

Last Name _____ First Name _____ Date _____

TOWN OF HAYWARD FIRE DEPARTMENT

(Organized November 16, 1964)

15460 W HWY 77E
HAYWARD, WI. 54843

E-Mail: thfd@cheqnet.net

Phone: 715-634-5410
FAX: 715-634-4607

FIREFIGHTER APPLICATION FOR EMPLOYMENT

Our policy is to provide equal employment opportunity to all qualified persons without regard to race, creed, color, religious belief, sex, age, national origin, ancestry, physical or mental disability, or veteran status. Please thoroughly read through the application packet and in a complete and concise manner, answer all questions. Incomplete or illegible applications may disqualify the applicant.

Date _____ Social Security # _____

Last name _____ First name _____ Middle initial _____

Street Address _____

City _____ State _____ ZIP _____

Home Phone _____ Work Phone _____

Cell Phone _____ Email _____

How did you hear of this position? _____

When can you start? _____

Date and Place of Birth _____

Who can we contact in case of an emergency? _____

Phone Number and Address _____

Are you a U.S. citizen? Yes No If not a U.S. citizen, are you
authorized to work in the U.S. on an unrestricted basis? Yes No

Have you ever been convicted of a felony? (This will not necessarily affect your application.)
 Yes No If you answered yes, please provide the nature of the offense, the date on
which it occurred, and the jurisdiction in which it occurred. _____

Are you aware of any physical or mental condition that you have that may affect your ability to
fully perform the functions, requirements, training and expectations set forth in this application
form and its attachments? Yes No. If yes, provide the details of such condition.

Last Name _____ First Name _____ Date _____

Education

School Name and Location	Year	Major	Degree
High School _____	_____	_____	_____
College _____	_____	_____	_____
College _____	_____	_____	_____
Post-College _____	_____	_____	_____
Other Training _____	_____	_____	_____

Describe any previous fire or emergency medical training:

List any current Fire or EMS Certifications:

In addition to your work history, are there other skills, qualifications, or experience that we should consider?

Do you have a valid vehicle driver's license equivalent to a Wisconsin Class "D" Driver's License? Yes No

Driver's License # _____ State Issued _____

Do you have a valid Commercial Driver's License? If yes; which classes and what endorsements do you have?

Last Name _____ First Name _____ Date _____

Employment History (Start with most recent employer)

Company Name _____

Address _____ Telephone _____

Date Started _____ Date Ended _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Achievements or Promotions _____

Reason for leaving _____

Company Name _____

Address _____ Telephone _____

Date Started _____ Date Ended _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Achievements or Promotions _____

Reason for leaving _____

Company Name _____

Address _____ Telephone _____

Date Started _____ Date Ended _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Achievements or Promotions _____

Reason for leaving _____

Last Name _____ First Name _____ Date _____

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if I am employed, false statements on this application shall be considered sufficient cause for dismissal. This company is hereby authorized to make any investigations of my prior educational and employment history.

I understand that employment at this company is “at will,” which means that either I or this company can terminate the employment relationship at any time, with or without prior notice, and for any reason not prohibited by statute. All employment is continued on that basis.

Signature _____ Date _____

Firefighter Functions

Firefighters will be expected to:

- Fight, control, and extinguish fires using all available technology and equipment in accordance with accepted methods.
- Prevent fires through education, inspection, and any other practical, available means.
- Rescue life, prevent injury, and salvage property under crisis and threatening situations.
- Limit or prevent the escape of hazardous materials into the environment.
- Operate, repair, and maintain equipment, systems, buildings, grounds, and other items and equipment used by the Fire Department.

Last Name _____ First Name _____ Date _____

Minimum Qualifications and Requirements

At time of hire, all applicants must:

- Have or are obtaining a High School Diploma, GED, or equivalent.
- Reside within a 10 mile radius of the fire station.
- Have a reliable means of transportation.
- Have a valid driver's license.
- Be willing to submit to drug testing.
- Not smoke tobacco products.
- Be willing to submit to medical assessments.
- Be 18 years of age.
- Be willing to submit to a background check.
- Be willing to meet the minimum standards for membership:
 - o Complete 20 hours of approved fire training annually.
 - o Attend 9 of 12 business meetings annually.
 - o Respond to 30 percent of all fire calls annually.

I have been made aware of and plan to exceed the minimum qualifications and requirements of a Town of Hayward Firefighter.

Signature _____ Date _____

Town of Hayward Fire Department
Application for Membership Addendum
Revised 4 March 2008

The following excerpts have been taken from the Town Of Hayward Fire Department By-Laws. They are to be read and understood by everyone interested in becoming a member of this fire department.

Article IX: Membership

To become a member of the Department a candidate shall complete a membership application. An interviewing committee appointed by the Assistant Chief shall review the completed application and interview the candidate. The interviewing committee shall make a recommendation either in favor of or against the approval of the candidate at the next business meeting. If the candidate is approved by a 2/3 vote of the non-probationary members present at a regular business meeting, the candidate shall become a firefighter with probationary status.

The Firefighters shall perform the actual work for all fire department activities. The annual performance standard for firefighters shall be to attend 9 of the 12 business meetings, 30% of fire calls, and complete 20 hours of approved fire training, 16 hours of which must be in-house training.

Firefighters will have probationary status until they have met the annual performance standard for one year. Actions may be taken against a firefighter if performance is unsatisfactory, which may include termination. Such actions shall be approved by a 2/3 vote of the non-probationary members present during a regular business meeting.

First responders are firefighters who have the necessary training and the approval of the Chief to respond to emergency medical calls.

Article VI: Meetings

Last Name _____ First Name _____ Date _____

The second Monday of the month shall be the business meeting and shall be mandatory to attend unless excused by an officer. Monthly business is discussed and department decisions are made at this meeting. These meetings shall be governed by and conducted by Robert's Rules of Order.

In house training shall be conducted on the fourth Monday.

The remaining Mondays are regular maintenance nights, used for inspection, cleaning and maintenance of apparatus, equipment and fire hall.

THFD Expectations of a firefighter:

- Ability to fight, control, and extinguish fires and effect rescues under threatening conditions using all available technology and equipment in accordance with accepted practices, including those defined by OSHA, NFPA, ANSI, and others.
- Ability to understand, implement, and give oral instructions.
- Ability to establish good working relationships with peers and the public.
- Ability to be courageous and careful, and to use good judgment in crisis and threatening situations.
- Ability to discriminate visually and aurally in order to assess and neutralize threats during crisis and threatening situations.
- Ability to operate and maintain equipment used while performing the above job functions.
- Ability to physically perform all duties which may be assigned during emergencies as required by OSHA 1910.156.
- Ability to perform all tasks which require the use of a self-contained breathing apparatus, as recommended by ANSI Z88.5-1981 and required by OSHA 1910.134.
- Ability to climb/descend ladder with tools in hand.
- Ability to drag heavy objects such as fire and suction hoses.
- Ability to hold, control, and aim fire hose in operation under high pressure.
- Ability to perform forceful entry into a structure.
- Ability to balance while carrying a load and crossing narrow and/or high pathway.

Last Name _____ First Name _____ Date _____

TRAINING

Training is one of the most important elements of becoming a safe and proficient firefighter. At a minimum, all firefighters must complete 60 hours of Entry Level Firefighter training within one (1) year of being accepted as a member. This deadline may be extended due to class availability or at the Chief's discretion. To retire probationary status, all firefighters must complete 36 hours of Certified Fire Fighter One training. Although these are the minimum training requirements, aside from an annual 20hr minimum, all members are highly encouraged to pursue additional training. All training tuition approved by the Chief shall be reimbursed or paid for by the fire department's budget. Any member unsuccessfully completing a course may be billed by the department for tuition costs.

I, _____ (name), have read and have a full understanding of what will be expected of me as a firefighter with the Town of Hayward Fire Department.

Signature _____ Date _____