



ANNOUNCEMENT OF EMPLOYMENT OPPORTUNITY

FIREFIGHTER – FULL TIME

Operations Wage Scale, Range 30
Firefighter/EMT: \$15.08/hour
(Paramedic receives an additional \$2.10/hour)

Central Arizona Fire and Medical Authority (CAFMA) is establishing an eligibility list for the position of full-time Firefighter. Interested parties meeting the minimum requirements (as stated below) may apply by downloading an application packet from the Fire Authority website (www.cazfire.org) or by contacting Human Resources at (928) 772-7711. Application packets may also be picked up in person at CAFMA Administration – 8603 E Eastridge Drive, Prescott Valley AZ, during the normal business hours of 0700 to 1700 hours, Monday through Thursday.

The due date for applications will be Thursday, June 20, 2019, at 1700 hrs. Applications must be received at CAFMA headquarters by the deadline in order to be accepted. Applications may be faxed to 928-583-6506, emailed to HR@cazfire.org, mailed to the Administration address, or dropped off in person. Please ensure that your **complete** application, including all requested certifications, arrives by the due date. Incomplete or illegible applications will not be considered.

Candidates must meet the following minimum requirements in order to be considered qualified to test for the eligibility list:

- Possess a nationally recognized Emergency Medical Technician (EMT) or Paramedic certification. Candidate will be required to obtain an Arizona DHS certification prior to completion of academy.
- Possess a valid driver's license and be insurable by the Fire Authority insurance carrier. Must obtain an Arizona driver's license prior to appointment.
- Possess a current Healthcare Provider Level CPR certificate
- NFPA 1001 Firefighter II or Arizona Fire I & II certificate
- Possess a valid CPAT card
- Possess a HazMat operations level certificate
- Must meet district residency requirements within six (6) months of appointment
- Must have no felony (within 10 years) or misdemeanor (within 3 years) convictions involving moral turpitude
- Basic Wildland Firefighter certification (NWCG S-130/S-190) is preferred; this course will be offered during the academy

Copies of relevant documents demonstrating that the candidate has met minimum requirements must be attached to the application. Preference points will be given to military veterans, as detailed below. For candidates who are requesting extra credit points for special certifications, diplomas, specialized training or college transcripts, as detailed below, must provide copies of documentation of completion with the application. Credit will not be given if documentation is not provided with the application. Do not attach original documents.

Testing:

Written test will consist of 100 multiple-choice questions based on the following:

- National Fire Protection Association (NFPA) 1001, Professional Qualifications for Firefighter 2014 Ed.
- IFSTA – Essentials of Fire Fighting and Fire Department Operations, 6th Edition,
- Jones and Bartlett, Fundamentals of Fire Fighter Skills, 3rd Ed, 1st Printing

Once the written test is complete, a minimum of the top 25% of candidates receiving a passing score of 70% or above will be invited to participate in an oral review panel. Upon completion of the testing process, an eligibility list will be established. Final hiring selections will be made after a Chief's interview. Central Arizona Fire and Medical Authority utilizes a Rule of Three for final interviews and selection. Candidates who receive a written conditional offer of employment will be subjected to a rigorous background investigation, including drug testing, and will be required to submit to and pass physical and psychological evaluations prior to the start of employment.

Applicants who meet the minimum requirements on their application will be notified via email after the closing date that their application has been accepted, and they will be invited to attend the written test, which is scheduled for Thursday, June 27, 2019 at 5 p.m., at the Central Arizona Regional Training Academy, 9601 E Valley Road in Prescott Valley. Invited candidates must present a current Driver's License to be admitted to the test.

For questions, please contact Human Resources at (928) 772-7711.

Additional Credit Points: A maximum of five (5.0) points may be accumulated with additional credit. The Applicant must attach documentation for each credit being claimed. (Pursuant to CAFMA Policy 221 Full Time Firefighter Preliminary/Promotional/Probationary Requirements)

Military Experience

Two (2.0) points will be awarded to anyone with a discharge under honorable conditions from any United States recognized military service branch.

Medical Certification

Two (2.0) points will be awarded for nationally recognized medical certification as CEP.

Fire Science Credits

0.1 point will be awarded for each fire science class of three credit hours or more received with a minimum grade of "C." A maximum of one (1.0) point will be awarded for fire science credits, if not receiving college degree credit.

College Degree Credit

All college level credits must be from an accredited educational institution. Credit will only be allowed for one degree.

Two (2.0) points will be awarded for an Associate's Degree

Four (4.0) points will be awarded for a Bachelor's Degree

Other Certifications

0.1 point will be awarded for each of the following certifications:

Technical Rescue Technician

Hazardous Materials Technician

Wildland Firefighter Type 1



CENTRAL ARIZONA FIRE AND MEDICAL AUTHORITY

The Central Arizona Fire and Medical Authority (CAFMA), the first Fire Authority in the State of Arizona, was formed through an Intergovernmental Agency Agreement between the Central Yavapai and Chino Valley Fire Districts on October 15, 2015. Full integration as one agency, CAFMA, occurred on July 1, 2016. Our organization is guided by our Mission, Vision and Values, as detailed below.

Mission:

Protecting life and property through prevention and response

Vision:

To be a progressive Fire Service leader in Arizona through leadership, cooperation and innovation

Values:

We strive to serve our internal and external customers with **PRIDE**

Professional - To adhere to the highest standards of our profession and adopt best practices

Respect - We believe in the basic dignity of every individual and all members of the community and organization

Integrity - We are honest and accountable

Dedication - Committed to quality, reliable and respectful service delivery

Excellence - Demonstrate high level of knowledge and skill in all aspects of our profession

CAFMA staffs ten full-time and two reserve stations covering 240 square miles of Yavapai County. We are nestled between the Bradshaw and Mingus Mountain ranges with elevations that range from 4300 ft. near the head of the Verde River to 6500 ft. in Highland Pines. Our coverage area encompasses approximately 100,000 residents between the communities of Chino Valley, Prescott Valley, Dewey-Humboldt and unincorporated Yavapai County.

Our organization is divided into four sections:

FIRE PREVENTION	ADMINISTRATION	PLANNING & LOGISTICS	OPERATIONS
Public Education	Human Resources	Fleet Maintenance	Structure Fire Suppression
Business Inspections	Finance	Technical Services (Network, Radio Communications, GIS)	Emergency Medical Services
Plan Review	General Administration	Facilities Maintenance	Training
Code Enforcement		Warehouse (purchasing)	Public Service
Fire Investigation			Wildland Fire Suppression
			Special Operations

Each section is supervised by an Assistant Chief, who is managed by the Fire Chief. The Fire Chief is supervised by an elected five-person Fire Board.

Work Schedule

Personnel in Operations work a 3-4 schedule (three 24-hour shifts with a day off in between each, and then four days off in a row.) The Operations Division runs three different shifts to provide around-the-clock coverage. Remaining divisions have a schedule based on a 40-hour work week. That schedule typically consists of four 10-hour days, occurring Monday through Thursday. Most non-operations divisions are closed on Fridays.

Compensation

Compensation for all positions is based on a regular market analysis, and you will find that the wage is typically higher than the market average.

Annual performance increases are given in conjunction with performance evaluations, and new employees are placed on probation for the first year of employment.

Benefits

- Retirement: Public Safety Personnel Retirement System (PSPRS) for operations staff; Arizona State Retirement System (ASRS) for civilian employees.
- Employees receive health, dental, vision, disability and life insurance. Subsidized dependent coverage is available for purchase by the employee.
- 10 paid holidays
- Paid vacation and sick leave, with accruals based on years of service.
- Sick leave buy-back program
- Bereavement/emergency leave
- Employee assistance programs
- Deferred compensation program
- Educational assistance program
- Uniform allowance



OJ3004-Job Description: Firefighter

Created/Revised: 12-8-97 / 9-12-18

Reviewed: 9-12-18

Division: Operations
Reports To: Fire Captain
FLSA Status: Nonexempt
Salary Level: Range 30
Classification: Uniform

SUMMARY Firefighters are members of a fire fighting team called a fire company. They perform duties that support the mission of the company and the District. The firefighters are supervised by a Fire Captain. Firefighters perform a variety of hazardous tasks when engaged in combating, extinguishing and preventing fire; answering emergency medical calls; extricating and rescuing individuals from fire and entrapment, treating the sick and injured; and in operating and maintaining District equipment, apparatus, and quarters. The firefighter works shift work as assigned. Members of this class shall be required to assume the duties of the next higher rank within 3 years of completing probation.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Meet the requirements for Firefighter II, NFPA 1001.
- Assist in the performance of fire safety inspections.
- Execute other fire prevention related duties as assigned.
- Correctly identify and operate the tools and equipment used by the District.
- Operate and care for self-contained breathing apparatus.
- Demonstrate a working knowledge of minimum company standards.
- Demonstrate a working knowledge of the principles of ventilation.
- Utilize communications equipment according to procedures.
- Maintain and care for stations and grounds as assigned to them.
- Demonstrate a working use and knowledge of hydrants.
- Perform first aid and rescue techniques as needed on emergency assignments.
- Fill out incident reports as required by their supervisor.
- Interact with the public in a positive manner that exemplifies the District's mission.
- Attend all mandatory training and scheduled meetings for the assigned position.
- Ability to appropriately prepare, manage, store and locate the written records of the District, especially those generated or received by the member, including, but not limited to, all books, papers, maps, photographs, e-mails, notes and all other written documents within the member's job function; to ensure that all such records are kept in compliance with the records management requirements and public records obligations of the State of Arizona and the District and to be able to quickly locate and retrieve the same as part of a public records request.
- Required to qualify for and maintain a "Meets Standards" on member's evaluations.

SUPERVISORY RESPONSIBILITIES None.



OJ3004-Job Description: Firefighter

Created/Revised: 12-8-97 / 9-12-18

Reviewed: 9-12-18

QUALIFICATIONS To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below 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.

- Firefighters must pass the Professional Qualifications for Firefighters II in NFPA and the probationary packet before the completion of their one-year probation.
- Working knowledge of the street systems and physical layout of the District.
- Ability to understand and follow oral and written instructions.
- Ability to learn a variety of firefighting duties and methods, including the operations of firefighting apparatus, equipment, and tools.
- Ability to get along well with others while living and working in close quarters and groups.
- Ability to act and react under emergency conditions, avoiding panic.
- Ability to pass a rigid physical ability test, written examination, oral interview and physical fitness exam.
- Good aptitude towards mechanics.
- Ability to be on the apparatus in a ready status within a 60-second time frame.
- Ability to operate apparatus according to minimum standards within 18 months of hire date and maintain these skills.
- Refer to Standard Operating Guidelines (SOG) OS-3000– Succession Planning (Operations) for recommended experience and education.*

EDUCATION AND/OR EXPERIENCE High school diploma or general education degree (GED) required.

LANGUAGE SKILLS Ability to read and comprehend simple instructions, short correspondence and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to customers, clients, and other members of the organization.

MATHEMATICAL SKILLS Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to apply concepts of basic algebra and geometry.

REASONING ABILITY Ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

CERTIFICATES, LICENSES, REGISTRATIONS

- Valid State of Arizona Driver's License and maintain a driving record that supports insurability with District's insurer.
- Current Arizona Department of Health Services (AZ DHS) Basic Emergency Medical Technician (EMT) or higher
- Current Healthcare Provider Level CPR Certificate (A.R.S. § 9-36-2202(a))
- State of Arizona Firefighter I and II Certification



OJ3004-Job Description: Firefighter

Created/Revised: 12-8-97 / 9-12-18

Reviewed: 9-12-18

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- Wildland Firefighter Type II*Red Card qualifications minimum
 - HazMat 24 hour Operations*
 - Current CPAT Certificate (Required for outside Firefighter promotional testing only)

PHYSICAL DEMANDS The physical demands described here are representative of those that must be met by a member to perform successfully the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the member is regularly required to stand and walk; use hands to finger, handle, or feel; reach with hands and arms; climb and balance; stoop, kneel, crouch, and crawl; talk, hear, taste and smell. The member is occasionally required to sit. The member must frequently lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT The work environment characteristics described here are representative of those a member encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the member is frequently exposed to wet and/or humid conditions' moving mechanical parts, high, precarious places, fumes and airborne particles, toxic and caustic chemicals; outside weather conditions, and vibration. The member is exposed to hazardous conditions including, but not limited to, hostile fires, hazardous materials, and bloodborne pathogens. The member is occasionally exposed to risk of electrical shock. The noise level in the work environment is usually loud.

DISCLAIMER The above statements are intended to describe the general nature and level of work being performed by the person assigned to this position. They are not intended to be an exhaustive list of responsibilities, duties, and skills required. This job description does not constitute an employment agreement between the employer and the member and is subject to change by the employer as the needs of the employer and the job requirements change. Accordance with Standard Operating Procedure (SOG)OS-3000– Succession Planning (Operations).



Central Arizona Fire and Medical Authority
8603 E Eastridge Dr.
Prescott Valley, AZ 86314

(928) 772-7711

www.cazfire.org

EMPLOYMENT APPLICATION

Read the following instructions carefully before completing application:

All requested information must be furnished, including information requested on supplemental questionnaires. The information you provide will determine your eligibility and qualifications for employment or further examination. If a category does not apply, write **N/A** for Not Applicable. When completing "Employment History," fill in **ALL** spaces accurately and completely. Include all related employment, volunteer and military work experience. **DO NOT WRITE "SEE RESUME"**. All information contained on the application is subject to verification. Any omission, misstatement or falsification may be cause for rejection of this application, removal of your name from an eligibility list, or discharge.

POSITION APPLYING FOR: _____

DATE: _____

GENERAL INFORMATION

(Please type or print legibly with ink)

NAME _____
(Last name) (First name) (Middle name)

HOME ADDRESS: _____
(Street) (City) (State) (Zip code)

MAILING ADDRESS: _____
(Street/PO Box) (City) (State) (Zip Code)

PHONE: _____ MSG PHONE: _____ EMAIL: _____

EMERGENCY CONTACT NAME: _____ PHONE: _____

Are you at least 18 years of age? YES NO
Have you applied for a position with CAFMA, Central Yavapai Fire District or Chino Valley Fire District in the past? YES NO
Have you been employed by CAFMA, Central Yavapai Fire District or Chino Valley Fire District in the past? YES NO
How did you learn of this job opportunity?

GENERAL INFORMATION continued...

Date available for work _____

Do you have a legal right to work in the U.S.? YES NO

If yes, you will need to show proof of work eligibility to be employed.

EDUCATION

Do you have a High School Diploma or G.E.D.? YES NO

Name of school _____

City _____ State _____

List colleges, universities, trade or business schools attended or any other training:

College/University (circle highest completed) 1 2 3 4 5 6

Name _____ Location _____

Major _____ Degree _____

Name _____ Location _____

Major _____ Degree _____

TRAINING

List position-related licenses, registrations, certificates or professional memberships.

Description	Number	Expires
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_____	_____	_____
_____	_____	_____
_____	_____	_____

List any other skills that you possess relating to the position applying for:

Indicate with an "X" on the job experience in the following:

Firefighter	Engineer	Captain	Fire Marshal	Fire Inspector
EMT	Paramedic	Wildland	Hazardous Materials	_____

Other skills:

Receivables	Payables	Payroll processing	Multi-line phones	Filing
Customer service	Writing correspondence	Meeting minutes		
Computer proficiency:	Word	Excel	Access	Powerpoint
				Publisher

EMPLOYMENT HISTORY

Applicant **must account for entire work history**, especially any gaps in employment. Please provide a **complete explanation for employment gaps**. Begin with your most recent position. List all jobs held whether paid or volunteer. Additional work history forms should be copied if needed.

Current or Most Recent Employer Name

Telephone

Address

City/State

Zip Code

Starting position

Start date

Starting salary

Supervisor's Name

Ending position

End date

Ending salary

Supervisor's Name

May we contact your employer?

YES

NO

List job duties:

Reason for leaving:

Previous Employer Name

Telephone

Address

City/State

Zip Code

Starting position

Start date

Starting salary

Supervisor's Name

Ending position

End date

Ending salary

Supervisor's Name

List job duties:

Reason for leaving:

EMPLOYMENT HISTORY continued...

Applicant **must account for entire work history**, especially any gaps in employment. Please provide a **complete explanation for employment gaps**. Begin with your most recent position. List all jobs held whether paid or volunteer. Additional work history forms should be copied if needed.

Previous Employer Name

Telephone

Address

City/State

Zip Code

Starting position

Start date

Starting salary

Supervisor's Name

Ending position

End date

Ending salary

Supervisor's Name

List job duties:

Reason for leaving:

Previous Employer Name

Telephone

Address

City/State

Zip Code

Starting position

Start date

Starting salary

Supervisor's Name

Ending position

End date

Ending salary

Supervisor's Name

List job duties:

Reason for leaving:

EMPLOYMENT HISTORY continued...

Applicant **must account for entire work history**, especially any gaps in employment. Please provide a **complete explanation for employment gaps**. Begin with your most recent position. List all jobs held whether paid or volunteer. Additional work history forms should be copied if needed.

Previous Employer Name		Telephone	
Address		City/State	Zip Code
Starting position	Start date	Starting salary	Supervisor's Name
Ending position	End date	Ending salary	Supervisor's Name
List job duties:			
Reason for leaving:			

Previous Employer Name		Telephone	
Address		City/State	Zip Code
Starting position	Start date	Starting salary	Supervisor's Name
Ending position	End date	Ending salary	Supervisor's Name
List job duties:			
Reason for leaving:			

If you need more space for Employment History, please photocopy this page.

GENERAL HISTORY

Please provide a list of all previous residences:

City	County	State	Length of time
City	County	State	Length of time
City	County	State	Length of time
City	County	State	Length of time
City	County	State	Length of time

Have you been employed by or affiliated with any other Fire Department, Fire District, Rescue, or Ambulance Company – whether on a paid-full time, on call or volunteer basis?

YES NO

If so, please provide the following information:

Name of Organization	Dates	In what capacity – FT/PT/Volunteer?
Name of Organization	Dates	In what capacity – FT/PT/Volunteer?
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APPLICATION QUESTIONS

Please provide complete answers to the following questions. Investigation into YES answers will only occur after an offer of employment has been extended. Your complete written explanation will assist the employer in determining your qualifications and suitability for employment. Convictions of a criminal offense will be reviewed thoroughly and can have a bearing on one's employment. Attach additional sheets if necessary. Any omission, misstatement or falsification may be cause for rejection of this application, removal of your name from an eligibility list, or discharge.

Have you ever been convicted of, admitted committing, are awaiting trial, or have been placed on probation for any crime (excluding only minor traffic violations not involving any allegation of drug or alcohol impairment)? You must answer YES even if the matter was later dismissed, deferred, vacated, expunged or had any other legal action taken that may have removed the matter from court records. If you answer YES, please provide dates of the proceedings, the court where the proceedings occurred, a statement of the accusation against you and the final disposition of the case(s).

YES NO Explanation:

Have you ever been dismissed, fired or released from any position, paid or volunteer, held for any length of time, resigned at the request of your employer, or while charges against you or an investigation of your behavior was pending? You must answer YES even if the matter was later resolved with any form of settlement or severance agreement, regardless of its terms. If you answer YES, please provide the date of termination of employment, the name, address and telephone number of the employer(s) and a statement of the alleged reasons for termination.

YES NO Explanation:

Have you ever had any license or certificate of any kind revoked, suspended, placed on probation, or have you in any way been sanctioned, or is any charge or complaint now pending against you? If you answer YES, you must provide the dates of the proceedings, name, address and telephone number of the agency or licensing body where proceedings took place, a statement of the accusations against you and the final disposition.

YES NO Explanation:

Are you now being investigated for any reason by any licensing, certification or other regulatory body or by your current or any previous employer? If you answer YES, you must provide the name, address and telephone number of the employer or licensing body and a statement of the accusations against you.

YES NO Explanation:

CERTIFICATION, AUTHORIZATION, RELEASE AND WAIVER

READ CAREFULLY BEFORE SIGNING

I certify that the information given by me in this Employment Application is true and complete and I understand and agree that the application process or my employment with CAFMA may be immediately discontinued if misrepresentations, falsified statements or material omissions are found to have been made. I authorize investigatory agencies, schools, former employers and former supervisors to provide any and all information pertinent to my employability, and hereby release those providing such information from any liability for doing so.

I understand that employment, if offered, is contingent upon satisfactory results of a drug screening, employment verification, federal and state criminal background check utilizing fingerprint analysis, motor vehicle report and physical and psychological examination (if applicable) as required by the Agency, and I hereby give my consent to such background investigation, and I understand that I have the right to request a review of criminal history findings by making a written request. I also understand that employment, if offered, is contingent upon my providing additional information for employee record purposes and upon my providing proof of identity and lawful authorization to work in the U.S. and completion of a Form I-9.

I also understand that CAFMA, being an at-will employer, may terminate my employment at any time, with or without cause and without liability and that my employment does not constitute a contract of employment between myself and the Agency. I will comply with and be governed by all federal and/or state laws, and District policies, rules, and procedures as may be in effect. If requested by the management at any time, I agree, while on Fire Authority property, to submit to the search of my person, possessions, cars, or of any locker that may be assigned to me, and I hereby waive all claims for damages on account of such examination.

I may be required to take a physical examination, at company expense, at any time, to determine if I am physically fit for the job I am to perform, including drug testing for probable cause, random testing, or pre-employment screening. I authorize any physician or hospital to release any information to the Fire Authority which may be necessary to determine my ability to perform the duties of a job I am being considered for, prior to employment, or in the future, during employment with the company, including drug testing information.

I further understand that this is an application for employment only and that no employment contract of any kind is being offered or implied. I understand that if I am employed, such employment is for an indefinite period of time and that the company can change wages, benefits and conditions at any time.

In submitting this application, I further understand that all application materials provided become public record and the property of the Central Arizona Fire and Medical Authority and will not be returned. Public records are required by law to be made available during normal business hours to any person upon proper request, including the news media.

I have read and understand the above:

Signature

Date

The Central Arizona Fire and Medical Authority is an Equal Employment Opportunity/
Affirmative Action Employer.

RELEASE AUTHORIZATION

This document authorizes this employer, or its research agent, to seek and/or verify specific information about my background. I understand that this authorization applies after I have received a conditional offer of employment. I understand that this release authorization will remain in effect for the duration of my employment unless I revoke this release authorization in writing.

I specifically authorize that background information may be sought in the following areas, and agree to release from any liability the agencies, prior employers, individuals or other entities which provide the information to the client to the extent that the information given is true and accurate:

- A. Criminal conviction records in any jurisdiction;
- B. Driving record in any state;
- C. Educational and Professional Certification records in any jurisdiction;
- D. Work performance, attendance and job related information.

I agree to assist in this effort by contacting former employers, if requested, and asking for full disclosure of my employment history.

I further understand that information obtained may be used by this employer in its sole discretion and without liability, to determine eligibility for initial or continued employment, to grant or deny me permission to enter into employer property, or that of its affiliated companies. I further understand that this information will become part of my personnel record at this employer and will be held in the confidence accorded all such records.

I acknowledge that I have read and understand this information, that the rules governing its collection and use are pursuant to the Fair Credit Reporting Act as amended by the Consumer Credit Reform act of 1996, and that any adverse action based on this information will be communicated to me in accordance with the Act. I also acknowledge that I may request review of my criminal history records by making a written request to Human Resources.

Signature

Date

The following must be filled out completely for your application to be considered. (Please print).

Last name

First name

Middle name

Other names by which you have been known and the dates those names where used.

Home address

City/State

Zip

Driver's license number

State of issue

CENTRAL ARIZONA FIRE AND MEDICAL AUTHORITY
8603 E EASTRIDGE DR
PRESCOTT VALLEY AZ 86314
(928) 772-7711

CURRENT/PREVIOUS EMPLOYER REFERENCE REQUEST

Applicant Section: Fill out entire TOP portion of form. Complete one form each for your three (3) most recent employers. Sign the form where indicated to authorize the release of this information to us. We will only contact your employers after you have received a conditional offer of employment. Please leave this form attached to your application, and do not give it to your previous employers.

Current or previous employer name: _____

Company address, City, State, Zip: _____

Supervisor: _____ Phone: _____ Fax #: _____

Applicant name: _____ Social security number: _____

Your position at the above named company: _____

Dates of employment: from _____ to _____

Reason for leaving: _____

Applicant signature: _____ Date: _____

Employer section: To be completed by CAFMA HR.

Name & title of person responding to this request: _____

Signature: _____ Contact phone: _____

Does the above information (position, dates of employment, reason for leaving) agree with your records?

____ YES ____ NO If no, please explain: _____

Would you rehire? ____ YES ____ NO If no, please explain: _____

Please rate the applicant's job performance:

Characteristic	Excellent	Above Average	Average	Poor	Comments
Quality of work					
Quantity of work					
Attendance					
Attitude and cooperation					
Dependability					
Professional knowledge					
Interpersonal relations					
Learning ability					

Current or ending salary \$ _____ per _____ Additional comments: _____



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Dependability					
Professional knowledge					
Interpersonal relations					
Learning ability					

Current or ending salary \$ _____ per _____ Additional comments: _____



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Attendance					
Attitude and cooperation					
Dependability					
Professional knowledge					
Interpersonal relations					
Learning ability					

Current or ending salary \$ _____ per _____ Additional comments: _____

**CENTRAL ARIZONA FIRE AND MEDICAL AUTHORITY
APPLICANT PROFILE**

To all applicants: The Central Arizona Fire and Medical Authority is an Equal Opportunity Employer. This information is completely voluntary, filed separately from your application, and will not be used for employment decisions. We use this information to track applicant statistics for EEOC purposes. We consider applicants for all positions without regard to race, color, religion, ancestry, natural origin, sex, age, handicap, or disability or any other legally protected status. We appreciate your willingness to take the time to give us this information. Thank you.

Position applied for: _____ Date of application: _____

Gender: Male Female

Age group: 18-30 31-40 41-50 51-60 61 - plus

Ethnic group: White
 Black
 Hispanic
 Asian or Pacific Islander
 Native American
 Other

_____ Specify

Do you consider yourself to be disabled? _____

Are you a veteran? YES NO