

CITY OF OWENSBORO
FIREFIGHTER POSITION INFORMATION, RECRUITMENT SCHEDULE, AND FURTHER DETAILS
LAST UPDATED: January 28, 2019

INFORMATION AND DATES CONTAINED HEREIN ARE SUBJECT TO CHANGE.
BE SURE TO CHECK OFTEN FOR UPDATES at www.owensborofire.org (click on "Recruitment")
Applicants should begin preparation for this process immediately.

POSITION INFORMATION:

DEADLINE TO APPLY: March 1, 2019

SUMMARY OF POSITION: This is a **Full-Time** position. A Firefighter responds with a team to provide fire suppression, rescue activities, emergency medical service, hazardous materials mitigation, and other special operations. Firefighters also provide various Fire Prevention and Safety services, emergency preparation, maintain facilities, vehicles and equipment, and attend training and professional development sessions.

MINIMUM QUALIFICATION REQUIREMENTS: Requires high school diploma or GED, plus Associates degree, its equivalent, or 60 hours of coursework, or other field which is job-related, **OR** two (2) years active duty military; **OR** two (2) years firefighting, Emergency Medical Technician (EMT), or Paramedic experience in a full-time capacity; **OR** three (3) years' experience as a certified volunteer firefighter with a minimum of 150 certified training hours, or is a current Kentucky or National Registered Emergency Medical Technician (EMT) basic certification with 30 job-related accredited college or university hours, or has been employed by the City of Owensboro in a full-time capacity for four (4) years; or applicant has graduated a KCTCS college with an Associate's degree in Fire/Rescue Science Technology to include certification as a Nationally Registered Emergency Medical Technician or an equivalent combination of education and experience. An applicant for the position of firefighter shall provide evidence of completed education and/or active military duty (i.e., evidence of Associate's degree or other applicable college hours, and/or Form DD214 or other sufficient military documentation). Applicants failing to meet such standards shall be disqualified from any further consideration of employment. Must be minimum age of 21 before being sworn in. The minimum age requirement may be reduced to 20 years at time sworn in if applicant has graduated a Kentucky Community and Technical College System with an Associate's degree in Fire/Rescue Technology to include certification as a Nationally Registered Emergency Medical Technician. Applicants must meet all other requirements prior to being hired. Applicants who do not currently meet all job requirements, but who will meet the requirements by **July 11, 2020**, may still be permitted to participate in the recruitment process. However, such applicants can only be considered for employment upon meeting the requirements. NOTE: Future recruitments may require an EMT – Basic Certification prior to hire. However, it is not required prior to hire for this current recruitment. Furthermore, pursuant to KRS 95.440, firefighters shall be a person of sobriety, integrity, and an orderly, law-abiding citizen.

RESIDENCY REQUIREMENT: There is currently no City, County, or State residency requirement, as long as you can report to duty whenever required. Subject to change.

EMT-BASIC CERTIFICATION: Though not required to participate in the recruitment process, if hired, you will be required to obtain your EMT-Basic certification within 18 months. Regular status appointment will not be considered without successful completion of this certification. Failure to complete this certification on time will result in your termination of employment. If you currently have the EMT-Basic certification from outside Kentucky, you may visit http://kbems.kctcs.edu/en/Certification_and_Licensure/EMT/Reciprocity.aspx to learn of its reciprocity.

CURRENT PAY AND BENEFITS: Current Base hourly rate is \$11.1497/hr. If you work 2,912 hours per year, this amounts to approximately \$37,106. Excellent benefits. Employees are eligible for pay and benefits in accordance with applicable policy and contingent upon budget approval. Pay and benefits are subject to change.

CURRENT STATE INCENTIVE PAY: After completion of required training, firefighters may be subject to approximately \$333/mo in state incentive pay, subject to change.

CURRENT REGULAR WORK HOURS: Initial training period consists of 40 hrs/wk. Thereafter, the position requires shift work of 24 hrs on, 48 hrs off (an average of 56 hrs/wk per year).

PROBATIONARY PERIOD: New firefighters have a probationary period of 18 months. Regular status is contingent upon recommendation of the Department Head, formal recommendation by the City Manager, and formal approval of the Board of Commissioners.

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DRUG AND ALCOHOL POLICY: The City has a stringent random drug and alcohol testing policy for its public safety employees, including but not limited to, random, post-incident, and reasonable suspicion testing. Post-offer, pre-employment testing is also required.

CHECK OUT OUR COMMUNITY: Check out our City website and community at www.owensboro.org and www.owensboro.com.

RECRUITMENT SCHEDULE AND FURTHER DETAILS:

Hold ALL dates/times for all sessions, regardless of your assigned sessions. In the event of inclement weather, etc., the City reserves the right to re-assign, as necessary. All dates subject to change.

INCLEMENT WEATHER: In the event of inclement weather for any given appointment/event, you may call (270) 687-8545 and listen to a pre-recorded message to learn if your appointment must be rescheduled. If the message does not address weather, then the appt/event is NOT postponed and you are required to attend as scheduled.

DEADLINE TO APPLY: March 1, 2019

TO APPLY: To ensure your application will be considered, it must be received **NO LATER than March 1, 2019**. Applications available at www.owensboro.org. Click on Employment Opportunities; click on the position; click Apply; click Create an Account, and follow the instructions. If you have any questions or wish to confirm receipt of your application, call Elaine Timmel at (270) 687-8540 or toll-free at (888) 616-8540 **prior to application deadline of March 1, 2019**. Hearing impaired, call TDD/Voice (270) 687-4459. Resume alone is NOT sufficient. Job application is REQUIRED by deadline of **March 1, 2019**.

To submit additional information with your application: You are now able to download attachments to your job application through our website system.

If you have a preference as to your written exam session: Submit the included CONFIDENTIALITY AGREEMENT AND EXAMINATION PREFERENCE FORM with your job application as an attachment. Refer to Exhibit 1.

The City of Owensboro is an Equal Employment Opportunity Employer, EEO/AA—M/F/V/D. Applicants needing accommodations are instructed to contact the City Personnel Dept. **prior to** application deadline at (270) 687-8542 or toll-free (888) 616-8540, or as soon as practical prior to the event in which you require accommodation, so that we may have sufficient time to consider your request and make any necessary preparations, if required. Hearing impaired, call TDD/Voice (270) 687-4459.

We plan to mail packets out by March 7, 2019 to those who have applied by the deadline of March 1. If you do not receive your packet by March 15, 2019, call (270) 687-8540, (888) 616-8540, or (270) 687-8545. Failure to receive your packet in time does not exclude you from meeting all requirements AND attending the Mandatory Orientation session on March 23.

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**MANDATORY PHYSICAL ABILITY TEST PROCESS (i.e., “CPAT”)
(4 steps, 4 different dates – HOLD ALL DAY, EACH DAY):**

- March 23, 2019, 8:00am:** MANDATORY ORIENTATION
- April 13, 2019, 8:00am:** MANDATORY 1st PRACTICE (unless otherwise waived pursuant to CPAT requirements)
- April 27, 2019, 8:00am:** MANDATORY 2nd PRACTICE (unless otherwise waived pursuant to CPAT requirements)
- May 11, 2019, 8:00am:** MANDATORY FINAL CPAT EXAM

REPORT TO: Regional Water Resource Agency (“RWRA”)
Joseph Murphy Operations Building
2101 Grimes Avenue
Owensboro, KY 42303

CPAT DEADLINE: To be considered for a City of Owensboro firefighter position, you must obtain a current, valid CPAT card PRIOR to May 29, 2019. Current, valid CPAT card may be accepted in lieu of above CPAT process. Current, valid CPAT card REQUIRED for admittance to written exam. If CPAT is current and valid at time of written exam, but expires soon thereafter (e.g., before next step of process, or before date of hire), you will be required to renew it prior to any further consideration.

REQUIRED FOR ADMITTANCE TO CPAT ORIENTATION:

- Exam notice (from your packet we mail you)
- Picture ID
- If not already submitted, your signed/completed Exhibits (refer to last several pages of this document), and such exhibits shall indicate applicant meeting all requirements:
 - “Confidentiality Agreement and Examination Preference Form” (Exhibit 1), and
 - “Firefighter Applicant Acknowledgement” form (Exhibit 2), and
 - “Candidate Physical Ability Test Waiver of Claim for Injury” form (Exhibit 3), and
 - “Medical Privacy Release” form (Exhibit 4).

REQUIRED FOR ADMITTANCE TO CPAT PRACTICE SESSIONS AND FINAL EXAM:

- Picture ID
- Only qualified applicants meeting our requirements will be admitted for CPAT sessions.

FURTHER INFORMATION: All Kentucky career firefighter candidates are required to undergo a physical ability test (i.e., “CPAT”). The Kentucky Fire Commission administers this testing.

CPAT testing will be offered locally in Owensboro for those applying for the position of City of Owensboro Firefighter.

If you hear or see the words “physical ability” exam/test, “physical agility” exam/test, and/or “CPAT,” do not be confused. These terms are referring to the same process. The phrases are used interchangeably.

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MANDATORY PHYSICAL ABILITY TEST PROCESS (i.e., "CPAT") (Continued from previous page):

What if I am not available to attend any one or more portions of the CPAT in Owensboro? If you are not available to attend the Owensboro CPAT process, you may inquire about the possibility of participating in the Winchester location testing held between March 18 and May 6. *NOTE: You need to complete final testing at your chosen site prior to May 29, if it is an open testing process and allowed, to be eligible for the written exam on May 29 in Owensboro. Please understand, we cannot guarantee that you will be admitted into any alternate CPAT testing, since we do not administer the process.* Go to the below website for further information, AND contact Elaine Timmel at (270) 687-8540 PRIOR to the start of alternate testing if you plan to use any alternate testing location/dates. REMEMBER – You will not be admitted to our written exam without a current, valid CPAT card.

http://kyfirecommission.kctcs.edu/en/Fire_Commission_Programs/CPAT/CPAT_Testing_Schedule.aspx

What if I have a current, valid CPAT at the time of the written exam, but it expires soon after? If CPAT is valid and current at time of written exam, but expires soon after (e.g., before next step(s) of recruitment process, or before date of hire), you will be required to renew it prior to any further consideration once it expires.

Hints about prepping/arriving for the CPAT sessions:

- Arrive at least 20 minutes early before each CPAT session.
- Parking may be limited, so arrive early.
- If you fail to show on time, you may be disqualified.
- Travel, meals, and lodging are not paid, arranged, or provided by the City.
- For the practice and exam sessions, dress in comfortable, breathable, and appropriate attire to perform heavy physical activity. NO SHORT PANTS. Consider long sleeves and athletic shoes (no open heel or open toe shoes permitted). Be aware that this process will be conducted indoors.
- *Can I do anything now to prepare for the CPAT?*
You need to start preparing for the physical ability test immediately. The CPAT Final exam is a pass/fail test. This means you either pass, or you don't. This is a highly strenuous physical process. Please note, in regard to the physical ability exam, you will be given *specific* instructions on how to perform each exercise, and if requirements are not met, you will fail the exam. Further information on the CPAT physical ability exam can be accessed at the above website, and also at www.owensborofire.org in the Recruitment section.

Will I receive any other notifications by mail? You will not receive any notice in the mail between the CPAT orientation, CPAT practice, CPAT exam, and written exam sessions. Simply know that if you complete one step satisfactorily, then you are to report for the next step unless otherwise notified.

Before you leave the CPAT Final Exam. Confirm with City of Owensboro staff before you leave the CPAT final exam to confirm your assigned written exam session.

NOTE: In future recruitments, you may be required to schedule/coordinate your own CPAT exam through the State, and there is no guarantee of testing being held in Owensboro.

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MANDATORY WRITTEN EXAM (HOLD BOTH TIMES)

9:00am, May 29, 2019

OR

5:30pm, May 29, 2019

If you have a preference as to your written exam session: Submit the included CONFIDENTIALITY AGREEMENT AND EXAMINATION PREFERENCE FORM with your job application as an attachment. Refer to Exhibit 1.

REPORT TO: Owensboro Police Department Community Room
222 E. 9th Street
Owensboro, KY 42303

REQUIRED FOR ADMITTANCE TO WRITTEN EXAM:

- Picture ID
- Current, valid CPAT card

FURTHER INFORMATION:

Confirm with City of Owensboro staff before you leave the CPAT final exam to confirm your assigned written exam session.

Hints about prepping/arriving for the written exam:

Arrive 20 minutes early.

No admittances after the designated starting time.

Parking may be limited, so arrive early. DO NOT park in the front parking lot on 9th Street. DO NOT park in the employee parking lot at the back of the building. You may park in the OPD Visitor Parking lot on Daviess Street across from OPD.

If you fail to show on time, or to your assigned session, you may be disqualified.

The written exam study guide for The National Firefighter Section Test (“NFST”) can be accessed at www.owensborofire.org in the Recruitment section. In addition to the NFST, we will be administering an assessment that contains statements about various work related topics, known as the Public Safety Normative Survey (“PSNS”). When completing this assessment, you will read each statement and indicate your agreement or disagreement with it. Be sure to respond to each statement in the PSNS, since skipped items will be counted against your score. The Passing score is 60% overall PLUS 78% on the assessment, unless otherwise recommended by the testing company. 100 points maximum for the written exam. You will be notified of your results prior to the oral exams beginning. If you fail the exam, you will be disqualified and will not be allowed to participate any further in the recruitment process.

Travel, meals, and lodging are not paid, arranged, or provided by the City.

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MANDATORY ORAL EXAM

(HOLD ALL DATES)

If you have satisfactorily completed the written exam and physical ability exam, you will be notified of your assigned session for the oral exam. We anticipate these to be scheduled around the week of June 17-21, 2019.

REPORT TO: Fire Training Center, 1323 Daviess St, Owensboro, KY 42303

REQUIRED FOR ADMITTANCE TO ORAL EXAM:

- Picture ID
- Current, valid CPAT card
- If required, pre-oral exam paperwork

FURTHER INFORMATION:

Hints about prepping/arriving for the oral exam:

Arrive 20 minutes early.

Parking may be limited, so arrive early.

If you fail to show on time, or to your assigned session, you may be disqualified.

Further tips on how to prepare for an oral exam can be accessed at www.owensborofire.org in the Recruitment section. Or, you may go to www.owensboro.org, click on Employment Opportunities, Firefighter, and the applicable link that takes you to this information.

Travel, meals, and lodging are not paid, arranged, or provided by the City.

Strong communication skills are required for this process.

Though no passing score is required for the oral exam, you are still required to satisfactorily complete the exam. If, for any reason, it is determined you did not satisfactorily complete the oral exam, you may be removed from any further consideration. Furthermore, the higher you score on this exam, the better for your ranking. 50 points maximum for the oral exam.

If you fail to receive notification by June 13, 2018 of your oral exam session time, it is your responsibility to contact the Personnel office at (270) 687-8540 or (270) 687-8545 prior to June 17, 2019. We are not responsible if you fail to confirm your session time.

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CERTIFICATION OF ELIGIBILITY LIST AND DETERMINATION OF TOP GROUP

Upon the eligibility list being certified in accordance with applicable policy, you will then be notified of your score and if you fall in the initial top group. Please note that the list will not likely be certified until approximately July 11, 2019, as our previous year's list may not expire/exhaust until that time.

Exam results will not be posted online, and may not be provided over the phone.

The eligibility list is produced by combining the overall written exam score and the overall oral exam score. Applicants will be ranked highest to lowest. Initially, only the top group of applicants on the eligibility list may undergo further evaluation (e.g., background investigation, interview, etc.); however, we may work our way down the list. The top group is anticipated to be determined by the Rule of 5N (5 times the number of anticipated vacancies).

Please note that in accordance with applicable policy and law, applicants may be removed from the list at any time. Furthermore, the City of Owensboro is under no obligation to certify the list, or offer employment to any person(s) on the list. In the event the list is not certified, the City reserves the right to hold a new recruitment process to establish a list. The City furthermore reserves the right to discard any one or more portions of the testing process, and/or re-conduct such testing if necessary to certify the list under applicable policy and law, at its discretion. Once the list is certified, the City reserves the right to re-certify the list in accordance with applicable policy and law (e.g., if necessary to make a correction).

Vacancies that **exist and/or originate** while the list remains active in no way obligates the City of Owensboro to fill such positions.

Other than informing you if you are in the top group, we do not release where you rank on the list. Your standing on the list is subject to change, in accordance with applicable policy and law.

Once certified, this eligibility list remains valid for one year from the date of certification, or until no names remain on the list, whichever comes first.

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SUBMISSION OF REQUIRED DOCUMENTATION: DUE DATE (TBA)

Applicants who fall in the top group who are scheduled to proceed to further evaluation (e.g., background screening process, interview, etc.) shall submit their required documentation no later than the due date provided. In the event you are not in the initial top group, but then later progress to the top group, you will be required to submit this documentation within 3 business days upon our request if you wish to remain under consideration. We recommend you personally deliver this information. If you choose to mail it, please use Federal Express or another method where it can be tracked if lost. Such information shall be sent to the following address:

Josh Bachmeier
Human Resources Manager
City Hall
101 E. 4th Street
Owensboro, KY 42303

Failure to submit sufficient evidence of qualifications, on time, may result in disqualification. The Owensboro Fire Department reserves the right to determine what it considers to be "sufficient" evidence.

Required documentation includes, but is not limited to:

- ❖ Must submit copy of Valid Driver's License; and
- ❖ Must submit copy of Valid Social Security Card; and
- ❖ Must submit copy of Valid Birth Certificate; and
- ❖ Must submit copy of Evidence of any certifications, training, etc. beneficial to job; and
- ❖ Must submit copy of High school diploma or GED (a copy of both your high school transcript and diploma); **PLUS**
- ❖ Must submit copy of Associate's Degree, its equivalent, or 60 hours of coursework, or other field which is job-related (submit a copy of both your college transcript and diploma; if you have not yet met the requirements, a letter from the educational institution will be necessary showing that you are scheduled to meet the requirements and when); **or**
- ❖ Must submit copy of Evidence of 2 years full-time firefighting, Emergency Medical Technician, or Paramedic experience; **or** Must submit copy of Evidence of 3 years certified volunteer firefighting experience with a minimum of 150 certified training hours, **or** a current Kentucky or National Registered Emergency Medical Technician (EMT) basic certification with 30 job-related accredited college or university hours, **or** has been employed by the City of Owensboro in a full-time capacity for four (4) years, or applicant has graduated a KCTCS college with an Associate's degree in Fire/Rescue Science Technology to include certification as a Nationally Registered Emergency Medical Technician, **or** an equivalent combination of education and experience; **or**
- ❖ Must submit evidence of 2 years active military duty, if applicable (form DD214 or other sufficient military documentation)

Applicants who do not currently meet all requirements/qualifications, but who will meet the requirements/qualifications by **July 11, 2020**, may be returned to the list, and the City may then move down the list accordingly.

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BACKGROUND SCREENING AND FURTHER EVALUATION PROCESS (DATES VARY)

We will not likely certify the eligibility list until July 11, 2019 at the earliest (though subject to change if the list expires/exhausts earlier than anticipated).

Once certified, this eligibility list remains valid for one year, or until no names remain on the list, whichever comes first.

Once the list is certified, then for those in the top group, the background screening and/or other further evaluation process may follow. These steps will occur at the City's discretion (e.g., if we do not anticipate the need to fill vacancies, we may delay or cancel any one or more of the following steps). Also please remember as stated above, in accordance with applicable policy and law, names may be removed from the list at any time.

Travel, meals, and lodging are not paid, arranged, or provided by the City.

Background Screening. The background investigation will include, but is not limited to, criminal record, motor vehicle record, references, employment, education, and polygraph examination, and is to be conducted by the Owensboro Personnel, Fire, and/or Police Departments or their designated representative(s). Unless required by applicable law, information we obtain during our background investigation and evaluation process will not be released to you. Details of exact time and where to report will be provided at a later time. Arrive at least 20 minutes early. Failure to report on time may result in disqualification.

Interviews. Details of exact time and where to report will be provided at a later time. Arrive at least 20 minutes early. Failure to report on time may result in disqualification. Strong communication skills are required.

Job Offers and Remaining Closure Notices. If applicable, we will notify by mail those who were selected and those who were not selected from the interview process. If not selected, we will not release the reason(s) why, unless required by applicable law.

Post-offer, Pre-employment requirements. Those who are offered employment, and who accept the terms of the contingent job offer, must successfully complete the post-offer, pre-employment requirements [e.g., drug screen, physical exam, lab work, psychological evaluation, etc.]. This will involve *quite a bit of time, possibly on several dates*, depending on the schedules of our health care providers, etc. You may have little advance notice. Details of exact time and where to report will be provided at a later time. Arrive at least 20 minutes early. Failure to report on time may result in disqualification.

Formal Approval and Hire Date. You have no right to employment unless you meet all of the requirements stated in the job offer, the City Manager formally recommends you to the City Commission, and the City Commission approves your probationary appointment. We will make every effort to provide you at least two weeks from the date of formal approval before the date of hire, so that you may provide at least 2 weeks' notice to your current employer, if applicable.

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IF YOU'RE NOT SELECTED:

Keep in mind that this is an extremely competitive process where numerous applicants are competing for only a few positions. We consider all applicants fairly and in accordance with applicable law. If you are not selected this time, we encourage you to re-apply in the future. We will not release the reasons why you were not selected unless required by applicable law. If you were not selected, remember that there may be things you can do to enhance your chances next time. Of course, there are never any guarantees for employment. For example, you might consider:

- *Refrain from criminal or other questionable conduct, (e.g. use of illegal substances, major or numerous driving infractions, theft, etc.)*
- *Keep a clean criminal and driving record*
- *Be honest and forthright, and maintain a high level of integrity and trustworthiness*
- *Be dependable and reliable*
- *Maintain a positive and steady work history, with strong job performance, work ethic, and attendance*
- *Build a good relationship with your employers*
- *Enhance your interpersonal skills*
- *Practice your interview and communication skills*
- *Take advantage of the study/preparation materials provided*
- *Stay physically fit so that you can pass the physical ability exam*
- *Improve your written exam skills*
- *Pursue additional education, training, or military experience beyond high school*
- *Obtain an EMT or other professional related certifications*
- *Gain experience in fire or other emergency-related work*
- *Establish yourself as a leader in the community through volunteer work or other activities*
- *Provide as much detail on your application as possible*
- *Frequently check our website for current recruitment details*

EXHIBITS 1-4 BEGIN ON NEXT PAGE >>

**CITY OF OWENSBORO, KY
FIREFIGHTER APPLICANT**

**CONFIDENTIALITY AGREEMENT
AND EXAMINATION PREFERENCE FORM**

My signature below confirms that I have not discussed, formally or informally, orally or in writing, expressly or implied, the content of any Firefighter exam(s) or other confidential portion of the recruitment process (e.g., interview) with any candidate, other person, or party. Furthermore, my signature below confirms that I shall not discuss, formally or informally, orally or in writing, expressly or implied, any Firefighter exam(s) or other confidential portion of the recruitment process (e.g., interview) with any candidate, other person, or party, at any time. I understand that such discussion, in any format, could be an unfair advantage to me or other party. I agree to such terms, and I understand that if I discuss the above stated items with another candidate, person, or party, this could be grounds for me and the other party, if applicable, to be disqualified from the process.

Furthermore, assuming I am eligible, if I have a first preference regarding the written examination session, I have listed it below. Though the City of Owensboro will make a good faith effort to honor my first preference, I understand that in no way is the City of Owensboro obligated to do so. I understand that I am required to attend the examination at the session assigned, even if it is not my preferred session, if I wish to continue in the recruitment process.

Likewise, assuming I am eligible for other portions of the recruitment process, including but not limited to, the physical ability and oral exams, I understand that I must attend the session(s) assigned in relation to those events.

I agree to such terms, and understand if I fail to attend the exam(s) or other events as assigned, this could be grounds for me to be disqualified from the process.

Printed Name

Applicant's Signature

Date

Dates/Times of Examination(s) Remain Subject to Change.

CHECK FIRST PREFERENCE FOR WRITTEN EXAM. CHECK ONLY ONE:

_____ **MAY 29, 2019 AT 9:00AM**

_____ **MAY 29, 2019 AT 5:30PM**

CITY OF OWENSBORO, KY
FIREFIGHTER APPLICANT ACKNOWLEDGEMENT FORM

I, the undersigned, understand and agree that it is my responsibility to submit required documentation, as shown on the bottom of this page, to Josh Bachmeier, Human Resources Manager, City Hall, 101 E. 4th Street, Owensboro, KY 42303, no later than the due date assigned (TBA), in the event I receive a score qualifying me to proceed toward further evaluation (e.g., background screening, etc.). I furthermore confirm the following:

(INITIAL only one)

_____ I do currently meet the requirements/qualifications stated on the bottom half of this page;

OR

_____ I will meet the requirements/qualifications stated on the bottom half of this page no later than July 11, 2019.

IF NOT ALREADY AGE 21, INDICATE THE DATE YOU WILL TURN AGE 21: ___/___/___

IF NOT ALREADY AGE 20, AND YOU HAVE GRADUATED A KENTUCKY COMMUNITY AND TECHNICAL COLLEGE SYSTEM WITH AN ASSOCIATE'S DEGREE IN FIRE/RESCUE TECHNOLOGY, INCLUDING CERTIFICATION AS A NATIONALLY REGISTERED EMERGENCY MEDICAL TECHNICIAN, INDICATE THE DATE YOU WILL REACH AGE 20: ___/___/___

IF REQUIREMENTS/QUALIFICATIONS ARE NOT CURRENTLY MET, INDICATE THE DATE THEY WILL BE MET: ___/___/___

Signature

Print Name

Date

=====

REQUIREMENTS/QUALIFICATIONS FOR FIREFIGHTER

- ❖ Must be at least age 21 prior to being sworn (occurs shortly after hire); or age 20, if you have graduated a Kentucky Community and Technical College System with an Associate's degree in Fire/Rescue Technology to include certification as a Nationally Registered Emergency Medical Technician; and
- ❖ Must submit copy of Valid Driver's License; and
- ❖ Must submit copy of Valid Social Security Card; and
- ❖ Must submit copy of Valid Birth Certificate; and
- ❖ Must submit copy of Evidence of any certifications, training, etc. beneficial to job; and
- ❖ Must submit copy of High school diploma or GED (a copy of both your high school transcript and diploma); **PLUS**

- ❖ Must submit evidence of 2 years active military duty, if applicable (form DD214 or other sufficient military documentation); **or**
- ❖ Must submit copy of Associate's Degree, its equivalent, or 60 hours of coursework, or other field which is job-related (submit a copy of both your college transcript and diploma; if you have not yet met the requirements, a letter from the educational institution will be necessary showing that you are scheduled to meet the requirements and when); **or**
- ❖ Must submit copy of Evidence of 2 years full-time firefighting, Emergency Medical Technician, or Paramedic experience; **or** Must submit copy of Evidence of 3 years certified volunteer firefighting experience with a minimum of 150 certified training hours; **or** a current Kentucky or National Registered Emergency Medical Technician (EMT) basic certification with 30 job-related accredited college or university hours, **or** has been employed by the City of Owensboro in a full-time capacity for four (4) years, **or** applicant has graduated a KCTCS college with an Associate's degree in Fire/Rescue Science Technology to include certification as a Nationally Registered Emergency Medical Technician, **or** an equivalent amount of education and experience.

NOTE: EMT – Basic certification may be required for future recruitment processes.

CITY OF OWENSBORO, KY

CANDIDATE PHYSICAL ABILITY TEST (CPAT)

WAIVER OF CLAIM FOR INJURY

FOR FIREFIGHTER

This form must be signed before you will be permitted to participate in the Candidate Physical Ability Test (i.e., Physical agility exam). You will be asked to perform eight (8) physical tasks and will be given specific instructions in the manner in which these physical tasks are to be performed. The eight (8) physical tasks are:

Physical Ability Exam

Physical Ability requirements: This is a pass/fail test, and you must do it in less than a total of 10 min and 20 sec.

- Event 1: You must wear a 50-lb. vest (with 2 12½ lb. shoulder weights added) for 3 min. at 60 steps per minute for 3 minutes. After Event 1, shoulder weights are removed.
- Event 2: Pull 50 feet of 1-3/4 inch hose 200 feet.
- Event 3: Must carry two hand saws 75 feet around a drum and back to a starting point without dropping them.
- Event 4: Raise a 24 foot fire ladder fully to the top and let back down to the ground without dropping.
- Event 5: Use a 10-lb. sledge hammer to knock a mechanical device until the bell goes off.
- Event 6: Crawl through a tunnel maze, approx. 3 ft. high and 4 ft. wide and 64 ft. in length with two 90 degree turns in the dark.
- Event 7: Grasp a 165 lb. mannequin by the shoulder harness and drag 35 feet to a pre-positioned drum and back 35 feet to the finish line.
- Event 8: Ceiling breach and pull. Push a 60 lb. hinged door in the ceiling with a pike pole 3 times and then hook the pike pole to an 80 lb. ceiling device and pull down 5 times. Do this set four times.

*I have read and understand the physical effort that this Candidate Physical Ability Test involves. I acknowledge that I am physically capable of participating in this test. **I acknowledge that if my condition changes before this test takes place and I am not physically capable of participating, I will withdraw myself from the testing process.** I hereby waive any and all claims for or arising out of any injury or illness I might sustain or incur as a result of participating in the Candidate Physical Ability Test. I voluntarily participate as part of my application for employment.*

Furthermore, I understand that this is a physically demanding test, and that if at any time during the test I experience chest pain, dizziness, loss of balance, or other injury/illness, I am to notify the test proctor immediately. Upon such notification, I understand the test proctor will stop the test. I understand that if the test is stopped, that I will fail this test and be disqualified from this current recruitment process.

Furthermore, I understand it is normal to feel tired after this test, but that there are some signs that may mean the exertion has or is causing more serious problems. I understand that if any of the following signs or symptoms occur, that I should call my physician or local emergency services: Nausea, vomiting, dizziness, or headache lasting more than a few hours; extreme weakness; fever; confusion; generalized muscle aching lasting more than one day; dark urine or very little urine.

LAST NAME (please print)

FIRST NAME

M.I.

APPLICANT SIGNATURE

DATE

CITY OF OWENSBORO, KY

MEDICAL PRIVACY RELEASE

I understand and acknowledge that any request for my medical information by the City of Owensboro or its representative(s) *shall only be made in accordance with applicable law*. For example, if a job offer is extended to me, I understand that this information may be required as part of the post-offer, pre-employment requirement process.

I understand that I am not obligated to provide medical information unless required by the City of Owensboro, in accordance with applicable law.

I hereby authorize the release of any medical information, both of a physical and/or mental nature, to the City of Owensboro's Medical Officer (i.e., Loss Prevention Manager), and/or physician(s) and psychologist(s) and other health care provider(s), and/or any other representative(s) with a legitimate need for such information, in accordance with applicable law. Furthermore, I understand, acknowledge, and agree that such medical information may be considered by the City of Owensboro in determining whether or not I satisfactorily complete required examination(s) or evaluation(s).

Furthermore, I will forever release and hold harmless, the City of Owensboro, its officials and employees, physicians and psychologists and other health care providers, and/or any and all representatives, from any and all liability, if any, arising from the use of such medical information. I authorize the City of Owensboro and/or its chosen representative(s) to investigate all information necessary to reach an employment decision, as it relates to such medical information.

I understand that a photocopy of this form shall constitute written authorization for all external and internal sources to obtain or release any information that is necessary to assist the City of Owensboro in reaching an employment decision, the same as if it were the original form. I shall forever release and hold harmless from any and all liability, any person, corporation, business entity, or organization that provides information to the City of Owensboro and/or its representative(s), regardless of any consequences which result from the release of such information. I understand that unless required by law, I will not be informed of, or provided with, any information or facts developed or obtained through the selection, evaluation, examination, or investigation process.

I acknowledge that I have read and fully understand the contents and requirements of this document, and that I have knowingly, intelligently, and voluntarily executed same. I agree to the conditions stated herein.

Printed Name

Applicant's Signature

Date