Employment Opportunity
City of Sanford, Maine 04073

Firefighter/EMT, Firefighter/EMT Advanced, Firefighter/EMT-Paramedic

The City of Sanford is currently accepting applications for full-time Firefighter/EMT, Firefighter EMT Advanced and Firefighter/EMT-Paramedic for the Sanford Fire Department. Regular work hours are 24 hour shifts and an averaged 42 hr. work week. Applicants who pass the entrance exam and are Firefighter II/Paramedic certified may have preference in hiring. Those who are hired as Firefighter II/EMT or Firefighter II/AEMT may be required to attain, as a condition of employment, an EMS License level of paramedic.

These are responsible professional positions that will respond to emergency and non-emergency type calls for the city. Applicants must be 21 years of age at time of hiring, must attain knowledge of the City, must have the ability to establish and maintain effective working relationships with supervisors, subordinates, city officials, and the general public.

High School diploma or a GED is required. Candidate must possess a current Maine State EMT or Paramedic license or the ability to attain one prior to start. The applicant must have good listening and communication skills. Maine or Pro Board Firefighter I & II are required prior to hiring. Post-secondary vocational or college is desirable. Applicants must possess the physical strength and ability to perform firefighting and/or pre-hospital medical care duties.

Applicants who successfully complete the requirements of the hiring process shall be considered for the positions. A candidate list will be maintained for a period of twelve months (12) from completion and posting of the complete test. Requirements include a written general aptitude exam, physical agility test, practical firefighting and EMS skills exam, and oral board. A background check will also be conducted. The dates of the required exams are included in the application packet. For additional requirements and essential duties please refer to the attached job description.

The City of Sanford offers a competitive salary, excellent benefits, and an environment which encourages personal growth and advancement. Salary range starts at
$45,012.00 or more depending on qualifications and education. The city currently offers MPERS special plan 3C two thirds @ 25 yrs. of service no age retirement. Medical plan is currently MMEHT POS-200 (point of service) health plan or equivalent 80/20 split with HRA provided by the city.

Applicants who successfully complete all aspects of the hiring process and are hired by the city shall not be allowed to use any tobacco products, vape, jewel type products, or mind altering drugs of any kind while on duty. Use of any of these products by an employee on duty who is hired after 9/1/2018 shall be grounds for immediate dismissal from the Sanford Fire Department.

Applications and instruction packets may be obtained from the Human Resource Department or online @ www.sanfordmaine.org under the Employment Opportunities icon.

Applications may be sent to:
Missy Flayhan
Human Resources Department
City of Sanford
919 Main Street
Sanford, Maine 04073

Post: Friday, August 31, 2018
Deadline: Friday, October 5th, 2018, 4:30 pm.

The City of Sanford is an equal opportunity employer.
August 31, 2018

Dear Candidate:

Thank you for your interest in becoming a member with the Sanford Fire Department. We are currently preparing to administer the entrance exam. The exam will consist of four parts. The first part is a written exam, a general aptitude test; the second part is a physical agility test; the third part is an oral board; the fourth part will be an exam on basic firefighting skills.

The written exam will be given in October with a date to be determined at the Sanford Police Department Training Room 917 Main Street in Sanford. The exam will start promptly at 6:00pm. If you are not present at 6:00 pm, you will not be allowed to enter late and take the test. The second portion, the physical agility, will be scheduled on two dates; the first date is an optional practice pre-test, however, applicants which successfully pass the practice pre-test physical agility on the date TBD will not have to attend the next test session. The exam will be conducted at the Sanford Jr. High School located at 708 Main Street, Sanford, ME. In order to participate in the physical exam, you MUST successfully pass the written portion of the exam. You will be notified immediately following the written exam if you were successful in passing and advancing onto the physical. Please be sure to fill out and turn in your contact information sheet prior to leaving the written exam. This information is vital in enabling us to contact you about the next step.

In your application packet is an explanation of the physical agility tasks that you will be required to perform. As explained in the attachment, you will be wearing a weighted vest. If a candidate has assigned NFPA protective clothing available to them, they will be permitted to use it during the exam.

Also enclosed was a Waiver of Claim for Injury release form. This form must be reviewed and signed by both you and a physician of your choice. Please return the completed form to us prior to the physical exam. You will not be allowed to participate in the physical agility exam if this waiver has not been returned. Medical providers who have questions concerning medical evaluations should refer to Bureau of Labor Standards 29CFR1919.134.

If you have any questions, you may contact Chief Benotti or me.

Sincerely,

Missy Flayhan
Director of Human Resources
City of Sanford Fire Department Mission Statement

“The Sanford Fire Department shall provide the City of Sanford with quality service through highly trained and dedicated professionals, in a manner responsive to the needs of our citizens and visitors.”

The City of Sanford Fire Department has a long and proud history of providing emergency service to the citizens and visitors of Sanford for many years. Presently the department is made up of 48 full time highly dedicated personnel, 47 of them uniformed and 1 civilian support staff. The Sanford Fire Department provides all levels of emergency service for the city including ALS level paramedic service. We presently respond to nearly 3900 calls for service with 70% of that being requests for medical aid. The area served is quite diverse with congested multiple family dwellings, single family homes, industry, large retail, an active airport, as well as rural areas all of which encompasses about 50 square miles of direct jurisdiction.

The City of Sanford is the 7th largest community in the state with a population of nearly 23,000 people and is situated in the Mousam River valley area of York County. With the ocean, mountains, and lakes all within the area it has become a great place to live, learn, and play. The Sanford Fire Department works with Local 1624 IAFF to provide a good working atmosphere with opportunities for career minded people who wish to make the emergency services their field. Presently the department staffs 2 engines, 1 ladder, 2 ambulances directly each day and cross staffs a third ambulance with on duty personnel when multiple ambulance calls happen. 2017 marked the beginning of a 6 year qualified expansion to add 12 firefighter/paramedics to our roster. 2 Chief Officers, 1 Fire Marshal, 4 Captains, 8 Lieutenants, and 32 Firefighter/EMT/Paramedics make up the roster presently. The first two new positions were added in September of 2017.

We welcome your interest in our department and wish you the best in our testing process. If you have any questions please contact us at (207) 324-9160, and we will do our best to answer your questions. Thank you again and good luck.

Respectfully,

Steve Benotti
Fire Chief

Phone (207) 324-9160 • 324-9162 • Fax 324-5672
NATURE OF WORK

Under the direction of the Fire Chief or his/her designee, responds to and works at various emergency scenes as requested to render fire suppression and/or emergency medical aid to the public. This position serves the Fire Chief by responding to daily operations and emergencies with the Fire Department in the areas of fire suppression, Emergency Medical Services (EMS), fire prevention, and related activities. Tasks require the application of considerable independent judgment and discretion in carrying out daily duties and operations. This position provides effective, professional daily conduct. Work is performed and reviewed through conferences, staff meetings, oral and written reports, and observation of records and reports. This position is part of the overall team of the Fire Department and as such serves to support the mission of the Department in working collaboratively with other team members to accomplish established goals and to support departmental goals and objectives.

ESSENTIAL FUNCTIONS

1. Responds to all requests of emergency fire suppression and medical aid from the public while on duty.
2. Assists in carrying out all operations (emergency and non-emergency) of the Fire Department through departmental SOP’s, guidelines, and general practices.
3. Assists in the maintenance, cleaning and care of all vehicles and equipment within the Department.
4. Works to that focus on meeting departmental goals and objectives.
5. Supports an effective chain of command for flow of information from the divisions to the Fire Chief.
6. Responsible for upholding the mission, vision and organizational values of the Department with the highest ethical and moral standards.

ILLUSTRATIVE EXAMPLES OF WORK

1) Responds to and works at calls for emergency service and medical aid within the community.
2) Operates all department apparatus and equipment as needed for general operations.
3) Performs daily and weekly apparatus checks for readiness as well as inventories of supplies and equipment.
4) Helps maintain a clean healthy work environment for all employees in the stations.
5) Participates in all training as required to maintain readiness and proficiency of skills.
6) Perform other tasks as requested for the proper operation of the department.
7) Performs medical skills within State of Maine protocols and guidelines.

SKILLS

1) Skill in the use of fire fighting, emergency medical, rescue, Hazmat materials, apparatus and equipment.
2) Skill in the proper use of math and English.
3) Skill in the proper use of both oral and written communications.
4) Skill in the use of computers including fire department record management systems/software, emergency medical records and Microsoft Office programs.
5) Establish and maintain effective working relationships with co-workers and the public.
6) Makes sound judgments under emergency and/or stressful conditions and in responding immediately in crisis situations.

KNOWLEDGE

1) Must attain knowledge of the City's geographical area, hydrants and water systems, target hazards and general area of coverage.
2) Knowledgeable of modern fire suppression and emergency medical operations.
3) Knowledge of fire department directives, SOP’s, City ordinances, and regulations.
4) Knowledge of all fire apparatus and equipment operations.
City of Sanford Job Description for Position of Firefighter Paramedic

ABILITIES

1) Ability to communicate tactfully, impartially, and precisely and to represent the Fire Department in a good manner at all times.
2) Ability to plan, organize, and prioritize daily projects, duties and assignments.
3) Ability to prepare and maintain clear and adequate reports.
4) Ability to establish and maintain effective working relationships with fire department personnel, City employees, other agencies and the general public.
5) Ability to communicate with others and to assimilate and understand information in a manner consistent with the essential job functions.
6) Ability to operate assigned equipment.
7) Ability to make sound decisions in a manner consistent with the essential job functions.

REQUIRED TRAINING, EXPERIENCE, AND QUALIFICATIONS

1) Must have State of Maine or Pro Board Firefighter II, and State of Maine or Nationally Registered EMT (EMT-Paramedic Preferred) certifications. (Must retain all certifications required of the position throughout employment.)
2) Must possess a valid Driver's license. (Must attain CDL within one year or hire)
3) Mandatory Class/Certification Requirements within first 2 years include:
   a) NIMS 100 & 200.
4) May be required to attain Certification Requirements: EMS License Level of Paramedic

PHYSICAL REQUIREMENTS AND WORKING CONDITIONS

1) The primary duties of this position happen in various types of environments, some work is accomplished in an outdoor environment that may involve adverse weather conditions or potential personal danger.
2) Sufficient clarity of speech and hearing, with or without reasonable accommodation, which permits the employee to communicate effectively.
3) Sufficient vision, with or without reasonable accommodation, which permits the employee to inspect a wide variety of fire suppression projects on site and review a variety of written materials.
4) Sufficient manual dexterity and strength, with or without reasonable accommodation, which permits the employee to operate a vehicle, firefighting equipment, hose, ladders and computerized equipment.

The class specification which appears above is intended to be sufficient merely to identify the class and be illustrative of the kinds of duties that may be assigned to the position allocated to the class and should not be interpreted to describe all of the duties which may be required of employees holding a position assigned to this class.

The City of Sanford is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendment Act (ADAAA) the City of Sanford will provide reasonable accommodations, upon reasonable request, to qualified individuals with disabilities and encourages all prospective employees and incumbents to discuss potential accommodations with the employer.

Created: 06/09/2014
Revised: 02/25/2016
The following Physical agility test will be performed by all candidates interested in working for the Sanford Fire Department.

This agility test is task oriented and is based on actual duties performed by members of the Sanford Fire Department. The tasks are listed in no particular order. The actual P.A.T. task order will be established each year prior to the exam.

Prior to the start of the test, all candidates will be walked through the tasks and each will be demonstrated and explained. All candidates will have time for questions prior to the start of the test. Once the testing begins no further questions will be answered. Proctors are assigned to evaluate and will not assist in any way. At any time, should a candidate decide to drop out, the time clock will be stopped and that time noted on the test evaluation form.

Times are kept for scoring purposes only. Running during the event is not permitted except for the hose drag and pull; any other time may result in a failure. Each task must be performed completely and properly before going onto the next task. The time starts at the first task and continues through all tasks. The candidate will follow established boundaries from task to task. Failure to follow the instructions of the test may disqualify a candidate.

Applicants are also required to wear long pants and supportive footwear with no open heel or toe. Test proctors will review other details the day of the exam. The applicant will be required to complete a Waiver of Claim for Injury form prior to being allowed to test. This form is enclosed with this document.

Tasks

- Hose drag and pull
- Hose carry
- Ladder raise and extend
- Ladder ascent and descent
- Forcible Entry
- Equipment carry
- Rescue
- Aerial ladder climb
TASK DESCRIPTIONS

During all portions of the Physical Agility Test the candidate shall wear a 50 lb. weight vest to simulate the full protective gear and SCBA normally worn for firefighting.

The candidate will be allowed a total time of nine minutes to complete the Physical Agility Test.

A total of three warnings during the Physical Agility Test will constitute a failure of the Physical Agility Test.

Task: Hose Drag and Pull

During this task, the candidate grasps a nozzle attached to 200 feet of 1 3/4" hose. The candidate places the hose over the shoulder or across the chest, not exceeding the 8-foot mark. The candidate drags the hose 75 feet to a prepositioned drum, makes a 90 degree turn around the drum and continues an additional 25 feet to a marked box. Then drops to at least one knee and pulls the hoseline until the hoseline’s 50 foot mark is across the finish line. During the hose pull, the candidate must keep at least one knee in contact with the ground and no part of the candidate’s body can cross back over the finish line.

During the hose drag, if the candidate fails to go around the pre-positioned drum or goes outside the designated path (cones), the candidate fails and the time clock will be stopped and that time noted on the test evaluation form.

During the hose pull, the candidate is warned if at least one knee is not kept in contact with the ground. The second infraction constitutes a failure, and the time clock will be stopped and that time noted on the test evaluation form.
Task: Hose Carry (Stair Mill Machine)

During this task the candidate shall wear an additional 20 lbs. of weight added to the 50 lb. vest to simulate a hi-rise pack. The candidate shall walk on the Stair Mill for 3 minutes and 20 seconds. During the first 20 seconds the candidate will be allowed to hold the handrails to gain their balance and readjust the weight as needed without any warning. The candidate will then be expected to complete the next 3 minutes without holding the handrail or stepping off the machine. The candidate may momentarily touch the hand rail for balance.

If the handrail during the 3 minute phase of the task is grasped or touched for an extended period of time or if the handrail is used for weight bearing, the candidate shall receive a warning. A second infraction will constitute a failure, the time clock will be stopped and that time noted on the test evaluation form.

If during the 3 minute phase of the task the candidate steps off the machine, this will constitute a failure, and the time clock will be stopped and that time noted on the test evaluation form.

Task: Ladder Raise and Extend

During this task, the candidate walks to the tip of an 18’ aluminum Roof ladder with its butt section against the wall. The candidate then lifts the tip of the ladder from the ground, and walks it up in a hand over hand fashion, using each rung until the ladder is stationary against the wall. The candidate will then lower the ladder in the same hand over hand fashion until it is back in the starting position. The candidate must not use the ladder rails to raise the ladder; failure to use each rung will constitute a failure.

The candidate will then immediately proceeds to the pre-positioned 24 foot extension ladder, stand within the marked box, and extend the fly section hand over hand until it reaches the pre-determined height mark by tape. The candidate shall announce “Ladder Locked”, and then lower the fly section in a controlled fashion to its original starting position.

If the candidate misses any rung during the raising or lowering, one warning is given. The second infraction constitutes a failure and the time clock will be stopped and that time noted on the test evaluation form.

If the candidate fails to maintain control of the ladder in a hand over hand manner, or lets the rope halyard slip in an uncontrolled manner, this constitutes a failure and the time clock will be stopped and that time noted on the test evaluation form.
Task: Ladder Ascent and Descent

During this task, the candidate proceeds to the bottom of a pre-positioned fully extended 24' extension ladder. The candidate will climb the ladder, one rung at a time to a pre-determined height marked by tape, then descend the ladder one rung at a time.

If the candidate is unable to reach the top of the ladder this constitutes a failure and the time clock will be stopped and that time noted on the test evaluation form.

If the candidate fails to ascend and descend the ladder one rung at a time than this constitutes a failure and the time clock will be stopped and that time noted on the test evaluation form.

Task: Forcible Entry (Kaiser Sled)

This activity simulates forcible entry scenarios on the fire ground, such as penetrating a locked door or chopping a hole in a roof. During this section the candidate must use a dead blow sledgehammer weighing approximately nine pounds to strike a ‘sled target’. The candidate must straddle the sled target by standing on the foot walks, and strikes the end of the sled target using the dead-blow sledgehammer. The sled is weighted to simulate a railroad tie. The individual must drive the I-beam with the dead blow sledgehammer, using overhand swings, the length of the track which is five feet. The candidate must strike the target as many times as necessary to move the sled to the opposite end of the track. This component is complete when the end of the sled target breaks the plane at the opposite end of the track.

Pushing the sled along the track using the dead blow hammer is not permitted. If the candidate is found to be pushing the sled the candidate will be warned. A second infraction will constitute a failure, and the event will be stopped and that time noted on the test evaluation form.

The candidate must straddle the target sled by standing on the foot walks during the exercise. If a candidate falls off or steps off the foot walks once they have begun the task they will be given a warning. A second infraction will constitute a failure, and the time clock will be stopped and that time noted on the test evaluation form.

The candidate must exercise caution when swinging the hammer between their legs and when walking backward on this piece of equipment. If the candidate does not exercise caution they will be given a warning. A second warning will constitute a failure, and the time clock will be stopped and that time noted on the test evaluation form.
Task: Equipment Carry

During this task, the candidate removes two saws from a tool cabinet one at a time, and places them on the ground. The candidate then picks up both saws, one in each hand, and carries them while walking 75 feet around a pre-determined mark, then back to the starting point. Upon return to the starting point, the candidate places the saws on the ground, then pick up each saw one at a time, and replaces the saws in the tool cabinet. During this task the candidate is permitted to place the saw(s) on the ground and adjust the grip if necessary.

*If the candidate drops either saw on the ground during the carry, this constitutes a failure and the time clock will be stopped and that time noted on the test evaluation form.*

Task: Rescue

During this event, the candidate grasps a 163-pound rescue dummy by the handle(s) and drags it 75 feet to a pre-determined mark makes a 180 degree turn around the mark, and continues an additional 75 feet to the finish line. The candidate is permitted to release the handle on the dummy to adjust the grip if necessary. The entire dummy must be dragged past the finish line. The candidate is permitted to rest.

*If the candidate grasps or rests on the drum at any time then this constitutes a failure and the time clock will be stopped and that time noted on the test evaluation form.*

**This concludes the end of the timed tasks!**

Task: Aerial Ladder Climb

During this event the candidate starting at ground level, will climb to the turntable of the aerial ladder and then proceed to climb the aerial one rung at a time to 75 feet. He/she will then grasp the top rung and return to the base one rung at a time. He/she will then climb down off the vehicle.

The aerial ladder will be set at 70 degrees and 75 feet extension. Each candidate will be required to wear gloves, helmet, and ladder belt. **No weight vest will be worn for this portion of exam. All candidates will be attached to a rope safety system during their climb.**

*This is NOT a timed event. If the candidate is unable to reach the top of the ladder or requires assistance, this will constitute a failure and will be noted on the test evaluation form. The candidate may stop and rest on either the ascent or descent without penalty.*
Candidate Physical Agility Test
Waiver of Claim for Injury

This form must be signed before you will be permitted to participate in the physical agility test.

You will be asked to perform 7 physical tasks and will be given specific instructions in the manner in which these physical tasks are to be performed. The seven physical tasks are:

- Hose drag and pull
- Hose carry
- Ladder raise and extend
- Ladder ascent and descent
- Forcible Entry
- Equipment carry
- Rescue
- Aerial ladder climb

I have read and understand the physical effort which is required of this physical agility test. I am physically capable of participating in this test. Furthermore, I have seen a physician and he agrees that I may participate in this exam process. I hereby waive any and all claims for or arising out of any injury I might sustain or incur as a result of participating in this physical exam. I am voluntarily participating in this exam process as part of my application for employment.

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Applicants signature  

Date

Social security number

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<th>Physicians name</th>
<th>Signature</th>
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Medical providers who have questions concerning medical evaluations should refer to Bureau of Labor Standards 29CFR1919.134

Phone (207) 324-9160 • 324-9162 • Fax 324-5672
City of Sanford
Fire Department
972 Main Street, Sanford, Maine 04073-3592
Emergency Services

Firefighter Candidate
Contact Information

Candidate name: ____________________________________________
(please print)
Address: ____________________________________________

Phone numbers:
Home: __________________________
Cell: __________________________
Other: _________________________

In case of emergency

Name: ____________________________________________
(please print)
Relationship: __________________________

Phone numbers:
Home: __________________________
Cell: __________________________
Other: _________________________
CITY OF SANFORD, MAINE  
Human Resources Department  
919 Main Street  
Sanford, ME 04073  
(207) 608-4175 or (207) 608-4174

APPLICATION FOR EMPLOYMENT

The CITY OF SANFORD, MAINE is an Equal Opportunity Employer. We do not unlawfully discriminate against any applicant on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability or any other category protected by federal, state or local law.

GENERAL INFORMATION

(Please Print and Complete Application even if Resume submitted) Date of Application: _____________

Position(s) applied for: ____________________________________________________________

Referral Source: ___ Advertisement or ___ Employee or ___ Employment Board at City Hall

___ Other and source: ____________________________________________________________

Name: ____________________________________________

Last First Middle

Address: ____________________________________________

Street City State Zip Code

Home Telephone: ( ) ______ - ________  Cellular Telephone: ( ) ______ - ________

e-mail ________________________________________________

If employed and you are under 18, can you furnish a work permit? ___Yes ___No

Have you submitted an application to us before? ___Yes ___No

If yes, give date/position: ________________________________________________

Have you ever worked for us before? ___Yes ___No

If yes, give reason(s) for leaving: ________________________________________________

Can you provide proof that you are legally authorized to work in the United States? ___Yes ___No

Are you capable of satisfactorily performing the essential job duties of the position you are applying for, with or without reasonable accommodation? ___Yes ___No

On what date would you be available to start work? ________________________________

Are you available to work: ___ Full-time ___ Part-time ___ Shift Work ___ Temporary ___ Overtime?

Are you on a lay-off or subject to recall? ___Yes ___No
Can you travel if the job requires it?  __Yes  __No  

Do you have access to transportation?  __Yes  __No  

**PERSONAL REFERENCES**

Please list at least three persons who know you well – not previous employers or relatives.

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<th>Address and Telephone Number</th>
<th>Occupation</th>
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**EDUCATION**

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<th>Type of School</th>
<th>Name / Address</th>
<th>Subjects Studied / Academic Honors</th>
<th>Did you Graduate? / Type of Degree</th>
<th>Number of Years Attended</th>
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You may include subjects of special study, research work, special training skills, or qualifications which you believe may be helpful to us in considering your application (e.g., paid experience as/performing: administrative assistant, cable harnessing, clerical, customer service, data entry, PC Board Assembly, electrical engineering, electro-mechanical assembly, machine operator, mechanical engineering, plastic assembly, quality control, shipping & receiving, receptionist, soldering, warehouse)

_________________________

_________________________

_________________________
EMPLOYMENT EXPERIENCE

Please list the names of your present and previous employers, starting with your present/most recent employment. You should include information about verifiable work performed on a volunteer basis and military service. Be sure to account for all periods of time, including any periods of unemployment. Use additional pages if needed.

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<td>Job Title</td>
<td></td>
<td>Hourly Rate / Salary</td>
<td></td>
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<tr>
<td>Supervisor</td>
<td></td>
<td>Starting</td>
<td>Final</td>
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<tr>
<td>Reason for Leaving</td>
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</table>

Are you employed now? ___Yes ___No

May we contact your current employer? ___Yes ___No (If no, please explain on reverse.)
Do you have any commitments to another employer, which might affect your employment with us?

___ Yes.  (If Yes, please explain on reverse.) ___ No

Have you ever been terminated or asked to resign from any job?

___ Yes.  (If Yes, please explain on reverse.) ___ No

Please explain any gaps in your employment history ____________________________

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**CRIMINAL HISTORY**

An applicant for employment with a sealed record on file with the Commissioner of Probation may answer "no" with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. In addition, any applicant for employment may answer "no" with respect to any inquiry relative to prior arrests or criminal court appearances and adjudication in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the Superior Court for criminal prosecution. A conviction record is not necessarily a bar to employment. Factors such as age at the time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account.

1. Have you ever been convicted of a felony?

___ Yes ___ No

2. Have you been convicted of a misdemeanor during the past five years (other than a speeding, minor traffic violation, affray or disturbing the peace)?

___ Yes ___ No

3. Have you completed a period of incarceration within the past 5 years for any misdemeanor (other than a first conviction for any of the following misdemeanors: speeding, minor traffic violation, affray or disturbing the peace)?

___ Yes ___ No

4. If the answer to any of the above questions is "yes," please state whether you were convicted more than 5 years ago for any offense (other than a speeding, minor traffic violations, affray or disturbing the peace).

___ Yes ___ No

If you answered "yes" to any of the questions set forth above, please provide the details (date, city or town, nature of offense, and disposition):

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
I hereby declare that the information provided by me in this Application for Employment (and in any accompanying resume) is true, correct and complete to the best of my knowledge. I authorize the CITY OF SANFORD, MAINE (or its designee) to investigate my past and present employment, education and activities and verify all data provided by me on this application, on related papers and in interviews. I authorize all individuals, schools and/or firms named herein (except my current employer, if so noted) to provide any information requested about me. I release from all liability any persons, companies, corporations or educational institutions supplying such information. I release the CITY OF SANFORD, MAINE (or its designee) from any and all liability resulting from the verification of such information. I understand that any false statement or material omission on this application, or on any supporting documents, shall be grounds for non-hire or discharge, regardless of when discovered by the CITY OF SANFORD, MAINE.

I understand that this employment application, or the granting of an interview, does not represent a contract of employment or a promise of future benefits by the CITY OF SANFORD, MAINE. I further understand that there is no guarantee that the CITY OF SANFORD, MAINE will be able to place me with one of its clients. If I am hired by the CITY OF SANFORD, MAINE, I understand that my status will be that of an employee-at-will, meaning that I will have no contractual right, express or implied to remain in the CITY OF SANFORD, MAINE’s employ. I further understand that, if I am hired, my employment can be terminated, with or without cause and with or without notice at any time, at the option of the CITY OF SANFORD, MAINE or me. Notwithstanding the foregoing, the terms of any collective bargaining agreement will apply to any applicant hired to work in a position subject to a collective bargaining agreement. I also understand that no representative of the CITY OF SANFORD, MAINE has the authority to enter into any oral agreement for employment for a specified period of time or to make an oral agreement contrary to the foregoing.

I understand that if I am offered employment at the CITY OF SANFORD, MAINE, I will be required to provide evidence of my identity and authorization for employment in the United States.

I understand that the CITY OF SANFORD, MAINE may require a physical examination and/or drug and alcohol screening as a condition of employment and at any time during my employment to the extent permitted by law.

I understand that if I am hired by the CITY OF SANFORD, MAINE and my employment subsequently ends, the CITY OF SANFORD, MAINE may provide information about my employment to persons in response to job reference requests, and I hereby consent to such disclosures.

MY SIGNATURE BELOW ATTESTS TO THE FACT THAT I HAVE READ, UNDERSTAND, AND AGREE TO BE LEGALLY BOUND BY ALL OF THE ABOVE TERMS.

Signature of Applicant                      Date