who pass the written examination and choose to continue with the selection process will be notified of the date and time of the second phase of the process, which is the physical agility test. All applicants must have a physician's statement(physical) confirming their capabilities and competence to perform this testing. Applicants who do not have a Physicians note on the day of the exam will not be allowed to continue the process. Applicants should wear suitable attire for physical fitness activity and weather conditions and be prepared to spend a fair amount of time at the testing site. This portion of the selection process has been designed around job specific events commonly associated with the duties of a firefighter. Applicants that do not pass the agility test are eliminated from the selection process and are not eligible to retest until the hiring process is restarted in the future. Applicants who do not pass will have to start the process from the beginning.

The entire agility test will be performed by the applicant while wearing a fire helmet, turnout(fire) coat, Self-Contained Breathing apparatus (SCBA), Gloves, and other safety equipment needed for this event. These items will be provided by the Bradley County Fire-Rescue, any personal or equipment issued to the applicant from another department will not be allowed to be used.

The agility test will be given in three (3) segments, which will run continuously. The first segment will be the timed Ladder Climb. The second event will be timed and will consist of five (5) stations. The third segment will be the Confined Space Boxes/SCBA, which is a PASS/FAIL event. At any given time, due to time constraints or scheduling issues these segments can be given at any particular order.

SEGMENT ONE

TIMED LADDER CLIMB

The candidate given the appropriate PPE including a safety harness for climbing, shall ascend a ladder set at a 70-degree angle, 85 feet in length, and make contact with the top rung of the ladder. The candidate will have five (5)

minutes to reach the top rung of the ladder and back down to the starting point. At anytime the candidate stops, refuses to proceed, or does not complete the climb in its' entirety within the allotted time limit shall be disqualified and considered a FAIL. The candidate shall be allowed one (1) warning if he/she stops climbing for an extended amount of time, further warnings of advancement may disqualify the candidate from further testing. Upon successful completion of the ladder climb the candidate shall proceed to the 2nd segment of the testing process which will be clearly marked for travel.

SEGMENT TWO

TIMED STATIONS

TIMED EVENTS:

1. STAIR CLIMB
2. HOSE HOIST
3. FORCIBLE ENTRY
4. HOSE ADVANCE
5. VICTIM RESCUE

Wearing the same safety equipment (with the exception of the climbing harness), the candidate will challenge the timed events. This score will be based on a continued time for all five (5) events, the time keeper will brief you when timing shall begin and end. The candidate will have five (5) minutes to complete ALL events.

RULES:

- NO RUNNING during the events. Fast walking is permitted.
- All safety equipment must remain intact and in place on the candidate during testing.
- You must touch every rung and every step with your feet on the aerial and stair climb.
- When climbing the ladder (aerial device) you must grasp the rungs of the ladder.
- If you do not complete the event or do not complete the event within the allotted time, you fail the agility test.
- Failure to complete the agility test will result in elimination of the candidate from further testing.

STAIR CLIMB:

Applicant will begin at the start line and ascend/descend three flights of stairs whether it be continuous or repeated carrying one section of 2 ½ inch fire hose folded accordion style over the shoulder. The fire hose will be placed in a marked area at the top of the stairs. Applicants must touch every step when ascending and descending the stairs. The applicant will then proceed to the next event which will be the “Hose Hoist”

HOSE HOIST

From the previous point where the hose was dropped in a marked area, candidates will proceed to the area with hose or hoses present and pull a ½ inch rope to hoist a section or sections of 1 ½ fire hose (Approximately 42 pounds) up using a hand-over-hand motion. This evolution is completed when the fire hose or hoses clears the rail and is dropped within the marked section of the floor. Applicants will then pick up the hose pack from before and descend down the stairs placing the first hose pack in the original starting position, and proceed to the Forcible Entry Event.

FORCIBLE ENTRY

Using the nine (9) pound shot mallet or equivalent, and a Keiser Sled Force Machine, Candidate will drive a 158 pound I beam five (5) feet from the starting end to opposing side. The event will be complete once the beam crosses the other end at the five (5) foot mark. Upon completion of this event the applicant will proceed twenty-five (25) feet to the obstacle course and negotiate five (5) cones placed fifteen (15) feet to the hose advance event.

HOSE ADVANCE

The applicant must pick up and advance a 1 ¾ charged hose line or equivalent weight, Seventy (70) feet. (DO NOT DROP OR THROW THE HOSE). Upon completion of this event the applicant will proceed seventy (70) feet to the victim rescue.

VICTIM RESCUE

The applicant must drag, lift, or carry a rescue dummy (weighing 165lbs) backwards for a distance of fifty (50) feet to the designated finish line. The event

and this testing portion will be concluded when both the victim and the competitor cross the finish line. If the candidate did not complete the Timed event portion in five (5) minutes or less it will be considered a failure and the candidate will be disqualified from further testing. Those who were successful shall proceed to the next and final testing area.

CONFINED SPACED BOXES

The candidate wearing the same protective equipment, except for the Self-Contained Breathing Apparatus (SCBA) shall navigate their way through the confined space boxes from start to finish. At no time will the applicant be allowed to stop while in the boxes, they shall be given a verbal warning to continue. After 5 seconds they will be issued a second warning to continue the event. If the applicant does not resume the event after a 3rd and final warning, the candidate shall be removed and shall be disqualified from the event and considered a FAIL. This is not a timed event but must be completed once started. Once the candidate exits the confined space boxes the applicant will don (place on) a Self-contained Breathing apparatus with a mask and shall breathe air for no less than 60 seconds. After successfully completing this event the testing process will be concluded and the candidate can return to the staging area for proper rehabilitation and monitoring.

CRITICAL INFORMATION

Applicants tend to underestimate the arduous nature of the effects it can have on them physically. To help minimize negative effects; remember there is no substitute for training. Please adhere to the following guidelines:

1. Drink plenty of water 1 to 2 hours prior to the event.
2. Completely avoid the consumption of alcohol for at least 48 hours prior to the event.
3. Avoid the use of any over the counter medication for 48 hours. In particular, you should avoid all aspirin-containing products as well as the non-steroidal anti-inflammatory agents like Advil, Motrin, and Midol, to name a few. In addition, you should avoid products containing acetaminophen, decongestants, cold pills, and diuretics.
4. Amphetamines, ephedrine, and related substances, as well as illegal drugs should be COMPLETELY avoided. As a passing drug screening is required for employment as well.

5. Reduce the use of Caffeine (coffee, energy drinks, etc..) at least 10 hours before the event.

AFTER THE EVENT

1. Drink plenty of water. Keep walking to aid in recovery. Your blood lactate will return to normal levels faster if you walk vigorously rather than sit down.
2. Completely avoid the consumption of alcohol for at least 48 hours. Alcohol will exacerbate dehydration.
3. Avoid the use of any of the above listed over the counter medications for 48 hours.
4. Avoid any strenuous exercise for 48 hours.

Although it is unlikely that any significant medical problems will develop, we ask you to watch for the following warning signs:

1. Nausea and vomiting that persists beyond the event.
2. Feeling lightheaded, dizzy, confused, disoriented, or having poor coordination after the event.
3. Trouble breathing or low back pain after leaving the test site.
4. A change in color of the urine to an unnaturally dark color (sometimes dark)
5. Severe muscle tenderness that persists longer than 24 hours
6. Weakness that persists longer than 24 hours.

If you develop any of the symptoms, please see a physician immediately. You should tell the physician that you participated in this event.

ASSESSMENT SYSTEM

Firefighter assessment points are based on training, knowledge, skills, previous participation, and experience.

SCREENING BOARD

The next step in the selection process requires the applicant to appear before a screening board comprised of the Command Staff of Bradley County Fire-Rescue. At the conclusion of the physical agility testing event each candidate will be assigned an interview date and time to appear before the screening board. Applicants are asked a series of questions that are designed to observe the candidates' overall skills, poise, confidence, ability to make proper ethical decisions, and how they may react in an emergency situation. Additionally, the board has an opportunity to observe the total communication skills of the candidates as well as their dress and grooming habits. The board is not designed to be a stress test. Simply having to appear before the board provides the candidate with enough apprehension for board members to observe the candidate under light stress conditions. Since the firefighter is engaged in fire prevention and communication with the public, the board members have a chance to observe the interpersonal skills of each applicant to determine if they possess the skills necessary to perform in the different areas of fire prevention. The candidates are rated by each board member. The candidates are strongly urged to dress and groom appropriate for the position they seek.

APPOINTMENT

There are many factors that will be considered in selecting candidates for conditional employment. These include: work history, special education or experience, unique skills, fire certifications, etc.... These factors will be considered by the Fire Chief during the final stages of selection.

NOTE:

The Fire Chief and the County Mayor will have the final authority in the selection of candidates and may eliminate candidates based on factors not otherwise included in the evaluation process such as criminal history, poor or unstable work history, or other relevant factors.

The successful applicant will then be offered “Conditional Employment” as a Recruit Firefighter. At this stage of the process the candidate will be sent for a complete medical examination including a drug screen. If the Fire Chief is satisfied with the candidate or candidates, they will be hired and placed in an introductory status. Introductory status will be the total duration of the Fire Academy at which time the employee’s job performance standards will be evaluated. With the approval of the Fire Chief the introductory status may be extended as need on basis of training, safety, or any other relevant factors.

The Bradley County Fire and Rescue and Bradley County are equal opportunity employers and do not discriminate on the basis of race, age, sex, religion, national origin, or disability.