

**2018**

**APP# \_\_\_\_\_**

**NORTH VERNON FIRE DEPARTMENT**

**2000 North Madison Ave  
North Vernon, IN 47265  
812.346.3300**

**NORTH VERNON FIRE DEPARTMENT APPLICATION PACKET**

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**IF YOU DO NOT FIND ALL OF THIS INFORMATION IN THE PACKET, OR NEED ADDITIONAL ASSISTANCE, PLEASE CONTACT THE NORTH VERNON FIRE DEPT. at (812) 346-3300.**

**NORTH VERNON FIRE DEPARTMENT  
2000 NORTH MADISON AVE  
NORTH VERNON, IN 47265 812.346.3300**

**APPLICATION FOR EMPLOYMENT**

**Requirements at date of employment:**

1. Must be a United States citizen.
2. Must be at least 18 years of age but under 36 years of age on date of employment.
3. Must be a high school graduate or equivalent.
4. Must possess a valid driver's license.
5. Must not have a felony conviction.

**NO EXPERIENCE NECESSARY TO APPLY**

Qualified applicants are considered for all positions without regards to race, color, religion, sex, national origin, marital status, veteran status or the presence of a non-job-related medical condition or handicap.

**THIS APPLICATION MUST HAVE THE FOLLOWING ITEMS ATTACHED AT THE TIME OF SUBMISSION.**

1. A copy of your birth certificate.
2. A copy of your high school diploma.
3. A copy of your driver's license
4. If prior military service, a copy of your DD214.
5. If prior fire service, a copy of any state certification.
6. Photograph, to be front view, head and shoulders, 2 1/2"square and taken within the past six (6) months.
7. Waiver and release from liability and indemnity agreement (notarized and signed).
8. Firefighter Physical Agility Test Waiver and Emergency Information Form (signed).

**APPLICATION MUST BE RETURNED IN PERSON, MAILED OR E-MAILED TO THE NORTH VERNON CLERK-TREASURER OFFICE.**

**CLERK TREASURER OFFICE HOURS  
MONDAY – FRIDAY 8AM – 4PM**

**APPLICATIONS MUST BE RETURNED AND RECEIVED NO LATER THAN 4:00 PM ON February 28, 2018.**

## **HIRING PROCESS**

### **IMPORTANT DATES AND TIMES**

The **Physical Agility Test, Ladder Climb, Rescue Simulator** will be held on **April 14, 2018 @ 8:00AM**. All applicants must arrive on or before 8:00AM to participate. The doors will be locked at 8:00AM and any applicant arriving after 8:00AM will be disqualified from the hiring process.

**Testing will be held at: North Vernon Fire Department  
2000 North Madison Avenue  
North Vernon, IN 47265**

As you have applied for the position of career firefighter with the North Vernon Fire Department, we have enclosed the following information about our hiring procedures. First you must fill out an application in ink, please print or type; fill out the remaining forms and sign the waivers and return to the North Vernon Clerk-Treasurer on or before **February 28, 2018 @ 4:00 PM**.

The North Vernon Fire Department has five (4) phases you must participate in before becoming a probationary firefighter on the department.

PHASE 1. Physical Agility Test and Aptitude Test (afternoon) Applicant must pass all nine (9) steps. **(April 14, 2018)**.

PHASE 2. Applicant must score 70% to pass. **(April 25, 2018)**

PHASE 3. Interview with Firefighter Review Board.

Once applicant passes both Physical and Written test, he/she will be required to pass a background check

**You will have approximately one week notice before interviews.  
These times and places are subject to change, you will be notified if they do.**

**Only those applicants passing all four (4) phases will be eligible for a conditional offer of employment. This offer is contingent upon applicant passing the INPRS physical, phase four (4).**

PHASE 4. Complete INPRS (Indiana Public Retirement System) Physical.

- A. X-rays.
- B. Blood and Lab work.
- C. Drug Testing.
- D. Pulmonary Exam
- E. EKG.
- F. Hearing Test
- G. Eye Exam.
- H. Psychological Exam

**If you pass all five (4) phases, are accepted by INPRS and our department is hiring, you will become a probationary member of City of North Vernon Fire Department.**



## JOB POSTING

### CITY OF NORTH VERNON NORTH VERNON FIRE DEPARTMENT

**POSITION:** Firefighter/EMT/Paramedic  
**WORK SCHEDULE:** 24-hour shift of 8:00 a.m. – 8:00 a.m. next day, one day on, two days off, on assigned shift schedule  
**JOB CATEGORY:** POLE (Protective Occupations, Law Enforcement)

**DATE WRITTEN:** August 2016                      **STATUS:** Full-time  
**DATE REVISED:**                                      **FLSA STATUS:** Non-exempt

The following essential job functions comprise a summary of job duties, requirements and responsibilities contained in the job description prepared for this position. The job description will serve as the primary document in the selection and hiring process; and constitutes the context for the incumbent job performance and evaluation. To perform this position successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed in this document 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.

#### **ESSENTIAL FUNCTIONS:**

Responds to various alarms, rides and/or drives vehicle, carries/sets up appropriate equipment; Maintains radio communications with emergency personnel on site; Suppresses fires, including climbing ladders, crawling/walking on roofs/floors, operating equipment to open ventilation holes, applying water and/or chemicals on fires, and moving into fire areas; Salvages and overhauls fire scenes and monitors sites for recurrence of fire; prepares equipment to ensure readiness for service, replenishing supplies, cleaning/washing equipment, returning to proper storage location; Completes/submits reports as required; Searches for/rescues victims from dangerous situations, stabilizes injured individuals by performing basic first aid or CPR; Monitors/performs general maintenance on equipment and vehicles, cleaning/washing, checking fluids and tire pressure, and filling air tanks and checking regulator; Performs various housekeeping duties in/around station on rotating schedule; Periodically responds to reports of hazardous materials, identifying/containing hazardous materials and evacuating persons from hazardous areas as needed; Participates in monthly training/practice sessions as required.

#### **REQUIREMENTS:**

High school diploma or GED, and ability to successfully complete training programs as required; Ability to meet all department hiring and retention requirements, including not posing a direct threat to the health and safety of other individuals in the work place; Working knowledge of fire service hydraulics and ability to properly operate and maintain department vehicles and equipment is a plus, including protective clothing, axes, ladders, aerial devices and hoses; Working knowledge of radio frequencies, codes, procedures and limitations, and ability to speak clearly and distinctly, hear and be heard and understood in person, by radio and by telephone is a plus; Ability to effectively communicate orally and in writing with co-workers, other emergency personnel and victims, including being sensitive to professional ethics, gender, cultural diversities and disabilities; Ability to utilize universal health precautions to prevent infection from blood-borne pathogens; Ability to physically perform the essential duties of the position, including, but not limited to, exerting continuous physical effort for long periods, standing/walking for long periods, pushing/pulling objects, climbing stairs and ladders, reaching, bending, handling/grasping/fingering objects,

and hearing communications, and lifting/carrying objects weighing more than fifty pounds, often up/down flights of stairs or ladders; Ability to understand and follow all oral and written orders as required; Ability to serve on 24-hour call and respond swiftly, rationally and decisively to emergency situations from off-duty status, taking appropriate action with injured and/or distraught individuals, and acting safely, despite stress of potential injury to self and/or others; Ability to work irregular and/or extended hours.

**LICENSE/CERTIFICATION NEEDED**

**Possession of a valid driver's license and demonstrated safe driving record.**

## **BASIC ESSENTIAL FUNCTIONS FOR FIREFIGHTERS**

1. Respond to alarms by reporting to assigned vehicle, riding in or on assigned vehicle to the scene of the emergency.
2. Lift, carry, drag, lay and connect hose lines from hydrants and equipment to scene, carry resuscitators, tools and other equipment from vehicle to scene.
3. Raise and climb ladders, crawl and walk on roofs and floors, open holes and windows with axes, bars or hooks for access or ventilation.
4. Combat fires by holding nozzles and directing streams of fog, chemicals or water and move into fire area, including into confined spaces and upstairs.
5. Communicate by voice or radio with other firefighters and other emergency personnel to relay observations, equipment needs and other relevant information.
6. Move people away from danger, including carrying unconscious people or holding a life net.
7. Provide emergency medical treatment to injured people.
8. Remove objects from buildings, place protective covers over objects and monitor assigned areas for signs of recurrence.
9. Conduct fire drills, critique drill participants on emergency procedure and instruct groups on such procedures.
10. Participate in training on firefighting, emergency aid, emergency procedures and related subjects.
11. Maintain departmental equipment and structures, which includes cleaning and washing walls and floors, hanging and drying fire hose, cleaning equipment and performing preventative maintenance on motorized equipment.
12. Maintain personal physical fitness.
13. Perform related duties as assigned.



# ENVIRONMENTAL FACTORS FOR FIREFIGHTERS

**The essential job functions for a firefighter are performed in, and affected by the following environmental factors. A firefighter must:**

1. Operate both as a member of a team and independently at incidents of uncertain duration.
2. Spend extensive time outside exposed to the elements.
3. Experience frequent transitions from hot to cold and from humid to dry atmospheres.
4. Tolerate extreme fluctuations in and perform physically demanding work in hot (up to 400 deg. F), humid (up to 100%) atmospheres while wearing equipment that significantly impairs body cooling mechanisms.
5. Work in wet, icy, or muddy areas.
6. Perform a variety of tasks on slippery, hazardous surfaces as on roof tops or from ladders.
7. Work in areas where sustaining traumatic or thermal injury is possible.
8. Face exposure to carcinogenic dusts such as asbestos, toxic substances such as hydrogen cyanide, acids, carbon monoxide, or organic solvents either through inhalation or skin contact.
9. Face exposure to infectious agents such as hepatitis B or HIV.
10. Perform complex tasks during life-threatening emergencies.
11. Work for long periods of time, requiring sustained physical activity and intense concentration.
12. Face life or death decisions during emergency conditions.
13. Tolerate exposure to grotesque sights and smells associated with major trauma and burn victims.
14. Make rapid transitions from rest to near maximal exertion without warm-up periods.
15. Operate in environments of high noise, poor visibility, limited mobility, at heights, and in enclosed or confined spaces.
16. Use manual or power tools in the performance of duties.
17. Rely on sense of sight, hearing, smell and touch to help determine the nature of the emergency, maintain personal safety, and make critical decisions in confused, chaotic, and potentially life threatening environments.
18. Wear personal protective equipment that weighs approximately 50 pounds while performing the essential functions of their job.
19. Perform physically demanding work while wearing positive pressure breathing equipment with 1.5 inches water column resistance to exhalation at a flow of 40 liters per minute.
20. Be able to communicate with people effectively.

# APPLICATION FOR EMPLOYMENT

## City of North Vernon, Indiana

*An Equal Opportunity Employer*

**The City of North Vernon, Indiana does not discriminate on the basis of race, color, gender, national origin, age, religion or disability, in employment or the provision of services.**

Please type or print responses to **all** questions on the application form. ***Any application not completed in its entirety will be disqualified.***

Position sought \_\_\_\_\_

Last name \_\_\_\_\_ First name \_\_\_\_\_

Middle initial \_\_\_\_\_ Former name(s) \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Are you at least 18 years of age? Yes: \_\_\_\_\_ No: \_\_\_\_\_

Applicants for the Police/Fire Department: Are you at least 21 years of age? Yes: \_\_\_\_\_ No: \_\_\_\_\_

|                        |                 |                    |
|------------------------|-----------------|--------------------|
| Are you interested in: | Full-time work? | Yes _____ No _____ |
|                        | Part-time work? | Yes _____ No _____ |
|                        | Temporary work? | Yes _____ No _____ |

Date available to start work \_\_\_\_\_

# EMPLOYMENT HISTORY AND WORK EXPERIENCE

List all employment history and work experience during the previous five years, beginning with your current employer. *Failure to include all past employment may be grounds for disqualification.*

If currently unemployed, check here \_\_\_\_\_ and skip to **previous employer** below.

• Current employer \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Hire date \_\_\_\_\_ Job title \_\_\_\_\_

Beginning salary \_\_\_\_\_ per \_\_\_\_\_ Current salary \_\_\_\_\_ per \_\_\_\_\_

Supervisor \_\_\_\_\_

Title \_\_\_\_\_ Work phone (\_\_\_\_) \_\_\_\_\_

Briefly describe the work you do, such as duties, responsibilities, equipment you operate,  
Promotions: \_\_\_\_\_

Why do you want to leave? \_\_\_\_\_

May we contact your employer? Yes: \_\_\_\_\_ No: \_\_\_\_\_ If no, please explain why:  
\_\_\_\_\_

• Previous employer \_\_\_\_\_ Phone(\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Dates employed \_\_\_\_\_ Job Title \_\_\_\_\_

Beginning salary \_\_\_\_\_ per \_\_\_\_\_ Ending salary \_\_\_\_\_ per \_\_\_\_\_

Supervisor \_\_\_\_\_

Title \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_

Briefly describe the work you did, such as duties, responsibilities, equipment you operated,  
Promotions: \_\_\_\_\_

Reason for leaving \_\_\_\_\_

May we contact this employer? Yes: \_\_\_\_\_ No: \_\_\_\_\_ If no, please explain why: \_\_\_\_\_

• Previous employer \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Dates employed \_\_\_\_\_ Job Title \_\_\_\_\_

Beginning salary \_\_\_\_\_ per \_\_\_\_\_ Ending salary \_\_\_\_\_ per \_\_\_\_\_

Supervisor \_\_\_\_\_

Title \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_

Briefly describe the work you did, such as duties, responsibilities, equipment you operated,  
Promotions: \_\_\_\_\_  
\_\_\_\_\_

Reason for leaving \_\_\_\_\_

May we contact this employer? Yes: \_\_\_\_ No: \_\_\_\_ if no, please explain why: \_\_\_\_\_  
\_\_\_\_\_

• Previous employer \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Dates employed \_\_\_\_\_ Job Title \_\_\_\_\_

Beginning salary \_\_\_\_\_ per \_\_\_\_\_ Ending salary \_\_\_\_\_ per \_\_\_\_\_

Supervisor \_\_\_\_\_

Title \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_

Briefly describe the work you did, such as duties, responsibilities, equipment you operated,  
Promotions: \_\_\_\_\_  
\_\_\_\_\_

Reason for leaving \_\_\_\_\_

May we contact this employer? Yes: \_\_\_\_ No: \_\_\_\_ if no, please explain why: \_\_\_\_\_  
\_\_\_\_\_

*If you had additional employers within the last five years, attach additional pages as needed.*

List and explain periods of unemployment in the past five years:

From \_\_\_\_\_ To \_\_\_\_\_ Reason \_\_\_\_\_

From \_\_\_\_\_ To \_\_\_\_\_ Reason \_\_\_\_\_

## EDUCATION AND TRAINING

This section is intended to give the employer information about education and training you have completed, and to describe your skills, knowledge and abilities to perform the duties of the position.

High School attended Attach *additional pages as needed*

Name \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Diploma? Yes \_\_\_ No \_\_\_ GED? Yes \_\_\_ No \_\_\_

Activities, awards (*You may exclude any which indicate race, color, religion, gender, age, national origin, or disability*) \_\_\_\_\_

College(s) or Trade School(s) attended Attach *additional pages as needed*

• Name \_\_\_\_\_ Dates attended \_\_\_\_\_ to \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Degree(s) \_\_\_\_\_

Major/minor course(s) of study \_\_\_\_\_

• Name \_\_\_\_\_ Dates attended \_\_\_\_\_ to \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Degree(s) \_\_\_\_\_

Major/minor course(s) of study \_\_\_\_\_

• Activities, awards (*You may exclude any which indicate race, color, religion, gender, age, national origin, or disability*). \_\_\_\_\_

• Seminars/workshops, special awards, articles you have published, other information that may be relevant to the position you are seeking: \_\_\_\_\_

MILITARY HISTORY AND STATUS

If you have never served in the military on active duty, check here \_\_\_ and skip to the next section.

Military Branch    Dates of Service    Highest Rank Attained    Rank at Separation

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PROFESSIONAL OR SPECIALIZED TRAINING

Specialized training\_\_\_\_\_

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Professional/special license(s) or certificate(s):

State    Issued By    Date Issued    Expiration    Type    License #

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Have you had any license suspended, revoked or terminated? Yes\_\_\_No\_\_\_ If yes, explain:

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PROFESSIONAL AFFILIATIONS

List current or previous affiliations/organizations and related offices/positions.

Organization Name    Address    Phone    Offices/Positions

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• Use the following space to describe other training, education, skills, abilities, hobbies, volunteer work or other information that may be helpful in evaluating you application. (You may exclude any which indicate race, color, religion, gender, age, national origin or disability.)

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## PERSONAL INFORMATION

Do you have any commitments which might interfere with or adversely affect your employment with us, such as a second job or school? Yes\_\_\_No\_\_\_If yes, please explain:

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• Have you ever been convicted of a felony? Yes\_\_\_ No\_\_\_ If yes, please explain:

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• List three references who are not related to you and are not former employers or supervisors:

1. Name\_\_\_\_\_ Phone #\_\_\_\_\_

Address\_\_\_\_\_ City/State/Zip\_\_\_\_\_

Number of year's known\_\_\_\_\_

2. Name\_\_\_\_\_ Phone #\_\_\_\_\_

Address\_\_\_\_\_ City/State/Zip\_\_\_\_\_

Number of year's known\_\_\_\_\_

3. Name\_\_\_\_\_ Phone #\_\_\_\_\_

Address\_\_\_\_\_ City/State/Zip\_\_\_\_\_

Number of year's known\_\_\_\_\_

## APPLICATION CERTIFICATION

Read each of the following paragraphs carefully. Indicate your understanding of, and consent to, the contents and conditions of each paragraph by signing your initials at the end of each paragraph. If you have any questions regarding these paragraphs, contact the employer *before* initialing.

- I understand and accept that, if I am hired conditional on passing any medical and/or psychological examinations that the employer deems necessary to determine my ability to perform the essential functions of the position. I understand and accept that this may include drug, alcohol or substance abuse testing.  
Initials: \_\_\_\_\_
- I understand that it may be necessary for me to approve and sign any waivers necessary in order for the employer to obtain information from my current and former employers.  
Initials: \_\_\_\_\_
- I understand and accept that if any information required in this application is found to be falsified or intentionally excluded, my application may be disqualified from further consideration. I further understand and accept that, if I am employed by the employer, I may be subject to disciplinary action, including termination, if any information required by this application has been falsified or intentionally excluded.  
Initials: \_\_\_\_\_
- I solemnly swear that all of the information furnished in this employment application is true, accurate and complete to the best of my knowledge. I authorize investigation of all statements contained in this application. I understand that my misrepresentation or falsification of the information provided may lead to withdrawal of an employment offer or termination following employment.

By submitting this document, I hereby agree that I shall execute the employer's conditional and postemployment medical examination and drug testing consent requirements. I recognize that my future employment with the employer will be jeopardized if I engage in substance abuse, illegal drug use, or alcohol abuse.

Applicant's signature \_\_\_\_\_ Date \_\_\_\_\_

*The following sections to be completed by Police and Fire Department applicants only:*

- I understand that the employer provides police and fire service on a seven day per week and twenty-four hour per day service, and therefore, if employed by either Department, I may be required to work evening shifts or night shifts, including weekends. Initials: \_\_\_\_\_
- I understand that if I am hired as a sworn firefighter on the Fire Department, that I must successfully complete required training and courses specified by the City Fire Department rules and regulations.  
Initials: \_\_\_\_\_



# VOLUNTARY AFFIRMATIVE ACTION SURVEY

TO BE COMPLETED BY APPLICANT – TO BE FILED SEPERATELY FROM APPLICATIONS  
City of North Vernon, Indiana

*An Equal Opportunity Employer*

**The City of North Vernon does not discriminate on the basis of race, color, gender, national origin, age, religion, or disability in employment or the provision of services.**

## >COMPLETION OF INFORMATION BELOW IS VOLUNTARY<

Please be advised that your survey is considered confidential information and it is not a part of your official application for employment. Inclusion or exclusion of any data will not affect any employment decision.

In an effort to comply with government requirements regarding recordkeeping, reporting and other legal obligations, we ask that you complete this applicant data survey. Thank you for your cooperation.

### • PERSONAL INFORMATION

Date \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

Applicant last name \_\_\_\_\_ First \_\_\_\_\_ Middle \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Position(s) applied for \_\_\_\_\_

### • REFERRAL SOURCE

\_\_\_ Facebook \_\_\_ Instagram \_\_\_ Twitter \_\_\_ Newspaper \_\_\_ Radio

\_\_\_ Employee \_\_\_ Relative \_\_\_ Walk-in \_\_\_ School

\_\_\_ Government employment agency \_\_\_ Private employment agency

\_\_\_ Other \_\_\_\_\_

### • GOVERNMENT REQUESTED INFORMATION

Check One: \_\_\_ Male \_\_\_ Female

Check one of the following race/ethnic groups:

\_\_\_ Black \_\_\_ White \_\_\_ Native American/Alaskan Native \_\_\_ Asian/Pacific Islander

\_\_\_ Hispanic (Mexican-American, Puerto Rican & other Spanish origin)

Check the following that are applicable:

\_\_\_ Veteran \_\_\_ Vietnam Era Veteran \_\_\_ Disabled Veteran \_\_\_ Disabled individual

AFFIX  
PHOTO  
HERE  
SECURELY

Photograph shall be a 2.5" square, head and  
shoulders picture of applicant. OTHER  
PHOTOGRAPHS WILL NOT BE  
ACCEPTABLE

AFFIX COPY OF YOUR  
DRIVERS LICENSE  
HERE SECURELY

AFFIX A COPY OF  
YOUR BIRTH  
CERTIFICATE HERE  
SECURELY

## **FIREFIGHTERS PHYSICAL AGILITY TEST WAIVER AND EMERGENCY INFORMATION**

This form must be filled out and signed before you will be permitted to participate in the Physical Agility Test for the firefighter candidate.

I have read and understand that I will be asked to perform nine (9) physical tasks and that I will be given specific instructions in the manner in which the physical tasks are to be performed. I must pass all nine (9) tasks to advance to Phase 2. I understand that these nine (9) physical tasks are:

- |  |                          |
|--|--------------------------|
| 1. 165# Victim Rescue                      | 2. Hose Carry            |
| 3. Hydrant Coupling                        | 4. Ventilation Simulator |
| 5. Charged Hose Drag                       | 6. Dry Hose Lift         |
| 7. Ground Ladder Lift & Smoke Ejector Hang | 8. Aerial Ladder Climb   |
| 9. Rescue Simulator                        |                          |

I am aware of the physical effort which the Physical Agility Test involves. I am physically capable of participating in this test. I agree not to hold the City of North Vernon, the North Vernon Fire Department or any individual responsible in any way for any injury or physical incapacitation I may incur by participating in this test. I further understand and agree that should I fail to complete this Physical Agility Test, I will be ineligible to participate in the rest of the testing process.

In case of an emergency, I authorize you to contact:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
TELEPHONE # \_\_\_\_\_ CELL PHONE # \_\_\_\_\_  
DOCTOR \_\_\_\_\_  
HOSPITAL PREFERENCE \_\_\_\_\_

DATE \_\_\_\_\_ Candidate Signature X \_\_\_\_\_

**WAIVER AND RELEASE FROM LIABILITY AND INDEMNITY AGREEMENT**

**THIS IS A RELEASE**

Whereas, I \_\_\_\_\_ am desirous of submitting to an agility and physical fitness test as more particularly described in application attached hereto, and whereas I am participating entirely upon my own initiative, risk, and responsibility.

NOW THEREFORE, in consideration of the permission extended to me by the City of North Vernon, Indiana and the North Vernon Fire Department to take said agility test or participate in any practice involving said agility test and in consideration for being considered for employment, I do hereby for Myself, My heirs, Executors, and Administrators, remiss, release, waive and forever discharge the City of North Vernon, and the North Vernon Fire Department and all their Officers, Agents, and Employees, acting Officially or otherwise, from any and all claims, demands, actions or cause of action, on account of my death or on account of any injuries to me which may occur from any cause during said test, practice or incidental thereto.

I also, in consideration of the permission extended to me by the City of North Vernon, Indiana and the North Vernon Fire Department to take said agility test, do hereby assume all responsibility and liability for any and all claims, demands, actions or cause of actions, on account of my death or on account of any injuries to me which may occur from said test, practice or incidental thereto and to hold the City of North Vernon, Indiana and the North Vernon Fire Department harmless thereon.

Date \_\_\_\_\_

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Applicant's Signature, Full Legal Name

Subscribed and sworn to before me, a Notary Republic, this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

SEAL

\_\_\_\_\_  
Notary Republic  
Resident of \_\_\_\_\_ County

My Commission Expires: \_\_\_\_\_

Applicant may be eliminated at any time in the employment process if you are unwilling or reluctant to participate in any of the above steps. Serious inquiries only please.

**NORTH VERNON FIRE DEPARTMENT  
PHYSICAL AGILITY TEST**

**1. 165# VICTIM RESCUE**

- A. Applicant shall move an approximately 165# simulated victim 100’.
- B. Applicant shall grasp victim, then drag or carry victim, backwards, 50’ to a cone, then around cone and back to starting point. There will be a five second penalty for knocking down the cone. The applicant shall grasp the victim by the arms or upper torso. Do not grasp the victim by the head or legs.
- C. This exercise measures muscular strength in legs and arms.

**2. HOSE CARRY**

- A. Applicant shall carry five (5) 50’ sections of three inch hose from ground to table, then back to ground.
- B. Applicant shall begin by picking up one (1) section of three inch hose from ground, then placing it on the table (**Do Not Drop**). Return to hose and pick up remaining four (4) sections of hose, one at a time, and place them on the table. These sections shall be in one (1) stack when you are finished. Applicant shall reverse the process and return all sections to their original location. You must not allow any part of the hose to touch the ground while carrying it, if this occurs you shall return that piece of hose back to its last resting point and start over from that point.
- C. This exercise measures upper and lower body strength.

**3. HYDRANT COUPLING**

- A. Applicant shall attach hose couplings to correct hydrant outlets.
- B. Applicant shall remove caps from two (2) 2 1/2” outlets on fire hydrants. The applicant shall then connect the corresponding hose with the hydrant outlets.
- C. This exercise measures hand-eye and muscular coordination.

**4. VENTILATION SIMULATOR**

- A. Applicant shall advance weight, stopping when the black arrows are lined up.
- B. Applicant shall advance the sled to the designated mark on the deck with the hammer provided. Applicant shall stand on the decking that is on both sides of rail while advancing the sled.
- C. This exercise measures upper body strength.

**5. CHARGED HOSE DRAG**

- A. Applicant shall advance a charged hose 100’, then operate nozzle.
- B. Applicant shall pick up a 1 3/4” charged hose, by the nozzle, and advance hose line 100’ to designated area. Applicant shall then open nozzle fully and then shut the nozzle down. Applicant shall place nozzle on ground when finished. If nozzle is dropped or thrown the applicant shall be disqualified.
- C. This exercise measures lower body and leg strength.

**6. DRY HOSE LIFT**

- A. Applicant shall raise hose from ground to top of aerial ladder.
- B. Applicant shall raise a three inch hose roll, secured by a rope, thirty feet from ground, The applicant shall start with the hose on the ground, then raise the hose by pulling on the rope with a hand over hand motion until the hose reaches the top of the aerial ladder. The hose shall then be lowered in the same fashion as mentioned above. This process shall be done a total of two (2) repetitions. The applicant shall stand in an area approximately fourteen feet from where the hose is resting on the ground. The applicant shall not let the rope slip through his/her hands at any time, if this happens it will not count as a repetition and he/she will have to start over with the hose on the ground.
- C. This exercise measures upper body strength and hand-eye coordination.

**7. GROUND LADDER LIFT AND SMOKE EJECTOR HANG**

- A. Applicant shall raise a ladder and place a smoke ejector on ladder.
- B. Applicant shall lift a 14' roof ladder from the marked area on the ground and place it against the building in an erect position. Applicant shall then remove the smoke ejector from the marked area on the ground and hang it from said ladder on the marked rung (one hook only is sufficient). Applicant shall return to said fire engine then return to smoke ejector, remove it from ladder and replace it to its original position on the table. Applicant shall then replace ladder to its original position.
- C. This exercise measures upper body strength and coordination.

***PHYSICAL TASKS ONE THROUGH SEVEN SHALL BE DONE IN AN EVOLUTION, ONE AFTER ANOTHER. TIME WILL BE KEPT BY TWO (2) NVFD PERSONNEL. TIMES WILL BE SHOWN TO THE CANDIDATE, RECORDED AND NVFD PERSONNEL AND CANDIDATE WILL SIGN VERIFYING TIMES ARE CORRECT. TIMES WILL BE USED AS A TIE BREAKER, SHOULD ONE OCCUR DURING THE WRITTEN AND ORAL INTERVIEW PORTION.***

***THE AGILITY TEST MAY BE AN ALL DAY EVENT CONTINGENT UPON THE NUMBER OF APPLICANTS, YOU MAY WANT TO BRING FOOD, BEVERAGES OR OTHER PERSONAL ITEMS FOR YOUR CONVENIENCE.***

***APPLICANT MAY WEAR ATHLETIC APPAREL, ATHLETIC SHOES, AND GLOVES WHILE PARTICIPATING IN THE AGILITY TEST.***

**8. AERIAL LADDER CLIMB**

- A) Applicant shall climb aerial ladder while wearing turnout coat, helmet and safety belt. NVFD will provide the coat and helmet if the candidate does not have their own. NVFD will also provide safety belt for climbing, **NO** safety belt from an outside department will be allowed.
- B) Applicant shall climb 95' aerial ladder at a 35 degree angle, stepping on each rung as he/she climbs. Applicant shall not stop on any one rung for more than ten seconds or he/she shall be disqualified. When applicant reaches top, he/she shall lock his/her safety belt on rung, pause for ten seconds, then descend ladder stepping on each rung while doing so.
- C) This exercise measures fear of heights and lower body strength.

**9. RESCUE SIMULATOR**

- A) Applicant shall complete a designed course while wearing covered face piece and helmet.
- B) Applicant shall maneuver through a designed course while on hands and knees. Applicant shall not stop for more than ten (10) seconds during the maneuver or he/she shall be disqualified.
- C) This exercise measures claustrophobia and muscular coordination.

***PHYSICAL TASKS EIGHT AND NINE SHALL BE DONE SEPARATE FROM THE FIRST SEVEN. THESE TASKS SHALL HAVE NO TIME CONSTRAINTS OTHER THAN WHAT IS MENTIONED IN THE ABOVE DESCRIPTION.***

***APPLICANT MAY WEAR ATHLETIC APPAREL, ATHLETIC SHOES, AND GLOVES WHILE PARTICIPATING IN THE AGILITY TESTS.***

NORTH VERNON FIRE DEPARTMENT  
PROBATIONARY FIREFIGHTER BENEFITS for 2017

2018 First year probationary salary is \$35,000.00

After one year firefighter will receive firefighter base pay, an additional \$900 clothing allowance, plus any raise given for 2019.

This position also includes full benefits, i.e. insurance, vacation, paid time off, etc.



