

Resident Volunteer Application Packet

Firefighter Hiring Process Disqualifiers

Missoula Rural Fire District

Any of the following may disqualify an applicant from further consideration during any stage of the hiring process, and in addition, may constitute grounds for termination of employment during the probationary period.

- 1. Having a conviction for, or currently charged with any felony offense or a misdemeanor theft or theft-related offenses.
- 2. Having a conviction for any offense constituting a felony under federal law.
- 3. Having a conviction for driving under the influence of alcohol or drugs within five (5) years preceding the date of application, or for having a history of 2 or more convictions for driving under the influence of alcohol or drugs in the past 10 years.
- 4. Currently being on probation for any felony offense.
- 5. Having a conviction for sex offenses, including indecent exposure.
- 6. Having a conviction for assault upon any person, Partner or Family Member Assault, or offenses constituting domestic abuse or assault under any law.
- 7. Having a conviction for illegal use of any controlled substance or dangerous drug including marijuana within five (5) years preceding the date of application.
- 8. Having any other conviction involving dangerous drugs, including but not limited to criminal possession, criminal distribution, criminal possession with intent to distribute, and fraudulently obtaining dangerous drugs.
- 9. Furnishing any controlled substance or dangerous drug to another.
- 10. Having a history of convictions for traffic violations involving negligence or recklessness. A person is deemed to have a history of convictions within the meaning of this paragraph when any one or more of the following are true:
 - a. During the three-year period immediately preceding the date of application, the person has been convicted of more than two moving violations.
 - During the three-year period immediately preceding the date of application, the person's driver's license
 has been suspended for driving under the influence of drugs or alcohol or for any other reason which
 Missoula Rural Fire District, in its sole discretion, determines is indicative of poor driving behavior or
 habits; or
 - c. During the three-year period immediately preceding the date of application, a person has had two or more collisions involving at least one motor-powered vehicle, whether or not citations were issued.
- 11. Being a member of any organization, which advocates or advocated for the overthrow of a United States governmental agency by force or violence.
- 12. Whether orally or in writing, purposely or knowingly making false statements, falsely swearing to statements, or falsifying testimony in any official matter.
- 13. Whether orally or in writing, purposely or knowingly making any false statement or misrepresentation by affirmative statement or omission regarding any information set forth or provided in any document listed on the Employment Application Checklist, background investigation form, or in any other aspect of the hiring process.
- 14. Failing to cooperate fully with Missoula Rural Fire District personnel involved in the hiring process, failing to provide additional information as requested, and failing to submit information updates/changes on or prior to stated deadlines.

For the purpose of the disqualifiers set forth in this document, a person has been convicted of an offense when the person has been found guilty of the offense, either by judge or by jury, in a court of competent jurisdiction, when the person entered a guilty plea or other plea, whereby the person did not challenge or contest the charges levied against him or her, such as an Alford plea or *nolo contendere*, or when any of the following situations are true:

- a. The person has served his or her sentence and has been discharged from probation,
- b. The person is granted a deferred imposition of sentence; and
- c. The person is found guilty of the offense and is thereafter pardoned, even if the pardon is expressly granted for subsequent proof of innocence.

A prior conviction, taken alone, will not necessarily disqualify the applicant.

The foregoing Disqualifiers shall be interpreted and construed at the sole discretion of the Missoula Rural Fire District Fire Chief or his or her designee(s) and said interpretation and construction shall be binding.

I have read and understand the contents of the Missoula Rural Fire District's **Firefighter Hiring Process Disqualifiers** form.

Applicant's Signature	Date
Applicant's Printed Name	

Firefighter Application

Missoula Rural Fire District 2521 South Ave. W. Missoula, Montana 59804

We welcome you as a Firefighter applicant. Your application will be considered with others in competition for the position in which you are interested. The Missoula Rural Fire District is an equal opportunity employer and will not discriminate on the basis of race, creed, religion, color, or national origin or because of age, physical or mental disability, marital status, or sex when the reasonable demands of the position do not require an age, physical or mental disability, marital status, or sex distinction. This policy applies to all phases of full, part-time, temporary, and seasonal employment. All information contained in or connected with this application will be considered personal and confidential and used only in conjunction with your possible employment by Missoula Rural Fire District. Please furnish us with complete information as outlined in this application. Please print in ink or type.

TODAY'S DATE				
LAST NAME	FIRST NAME	MIDDLE INITIAL	-	
HAVE YOU EVER WORKED OR AT IF YES, PLEASE PROVIDE THOSE I		OTHER NAME(S)?		
E-MAIL ADDRESS (PLEASE PRINT	CLEARLY)			
MAILING ADDRESS		CITY, STATE		ZIP
HOME / CELL TELEPHONE NO.		WORK TELEPHONE NO.		
DO YOU HAVE A CURRENT COM	MERCIAL DRIVER'S LICENSE?	Yes	_ No	
IF YES, PROVIDE THE LICENSE	NUMBER:	<u> </u>		
LIST ALL STATES WHERE YOU HA	VE HELD A DRIVER'S LICENSE:			
LIST ALL STATES WHERE YOU HA	VE HELD A COMMERCIAL DRIV	'ER'S LICENSE:		
NAMES OF RELATIVES EMPLOYE	D BY MRFD			
DATE AVAILABLE FOR EMPLOYM	ENT:			
IF HIRED, CAN YOU FURNISH PRO	OOF YOU ARE ELIGIBLE TO WO	RK IN THE UNITED STATES	? Yes	_ No
ARE YOU 18 YEARS OF AGE OR C		Yes	No	
(If you are hired, you may be rec				
HAVE YOU EVER BEEN FIRED FRO IF YES, PLEASE EXPLAIN. ATT	DM A JOB? ACH EXTRA PAGES IFNECESSAF	Yes RY.	No	
HAVE YOU EVER BEEN ASKED TO IF YES, PLEASE EXPLAIN. AT	RESIGN FROM A JOB? TACH EXTRA PAGES IFNECESSA	Yes NRY.	No	

		ANY VIOLATION OF LAW	AS STATED IN DISQUALIFIERS A	ABOVE?	
	No	y disqualify you from am	nployment since the nature of t	ha offansa (data) and	ich for which
		YES, PROVIDE DETAILS:		ne onense (date) and	JOB TOT WITHCIT
, ou all c apply8		0, 0			
HAVE VOLUMB V	OLID DDIVEDIC LICENIC	CE CLICDENIDED OD DEVO	VED IN THE DACT EIVE VEADCO		
	No	BE SUSPENDED OR REVO	KED IN THE PAST FIVE YEARS?		
IF YES, PROV					
,					
PLEASE PROVIDE	NAME, ADDRESS, AN	D PHONE NUMBER OF 3	REFERENCES THAT ARE NOT R	ELATIVES OR FORMER	R EMPLOYERS:
1					
1.					
2.					
3.					
<u> </u>					
EDUCATION					
			1EDICAL EXAMINERSEMT LIC		
(if State of Montana license is in process, please indicate expected date of receipt:// and include copy of National Registry EMT certification or current out-of-state license.)					
National Registry	EIVIT CERTIFICATION C	or current out-of-state	license.)		
CIRCLE HIGHEST GF	RADE COMPLETED:				
GRADE SCHOOL	HIGH SCHOOL		RADUATE		
1 2 3 4 5 6 7 8	9 10 11 12	13 14 15 16 1 2 M/	A/MSPHD		
NAME/ADDRESS O	F LAST HIGH SCHOOL		DID YOU GRADUATE?	HAVE YOU PASSED GE	ED TEST?
			YES NO	YES NO N/A	1
TYPE OF SCHOOL	NAME/ADDRESS		DEGREE	MAJOR	MINOR
TECHNICAL					
COLLEGE/UNIV					
GRADUATE					
SIMBOAIL					

INSTRUCTIONS: List employers, beginning with your present and most recent employment. It is important to be complete. Any applicant rejected solely on the basis of references shall be allowed the opportunity for rebuttal. You are encouraged to submit a personal resume in addition to this application.

EMPLOYMENT HISTORY

	T
EMPLOYER:	EMPLOYMENT DATES:
ADDRESS:	LAST SALARY:
	FULL TIME/PART TIME:
TELEPHONE:	REASON FOR LEAVING:
SUPERVISOR:	
JOB TITLE AND DUTIES PERFORMED:	
EMPLOYER:	EMPLOYMENT DATES:
ADDRESS:	LAST SALARY:
	FULL TIME/PART TIME:
TELEPHONE:	REASON FOR LEAVING:
SUPERVISOR:	_
JOB TITLE AND DUTIES PERFORMED:	
EMPLOYER:	EMPLOYMENT DATES:
ADDRESS:	LAST SALARY:
	FULL TIME/PART TIME:
TELEPHONE:	REASON FOR LEAVING:
SUPERVISOR:	
JOB TITLE AND DUTIES PERFORMED:	

UNSALARIED EXPERIENCE

VOLUNTEER ORGANIZATION:	POSITION HELD:
ADDRESS:	DATES OF PARTICIPATION:
	HOURS PER WEEK:
TELEPHONE:	SKILLS LEARNED:
SUPERVISOR:	
JOB TITLE AND DUTIES PERFORMED:	
OTHER SKILLS OR EX	<u>PERIENCE</u>
OTHER SKILLS OR EXPERIENCE WHICH RELATES TO THIS POSITION:	
Are you claiming veteran's preference for this position?	Yes No
Do you require any accommodations for this position?	Yes No

This application for employment will remain active for a limited time. Ask the organization representative for details.

EMPLOYMENT APPLICATION AFFIDAVIT - PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this employment application, as well as in all documents submitted to Missoula Rural Fire District in making application for employment, is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal from employment if discovered after I am hired.

I authorize the investigation of any or all statements contained in this application and any other documents submitted in making application for employment. I also authorize any person, school, current employer, past employers, and organizations, whether listed or not, to provide relevant information and opinions that may be useful in making a hiring decision.

I release all persons and organizations from all liability for providing information pursuant to any background checks and investigations, as well as for any inquiry for a consumer report, and I waive any and all actions against Missoula Rural Fire District, any person, school, current employer, past employers, and organizations, whether listed or not, based on any statements made or references given during the investigation.

I understand that if Missoula Rural Fire District extends an offer of employment to me, it may be conditioned upon my successfully passing a complete pre-employment physical examination.

I understand I may be required to successfully pass drug screening examinations as a condition of employment. I hereby consent to a pre-employment drug screen and/or a post-employment drug screen as a condition of employment.

I understand I also may be required to successfully pass medical examinations and background checks, including a credit check, consumer report, and investigative consumer report, driving record checks, criminal background check, and verification of educational credentials as conditions of employment.

I UNDERSTAND THAT THIS APPLICATION OR SUBSEQUENT EMPLOYMENT DOES NOT CREATE A CONTRACT OF EMPLOYMENT, AND NEITHER DOES IT GUARANTEE EMPLOYMENT FOR ANY DEFINITE PERIOD OF TIME. IF EMPLOYED, I UNDERSTAND THAT I HAVE BEEN HIRED AT THE WILL OF THE EMPLOYER AND MY EMPLOYMENT MAY BE TERMINATED AT ANY TIME, WITH OR WITHOUT CAUSE AND WITH OR WITHOUT NOTICE.

I have read and understand all the foregoing statements, and by my signature, I represent that each of the foregoing statements is true and consent to be bound legally by these statements.

Applicant's Signature	 Date
Applicant's Printed Name	

CONSENT FOR MISSOULA RURAL FIRE DISTRICT TO OBTAIN AN INVESTIGATIVE CONSUMER REPORT

I consent to the District obtaining an investigative consumer report from a consumer reporting agency. I understand that the investigative consumer report may include information as to my character, reputation, personal characteristics, and mode of living obtained from interviews with neighbors, friends, former employers, schools, and others. I understand I have a right to make a written request within a reasonable time for the disclosure of the name and address of the consumer reporting agency so that I may obtain a complete disclosure of the nature and scope of the investigation.

I release all persons and organizations from all liability for providing information pursuant to this investigation and inquiry for an investigative consumer report, and I waive any and all actions against the Missoula Rural Fire District, any person, school, current employer, past employers, and organizations, whether listed or not, based on any statements made or references given during the investigation.

I have read	d and understand all the foregoing statements.		
	Applicant's Signature	Date	
	Applicant's Printed Name		

BACKGROUND CHECKS POLICY ACKNOWLEDGMENT AND CONSENT TO CONDUCT BACKGROUND CHECKS PRIOR TO EMPLOYMENT AND DURING THE COURSE OF EMPLOYMENT

The position an individual applies for and the information he/she gives during the interview process will determine what contingencies may apply to an offer of employment. All employees applying for any position with Missoula Rural Fire District will be subject to reference checks with former employers and/or managers. Copies of any written material provided to Missoula Rural Fire District during the course of a reference check will be provided to the applicant pursuant to the applicant's written request. The application materials of any applicant not selected shall be maintained only for a limited time.

Individuals' claims to have certain educational credentials, either in writing or in an interview, are subject to verification.

Positions that have responsibility for initiating or affecting financial transactions will require a criminal background check and a credit check of any individual offered such a position. These responsibilities could include, among other things, collecting or handling cash or checks, writing checks or approving them, access to a direct money stream or as a fiduciary to the organization.

Any potential employee who will be driving a company vehicle or driving a personal vehicle on company business more than 5,000 miles each year will be subject to an inspection of his/her Motor Vehicle Record annually.

Depending upon the job requirements, some employees may have to comply with the Department of Transportation requirements for a Commercial Driver's License.

For positions that require employees to enter the homes of patients/clients/customers, the employee will be subject to a criminal background check.

Only individuals that are authorized to do so may initiate or receive criminal background information.

Information gained from any of the above background checks will be held in confidence and shared with management individuals that are authorized only on a need-to-know basis.

A criminal record is not an automatic ban to employment with the Missoula Rural Fire District.

Any offer of employment made to any applicant shall be contingent upon the results of any drug tests, medical examinations, and other background checks which Missoula Rural Fire District determines, in its sole discretion, are necessary for applicants for jobs in a particular job category.

have read the foregoing policy, and I understand it. I consent to the Missoula Rural Fire District conducting any of the
foregoing background checks which it deems, in its sole discretion, are necessary and appropriate to the job for which I
am applying.

Applicant's Signature	Date
Applicant's Printed Name	

NONCRIMINAL JUSTICE APPLICANT'S RIGHTS

As an applicant who is the subject of a national fingerprint-based criminal history record check for a noncriminal justice purpose (such as an application for a job or license, an immigration or naturalization matter, security clearance, or adoption), you have certain rights which are discussed below.

- You must be provided written notification⁸ by Missoula Rural Fire District that your fingerprints will be used to check the criminal history records of the FBI.
- If you have a criminal history record, the officials making a determination of your suitability for the job, license, or other benefit must provide you the opportunity to complete or challenge the accuracy of the information in the record.
- The officials must advise you that the procedures for obtaining a change, correction, or updating of your criminal history record are set forth at Title 28, Code of Federal Regulations (CFR), Section 16.34.
- If you have a criminal history record, you should be afforded a reasonable amount of time to correct or complete the record (or decline to do so) before the officials deny you the job, license, or other benefit based on information in the criminal history record.⁹

You have the right to expect that officials receiving the results of the criminal history record check will use it only for authorized purposes and will not retain or disseminate it in violation of federal statute, regulation or executive order, or rule, procedure or standard established by the National Crime Prevention and Privacy Compact Council.¹⁰

If agency policy permits, the officials may provide you with a copy of your FBI criminal history record for review and possible challenge. If agency policy does not permit it to provide you a copy of the record, you may obtain a copy of the record by submitting fingerprints and a fee to the FBI. Information regarding this process may be obtained at http://www.fbi.gov/about-us/cjis/background-checks.

If you decide to challenge the accuracy or completeness of your FBI criminal history record, you should send your challenge to the agency that contributed the questioned information to the FBI. Alternatively, you may send your challenge directly to the FBI at the same address as provided above. The FBI will then forward your challenge to the agency that contributed the questioned information and request the agency to verify or correct the challenged entry. Upon receipt of an official communication from that agency, the FBI will make any necessary changes/corrections to your record in accordance with the information supplied by that agency. (See 28 CFR 16.30 through 16.34.)

If a change, correction, or update needs to be made to a Montana criminal history record, or if you need additional information or assistance, please contact Montana Criminal Records and Identification Services at dojitsdpublicrecords@mt.gov or 406-444-3625.

Your signature below acknowledges this agency has informed you of your privacy rights for fingerprint-based background check requests used by the agency for non-criminal justice purposes.

Date	

¹⁰ See 5 U.S.C. 552a(b); 28 U.S.C. 534(b); 42 U.S.C. 14616, Article IV(c); 28 CFR 20.21(c), 20.33(d) and 906.2(d).



In accordance with federal law regarding notices and disclosures, MT Dept of Justice requires the entity to which you are applying to work or volunteer to use this form.

Form number: APPR&R 20120611

Form number: DOJ-NCPA/VCA20120611

⁸ Written notification includes electronic notification but excludes oral notification.

⁹ See 28 CFR 50.12(b).

CONFIDENTIAL EEO FILE INFORMATION

MISSOULA RURAL FIRE DISTRICT EQUAL OPPORTUNITY EMPLOYER

It is the policy of this organization to provide equal employment opportunity to all qualified applicants for employment without regard to race, creed, color, religion, national origin, political ideas, marital status, sex, age, genetics, veteran status or disability. Various agencies of the government require employers to invite applicants to identify themselves as indicated below.

COMPLETION OF THIS FORM IS VOLUNTARY AND IN NO WAY AFFECTS THE DECISION REGARDING YOUR APPLICATION FOR EMPLOYMENT. THIS FORM IS CONFIDENTIAL AND WILL BE MAINTAINED SEPARATELY FROM YOUR APPLICATION FORM.

What prompted you to apply for this	position? (check on	e)			
Newspaper Ad Vo Tech Center	Friend Indian Center	r	Employment Office Other		
Sex:Male Female	Marital Status	Single Married	Birth Date:		-
Ethnic Background	Black Asian Americ	an	Alaskan Native Native American	<u>-</u>	White Hispanic
Are you a citizen of the United States	?		Yes	No	
If not, have you filed a declaration of	intent?		Yes	No	
Are you a legal resident of Missoula (County?		Yes	No	
Have you ever been convicted of a fe	lony?		Yes	No	
If yes, state the nature of the crime:					
When committed (Year)			When released (year)		
Do you have any disabilities that wou	ıld affect your job pe	rformance?	Yes	No	
If yes, please explain:					
Did you receive Workers' Co	ompensation?		Yes	No	
Are you a veteran?	Yes	No			
Service dates:	From		To		
Are you disabled or handicapped?	Yes	No			
This Space for Missoula Rural Fire District					
Interviewed:H	ired	Not Hired			
Reason					
Not Interviewed					



MISSOULA RURAL FIRE DISTRICT

2521 South Avenue West • Missoula, Montana 59804 (406) 549-6172 • FAX (406) 549-6023 www.mrfdfire.org

AUTHORIZATION TO RELEASE INFORMATION

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I am an applicant for a firefighter position with Missoula Rural Fire District. In this connection, I hereby authorize you to release any and all information which you may have concerning me, including information of a confidential or privileged nature. A copy of any written material you provide to the District shall be given to me upon my written request.

I hereby release Missoula Rural Fire District and any organization, company, institution, or person furnishing information to Missoula Rural Fire District or its representatives, as authorized above, from any liability and damages which may result from your furnishing to the Missoula Rural Fire District with the information requested.

Date: ,20	
	Applicant's Signature
Print Applicant's Full Name:	
Present Address:	
S.S.N:	

A copy of this Authorization is considered to be as valid as the original.

APPLICATION AND NOTICE PURSUANT TO THE NATIONAL CHILD PROTECTION ACT OF 1993 AS AMENDED BY THE VOLUNTEERS FOR CHILDREN ACT

(This document consists of two pages)	
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To :

You have applied for employment with, will be working in a volunteer position with, or will be providing vendor or contractor services to Missoula Rural Fire District for the position of Volunteer Fire Fighter.

The National Child Protection Act of 1993 (NCPA), Public Law (Pub. L.) 103-209, as amended by the Volunteers for Children Act(VCA), Pub. L. 105-251 (Sections 221 and 222 of Crime Identification Technology Act of 1998), codified at 42 United States Code (U.S.C.) Sections 5119a and 5119c, authorizes a state and national criminal history background check to determine the fitness of an employee, or volunteer, or a person with unsupervised access to children, the elderly, or individuals with disabilities.

Pursuant to the VCA, the entity (a) to which you have applied for employment or to serve as a volunteer, (b) by which you are employed or serve as a volunteer, or (c) which requests a background check. Your rights and responsibilities under the VCA are as follows:

- 1. Provide a set of fingerprints. These fingerprints will be used to conduct a search of FBI criminal history records. The entity conducting this background check may use the resulting record only for the authorized purpose(s) and will not retain or disseminate it in violation of federal statute, regulation, or executive order, or rule, procedure, or standard established by the National Crime Prevention and Privacy Compact Council. 5 U.S.C. 552a(b); 28 U.S.C. 534(b); 42 U.S.C. 14616, Article IV(c); 28 CFR 20.21(c), 20.33(d) and 906.2(d).
- 2. Provide your name, address, and date of birth, as appears on a document made or issued by or under the authority of the United States Government, a State, political subdivision of a State, a foreign government, a political subdivision of a foreign government, an international governmental or an international quasi-governmental organization which, when completed with information concerning a particular individual, is of a type intended or commonly accepted for the purpose of identification of individuals. 18 U.S.C. §1028(D)(2).
- 3. Provide a certification that you (a) have not been convicted of a crime, (b) are not under indictment for a crime, or (c) have been convicted of a crime. If you are under indictment or have been convicted of a crime, you must describe the crime and the particulars of the conviction, if any.
- 4. You are entitled to (a) obtain a copy of the background check report and (b) challenge the accuracy and completeness of any information contained in any such report and obtain a prompt determination as to the validity of such challenge before a final determination is made by the state government agency performing the background check. If agency policy permits, its officials may provide you with a copy of your FBI criminal history record for review and possible challenge. If the entity policy does not permit it to provide you a copy of the record, you may obtain a copy of the record by submitting fingerprints and a fee to the FBI. Information regarding this process may be obtained at http://www.fbi.gov/about-us/cjis/background-checks or by contacting Montana Criminal Records and Identification Services at PO Box 201403, Helena MT 59620. 28 CFR, 16.30 through 16.34.
- 5. Prior to the completion of the background check, the entity may choose to deny you unsupervised access to a person to whom the entity provides care.



In accordance with federal law regarding notices and disclosures, MT Dept of Justice requires the entity to which you are applying to work or volunteer to use this form.

Form number: DOJ-NCPA/VCA20120611

Revision Date: 5/20/21

The entity shall access and review State and Federal criminal history records and shall make reasonable efforts to make a determination whether you have been convicted of, or are under pending indictment for, a crime that bears upon your fitness and shall convey that determination to the qualified entity. The entity shall make reasonable efforts to respond to the inquiry within 15 business days.

Your Name:				
	First	Middle	Maiden	Last
Date of Birth: _			-	
Address:				
	Street		Apt.	
City		Stat	e Zip	
		d of, or am under pend ances, and outcome]:	ing indictment for, the following	crimes [include the dates,
I have	not been convid	ted of, nor am I under	pending indictment for, any crim	nes.
_		edges this entity has in tity for non-criminal jus		s for fingerprint-based background
		py of this form. I have ledge and belief.	read and understood the forego	ing and my certification is true and
Date		Signature of Applica	nnt	



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