

***SUGAR CREEK TOWNSHIP FIRE DEPARTMENT***



EMPLOYMENT APPLICATION  
FOR THE  
POSITION OF PROBATIONARY FIREFIGHTER  
**2017**



**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
**Career Firefighter Application**

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**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
**Career Firefighter Application**

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**INSTRUCTIONS**

- Read each section of the application carefully.
- This application must be completed by the applicant only.
- All information must be accurate, thorough and neatly printed in ink or typed. Applications deemed illegible may be cause for rejection.
- All requested information must be supplied. Failure to answer or supply information requested will be viewed as an incomplete application and may be cause for rejection.
- Necessary documentation must be submitted with the application. Attach all submitted documents at the end of the application.
- If additional space is required to answer any of the questions, use the extra pages at the end of the application. When using the additional pages indicate which question(s) you are referencing.
- Failure to provide truthful and accurate information shall be grounds for rejection. If discovered after employment has commenced, it shall be grounds for immediate termination.
- The applicant shall return pages 9 – 25 of the application materials in a sealed envelope with all required forms and documentation enclosed. Failure to return the application by the set deadline shall be grounds for rejection.
- The completed application must be submitted to the Sugar Creek Township Fire Department Administration Office.
  - Hand delivery: Between the hours of 9:00 AM and 4:00 PM, Monday through Friday.
  - Via US Mail:
    - SCTFD Application Process
    - 3545 South 600 West
    - New Palestine, IN 46163-9735
- **Application submission deadline is:**
  - **Hand delivery: 4:00 PM on Friday, June 9, 2017**
  - **Via US Mail: postmarked no later than Friday, June 9, 2017**
- The applicant is responsible for arriving on-time for all components of the selection process. Arriving at a testing site after the assigned time may be grounds for elimination from the process.
- Applicants for the selection process are required to provide or assist and cooperate with the Sugar Creek Township Fire Department (the “Department”) in obtaining the requested personal history information and documentation listed herein, and must be returned with the application.
- Failure to cooperate with the Department at any time during the selection process will be considered cause for disqualification. If it is found that any requested information has been falsified, the applicant will be eliminated from further consideration, or if already employed, such falsification shall be grounds for immediate termination of employment.

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**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
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**INSTRUCTIONS - CONTINUED**

- Applicants receiving a “Conditional Offer of Employment” must, prior to employment, successfully pass a Baseline State-wide Physical and Mental Examination as described and required by the Indiana Public Retirement System 1977 Police Officers’ and Firefighters’ Pension and Disability Fund, performed by a physician and psychologist designated by the Department. This medical evaluation includes a drug screen.
- If either the Baseline State-wide Physical or Mental Examination results are unfavourable, the applicant will be immediately eliminated from the selection process.
- Individuals accepting a conditional offer of employment and pass the Baseline State-wide Examinations but do not accept appointment to the Department must reimburse the Department 100% of the expense of such examinations. The applicant’s signature on the application signifies acceptance of this term.
- At the conclusion of the hiring eligibility list creation process, a ranked list of applicants will be maintained by the Department for a period of two (2) years. The Department may terminate the list prior to the completion of the two (2) year period at its discretion. Applicants appointed to the position of Probationary Firefighter will receive the merit rank of Firefighter with the Department after successfully completing one (1) year as a Probationary Firefighter.
- Email questions or other communications to **[sctfd@sugarcreektwp.com](mailto:sctfd@sugarcreektwp.com)**

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**NOTICE OF CONFIDENTIALITY**

All information in this application will be regarded as confidential except as otherwise provided by applicable law. Because of the sensitive and important position of a firefighter, the Sugar Creek Township Fire Department must select personnel who possess the best abilities to function as a firefighter. In order to best ascertain who these individuals are, it is necessary to gather as much information about each applicant that may have bearing on their ability to perform as a firefighter. Several questions in the application are designed to give the Department a complete background on each applicant. No question on this application is intended to secure information to be used for unlawful discrimination. Do not misstate or omit material since information made herein is subject to verification to determine your qualifications for employment.

**STATEMENT OF ADA COMPLIANCE**

The Sugar Creek Fire Department is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis. Applicants who may require reasonable accommodations in order to complete any phase of the hiring or testing processes as provided by the Americans with Disabilities Act should direct their inquiries to Administrative Assistant Michelle Murphy, at (317) 861-5721 x1003 no less than seventy-two (72) hours in advance of the need for such reasonable accommodation.

**NON-DISCRIMINATION POLICY**

The Sugar Creek Township Fire Department is an equal opportunity employer and does not discriminate in hiring or employment practices on the basis of age, gender, race, color, creed, disability (as defined by law), national origin, religious or political affiliation, except where specific age, gender or physical requirements constitute a bona fide occupational qualification, are necessary for the proper and efficient administration of the Department, or are otherwise allowed or required by law.

**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
**3545 South 600 West**  
**New Palestine, IN 46163**  
**317-861-5721**

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**MINIMUM QUALIFICATION REQUIREMENTS FOR FIREFIGHTER**

Pursuant to Indiana law, applicants for the position of Firefighter with the Sugar Creek Township Fire Department (the "Department") must be at least twenty-one (21) years of age at the time of appointment to the Department. Applicants must be a citizen of the United States and must provide satisfactory proof of the date and place of their birth. Applicants must have a high school diploma or its equivalent at the time of application and must also have a valid state driver's license, and if appointed must obtain an Indiana driver's license according to state law. Applicants must be able to effectively and accurately communicate and understand the English language, both written and spoken. In addition to the preceding, applicants must meet the conditions for membership in the Indiana Public Retirement System 1977 Police Officers' and Firefighters' Pension and Disability Fund and, within six (6) months of the time of appointment to the Department, must be a resident of Hancock or a contiguous county. Applicants must have no prior felony convictions.

**Basic Essential Functions for Firefighters**

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

Continued



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**Minimum Qualification Requirements for Firefighter - continued**

**Environmental Factors for Firefighters**

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

Continued

**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
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**Minimum Qualification Requirements for Firefighter - continued**

In addition to the general requirements set forth above, applicants for the position of Firefighter must, at a minimum, hold:

- a current Indiana EMT or NREMT certification
- a Candidate Physical Ability Test (CPAT) card current issued within one year of Application submission deadline. The CPAT card must also be current at time of hiring.

A photocopy of the applicant's current CPAT card must be submitted with the application. The CPAT card must be valid on June 9, 2017 and remain so at time of conditional offer of employment. The cost of acquiring the CPAT card is the responsibility of the applicant. If you do not already have a current CPAT card or your card will expire on or before June 9, 2017, you are encouraged to renew/obtain one as soon as possible. CPAT testing dates are limited and spots fill quickly. Information about CPAT testing in the Indianapolis area may be found at: [http://www.wayne.k12.in.us/esec/cpat\\_main.asp](http://www.wayne.k12.in.us/esec/cpat_main.asp) or conduct an internet search for "CPAT" in your area.

**In this current process, the Department reserves the right to give preference to applicants who:**

- are currently; full-time firefighters, have membership in the Indiana Public Retirement System 1977 Police and Firefighters' Pension Fund and hold current Indiana Department of Homeland Security paramedic licensure.
- hold current Indiana Department of Homeland Security (IDHS) paramedic licensure or the ability to obtain same within 30 days of conditional offer of employment.

Successful applicants will be placed on the Department's two-year hiring eligibility list.

**NOTICE**

Upon conditional offer of employment, if either the Baseline Statewide Physical or Mental Examination results for the Indiana Public Retirement System 1977 Police Officers' and Firefighters' Pension and Disability Fund are unfavorable, the Applicant shall be immediately eliminated from the selection process. Individuals receiving a conditional offer of employment who pass the Baseline Statewide Examinations but do not accept appointment to the Department must reimburse the Department 100% of the expense of such examination.

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**PROBATIONARY FIREFIGHTER HIRING LIST ELIGIBILITY SELECTION PROCESS SUMMARY**

All applicants who meet or exceed the minimum requirements will participate in structured, consistent forms of assessment designed to identify the most qualified individuals of those applying. Final selection of applicants for placement on the eligibility list will be based solely on the total number of points accumulated during the entire selection process. These points will be accrued in the following three components of the selection process:

**Component One (50% of overall score):**

Qualified applicants will be notified via email as to your eligibility and location details. Component one consists of a written exam, an aerial climb evaluation and a confined space evaluation.

- Component one will be conducted on Saturday, June 17, 2017.
- The written exam will begin at 8:30 AM,
- Applicants must be present by 8:30 AM. No applicant will be admitted after 8:30 AM.
- All applicants must provide a valid driver's license for identification purposes. No applicant will be admitted into the exam without a valid driver's license.
- No electronic devices are allowed in the written exam room.
- The written exam is a nationally standardized, multiple-choice, general knowledge test consisting of:
  - Reading comprehension
  - Interpreting tables
  - Situational Judgment
  - Logical & mathematical reasoning
  - Reading gauges
  - Mechanical aptitude
  - Spatial sense
  - Map reading
  - Vocabulary

Practice exams are available at most public libraries and online.

- Applicants scoring a minimum of 75% on the written exam will continue on to the aerial climb evaluation and the confined space evaluation.
  - The aerial climb evaluation is pass/fail. The applicant is required to fully ascend and descend a 100-foot ladder set at approximately 60 degrees within an allotted time and according to instruction. In the event of inclement weather an alternative ladder climb may be conducted.
  - The confined space evaluation is pass/fail. The applicant is required to successfully navigate an enclosed, confined space course with limited visibility within an allotted time and according to instruction.
  - Dress suitably for these evaluations.
  - Appropriate safety equipment is provided; however, the applicant may use their own helmet (helmet must be ANSI or NFPA certified and have a chin strap), knee pads and/or gloves (gloves must provide adequate protection and dexterity).
- Plan for a minimum of four (4) hours to complete this component of the process.
- Applicants may bring food and drink for after the written exam.

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**Component Two (10% of overall score):**

The Department will evaluate the applications of those applicants successfully completing component one for completeness. Points are awarded for certain certifications, education and experience.

**Available points for certifications, education and experience:**

1)	Honorable discharge from the military or a current, active member in good standing of the National Guard / Reserves	2 points
2)	Any IDHS technical rescue certification at or above operations level. A bonus of 0.5 points shall be awarded for each qualified certification to a maximum of two (2) points.	2 points
3)	IDHS hazardous materials certification at or above the operations level.	.5 points
4)	Three (3) Years documented fire service experience (full, part time or volunteer)	.5 points
5)	Associate's degree *	1 point
6)	Bachelor's degree and beyond *	2 points
7)	One (1) year volunteer member, in good standing, of the Sugar Creek Township Fire Department for period of 12 continuous months prior to application deadline **	1 point
8)	Two (2) years volunteer member, in good standing, of Sugar Creek Township Fire Department for period of 24 continuous months prior to application deadline **	2 points

\* School must be accredited by an organization recognized by either the United States Department of Education or the Council for Higher Education Accreditation.

\*\* Points shall be awarded for either one (1) year or two (2) years of volunteer service, not both.

**Component Three (40% of overall score):**

Those applicants successfully fulfilling components one and two of the process will be scheduled for an oral interview. The tentative date for the oral interview is Tuesday, June 20, 2017. The interview date and time will be confirmed via email.

Progression through the process requires the successful completion of each component. Upon the successful completion of all three components, applicants are ranked on the hiring eligibility list based on their total number of points earned.

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EMPLOYMENT APPLICATION  
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**2017**

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Applicant's Name (printed)

I verify that the information contained on this Application is true and correct to the best of my knowledge and belief and agree to the terms contained herein.

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Applicant's Signature

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Date

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**SCTFD Office Use Only**

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Date & time application received at SCTFD  
or postmark date.

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Name of person receiving application

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**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
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**CONSENT TO RELEASE INFORMATION**

In consideration of the acceptance of my application for employment with the Sugar Creek Township Fire Department (the "Department") the undersigned agrees to assist and cooperate with the Department and any representative thereof in obtaining the following information: birth certificate, education records, employment records, credit records, medical records, criminal history, driving records, residency checks, character references and Fire and EMS Certifications, and hereby authorize and request that all persons to whom this consent (copy or original) is presented having information relating to or concerning me, furnish any duly appointed officer or individual of the Department with such information.

I am aware that this information may be of a personal nature and may otherwise be protected by my constitutional, statutory, or common law rights and privileges, and I expressly waive all privileges which may attach to such disclosure and shall hold no individual, organization, or other entity liable for disclosing any of the above information to the Department or its representatives. I also understand that misrepresentation or falsification of information on this or any other document which is part of the Department's application process, or failure to assist and fully cooperate with the Department in obtaining the above requested information, will be cause for disqualification from consideration for employment, or if not found until after employment with the Department, will be grounds for termination of that employment. Consequently, I authorize the investigation of all statements contained in my Application.

Further, I understand that I must provide the Department with photocopies of the following:

- 1) Proof of high school diploma or its equivalent
- 2) Valid Driver's license
- 3) Official birth certificate
- 4) Licenses/Certifications of all EMS and fire training (**Acadis Portal print out preferred**)
- 5) Discharge (DD-214 Form) from military service (if applicable)
- 6) Current Candidate Physical Ability Testing certification card valid on **Friday, June 9, 2017** and remain so at time of conditional offer of employment.
- 7) Social Security Card
- 8) College or Trade School diploma, if applicable
- 9) Other documents as required

I also acknowledge that my present and all former employers may be contacted about my employment record and may release all information in my personnel files.

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Signature of Applicant

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Date

**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
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**DISCLOSURE AND AUTHORIZATION**

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Sugar Creek Township (“The Company”) may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a “consumer report” and/or an “investigative consumer report” which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records (“driving records”), military records, verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Pinkerton Consulting and Investigations, 11019 McCormick Road, Suite 200, Hunt Valley, MD, 800-635-1649, or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing the Company to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

**New York and Maine applicants or employees only:** You have the right to inspect and receive a copy of any investigative consumer report requested by **Sugar Creek Township** by contacting the consumer reporting agency identified above directly. You may also contact the Company to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which the Company shall provide within 5 days.

**New York applicants or employees only:** Upon request, you will be informed whether or not a consumer report was requested by **Sugar Creek Township**, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

**Oregon applicants or employees only:** Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Company has not maintained secured records is available to you upon request.

**Washington State applicants or employees only:** You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.



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 **PINKERTON®** **ACKNOWLEDGMENT AND AUTHORIZATION**

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of “consumer reports” and/or “investigative consumer reports” by the Company at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by Pinkerton Consulting and Investigations, 11019 McCormick Road, Suite 200, Hunt Valley, MD, 800-635-1649, another outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile (“fax”), electronic or photographic copy of this Authorization shall be as valid as the original.

New York applicants or employees only: By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

California applicants or employees only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report at no charge if one is obtained by the Company whenever you have a right to receive such a copy under California law.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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

**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT  
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**Background Information Form**

First Name \_\_\_\_\_ Middle \_\_\_\_\_ Last \_\_\_\_\_

Other Names/Alias \_\_\_\_\_

Social Security\* # \_\_\_\_\_ Date of Birth\* \_\_\_\_\_

Driver's License # \_\_\_\_\_ State of Driver's License \_\_\_\_\_

**Present Address** \_\_\_\_\_

City/State/Zip \_\_\_\_\_ Phone Number \_\_\_\_\_

**Previous Address** \_\_\_\_\_

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

**Previous Address** \_\_\_\_\_

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

**Previous Address** \_\_\_\_\_

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

**Previous Address** \_\_\_\_\_

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

**For Internal Sugar Creek Township Use Only: Please check off the service(s) you would like processed –**

PACKAGE – NATIONAL CRIMINAL, MOTOR VEHICLE, EMPLOYMENT CREDIT REPORT, 7 YEAR COUNTY CRIMINAL			<input type="checkbox"/>
NATIONAL CRIMINAL AND RECORDS LOCATOR	<input type="checkbox"/>	MOTOR VEHICLE RECORDS	<input type="checkbox"/>
STATEWIDE CRIMINAL REPOSITORY SEARCH	<input type="checkbox"/>	COUNTY CRIMINAL COURT SEARCH	<input type="checkbox"/>
EMPLOYMENT CREDIT	<input type="checkbox"/>		





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**EMPLOYMENT/VOLUNTEER HISTORY:**

List chronologically, starting with your most current, all volunteer, full/part-time employment.

**May we contact your present employer? [ ] Yes [ ] No**

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
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**Employment/Volunteer History - continued**

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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Dates: \_\_\_\_\_ Position held: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Employer Name & Location: \_\_\_\_\_ Contact #: \_\_\_\_\_

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

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**SUGAR CREEK TOWNSHIP FIRE DEPARTMENT**  
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**CHARACTER REFERENCES:**                    (List 3 references - references may not be a relative)

---

\_\_\_\_\_

Name

\_\_\_\_\_

Phone Number

\_\_\_\_\_

Email Address

\_\_\_\_\_

Mailing Address

Your relationship to this person: \_\_\_\_\_

How long have you know this person? \_\_\_\_\_

---

\_\_\_\_\_

Name

\_\_\_\_\_

Phone Number

\_\_\_\_\_

Email Address

\_\_\_\_\_

Mailing Address

Your relationship to this person: \_\_\_\_\_

How long have you know this person? \_\_\_\_\_

---

\_\_\_\_\_

Name

\_\_\_\_\_

Phone Number

\_\_\_\_\_

Email Address

\_\_\_\_\_

Mailing Address

Your relationship to this person: \_\_\_\_\_

How long have you know this person? \_\_\_\_\_

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