FF/Paramedic Recruit Application

TOWN OF COLLIERVILLE
EMPLOYMENT APPLICATION

THE TOWN OF COLLIERVILLE IS AN EQUAL OPPORTUNITY DRUG FREE WORKPLACE EMPLOYER

Overview of the hiring and employment process: This application is but one part of the hiring and employment process. Other parts may include an interview, an employment examination or test, and a demonstration of an ability to perform the essential functions of the job. If you need an **accommodation** in order to complete the application or any part of the hiring and employment process, please call the following number: **901-457-2290**. Prior to completing this application, be sure to read the **JOB DESCRIPTION** of the position for which you are applying.

As you complete the application, please bear in mind the following: if an item does not apply to you, write N/A; we reserve the right to check all information for accuracy and completeness; all applications for employment are a matter of public record. Any misstatements or omissions of material fact herein may cause any offer of employment made by the Town of Collierville to be withdrawn or employment with the Town of Collierville terminated. **Failure to fully complete this application in a legible manner may result in immediate rejection**.

This application will be considered active only until the position for which it has been submitted has been filled. Any applicant wishing to be considered for employment other than the position applied for should inquire as to when applications are being accepted and reapply. A completed and signed pre-employment background investigation consent form **must** be submitted with your application.

GENERAL INFORMATION

Date: _____ Job Number (see job advertisement) 1 . _____ 2. _____

Position Desired 1. _____ 2. _____

Are you applying for: _____ Full Time _____ Part Time _____ Seasonal

If Part Time, what days/hours are you available: _____

_____

Have you applied with the Town of Collierville before? (Circle) Yes No

Have you been employed by the Town of Collierville before? (Circle) Yes No

If YES, please complete the following: Length of Service: _____

Position Held: _____ Department: _____

PERSONAL INFORMATION

Your Name: _____
Last First Middle

Phone Numbers: Home _____ Cell _____ Business _____

Address: _____
Number Street

_____
City State Zip Code

Email Address: _____

PERSONAL INFORMATION *(cont.)*

Do you have a legal right to work in the U.S.? (Circle) Yes No

Are you over the age of 18? (Circle) Yes No

Are you related to any town official or employee? Yes _____ No _____ If yes, please state name, department and relationship: _____

_____

Do you possess a valid driver's license? Yes _____ No _____ CDL? Yes _____ No _____

For what state? _____ Expiration Date: _____ Class: _____

Have you read the job description for the position(s) you are applying? Yes _____ No _____

Can you perform the essential functions of this/these position(s)? Yes _____ No _____

List any job related special qualifications and skills (licenses, certifications, skills with machines, etc.):

_____

_____

List computer software programs and number of years' experience: _____

_____

How did you find out about this position? Please select all that apply:

TOC HR Department _____ TOC Employee (please specify) _____

Website (please specify) _____ Newspaper (please specify) _____

Career Fair (please specify) _____ Other _____

YOUR EDUCATION AND TRAINING

Circle highest grade completed:

HIGH SCHOOL	COLLEGE	GRADUATE SCHOOL
1 2 3 4	1 2 3 4	1 2 3 4

SCHOOLS	NAME & ADDRESS OF SCHOOL	CHECK IF GRAD	DEGREE OBTAINED	S/Q HRS	MAJOR COURSE WORK
HIGH SCHOOL/ GED					
COLLEGE OR UNIVERSITY					
GRADUATE SCHOOL					
VOCATIONAL/ BUSINESS					
MILITARY SCHOOLS					
OTHER STUDIES/ SPECIAL TRAINING					

EXPERIENCE

A RESUME OF YOUR EMPLOYMENT RECORD WILL NOT BE ACCEPTED IN PLACE OF THE REQUESTED EMPLOYMENT INFORMATION

Starting with your current or last job, list your last three (3) employers since age 18. If your last three (3) employers do not cover a period of ten (10) years, list previous employers, including self-employment, military service and volunteer work, **to account for ten (10) years of employment**. **Use an additional sheet, if necessary**. Account for all periods of unemployment, but if you were unemployed because of medical reasons do not give any specific information, just state "medical." A resume may be included as a supplement to the application.

PRESENT OR LAST EMPLOYER _____

Street Address, City, State _____

Phone Number _____

Starting Date _____ Ending Date _____ Hours/Week _____

Supervisor's Name and Title _____

Your Job Title _____ May we contact this employer? Yes _____ No _____

Brief description of job duties: _____

_____

Reason(s) for leaving: _____

_____

NEXT PREVIOUS EMPLOYER _____

Street Address, City, State _____

Phone Number _____

Starting Date _____ Ending Date _____ Hours/Week _____

Supervisor's Name and Title _____

Your Job Title _____ May we contact this employer? Yes _____ No _____

Brief description of job duties: _____

_____

Reason(s) for leaving: _____

_____

NEXT PREVIOUS EMPLOYER _____

Street Address, City, State _____

Phone Number _____

Starting Date _____ Ending Date _____ Hours/Week _____

Supervisor's Name and Title _____

Your Job Title _____ May we contact this employer? Yes _____ No _____

Brief description of job duties: _____

_____

Reason(s) for leaving: _____

_____

REFERENCES

Please list three responsible persons *(other than relatives or former employers)* who have knowledge of your qualifications for employment.

Name	Address	Phone Number	Years

READ THE FOLLOWING STATEMENT BEFORE SIGNING YOUR APPLICATION:

I hereby certify that all statements made on this application are true and complete to the best of my knowledge and belief. I understand and agree that any misstatements or omissions of material facts herein may cause an offer of employment made by the Town of Collierville to be withdrawn or my employment with the Town of Collierville terminated. I further understand that all information provided herein is public record and is subject to review upon request.

I authorize the Town of Collierville to conduct a thorough investigation of my references and past employment and to conduct background checks consisting of the following: credit, criminal and driver's license, and any other job related certifications. I understand that if an offer of employment is made to me, I may be required to submit to a physical examination and a review of my medical history. Accordingly, I authorize these parties having knowledge of my past (including financial and credit records) to cooperate in this procedure by releasing information as requested. I respectfully request that former employers furnish the necessary information concerning my employment with their organization and I hereby release them from any and all liability for damages for providing information requested.

I do acknowledge and accept that under Tennessee law, any information with the exception of medical, will become public record upon receipt by the Town of Collierville. I hereby waive any rights or claims I may have, whether presently fully developed or not, against the Town of Collierville or its agents or employees, arising out of, or resulting from the release, authorized or unauthorized, of the information received pursuant to or in connection with the Town of Collierville's handling, processing, investigation, etc. of my application for employment with the Town of Collierville.

If I am hired, I agree to conform to the rules and regulations of the Town of Collierville set forth in the Town of Collierville's personnel policies and procedures and acknowledge that these rules and regulations may be changed by the Town of Collierville at any time, at the Town of Collierville's sole option and without any prior notice to me. I acknowledge that if I am employed, my employment will be at will and may be terminated with or without cause at any time by me or by the Town of Collierville. I agree to conform to the Town of Collierville's drug-free workplace policy and agree to submit to drug tests as required by the Town of Collierville.

Applicant's Signature _____ Date _____

APPLICATIONS MUST BE SIGNED AND DATED.
UNSIGNED APPLICATIONS WILL RESULT IN IMMEDIATE REJECTION.

TOWN OF COLLIERVILLE
Human Resources
500 Poplar View Parkway
Collierville, TN 38017

NOTICE TO APPLICANTS
Screening tests for illegal drug use may be required as a condition of employment

TOWN OF COLLIERVILLE

500 Poplar View Parkway, Collierville, Tennessee 38017
Phone: (901) 457-2290 - Fax: (901) 457-2295

BACKGROUND INVESTIGATION CONSENT FORM

I, the undersigned, hereby authorize the Town of Collierville, either directly or through its agent, to investigate my background for employment purposes, both at the time I apply for employment and during my employment if hired. This may include information as to character, financial responsibility, or relevant information from criminal and/or civil records. Records from public and private sources may be reviewed concerning criminal history, civil court cases, driving record, credit history and references. By signing below, I also consent to regular checks of my driving record during employment if my job involves the driving of a Town vehicle. I acknowledge that a fax or photographic copy of this form shall be as valid as the original. I further understand that a complete disclosure of the nature and scope of this investigation may be obtained by a written request received within ninety (90) days.

I understand that my consent to this background check is required for consideration for employment with the Town of Collierville and for my further employment if currently employed. I further understand that information provided herein denoted by an asterisk (*) will not be considered or used by the Town of Collierville in any hiring decision. Please **PRINT CLEARLY** all information below.

Last Name	First Name	Middle Name
Other Names Used		
Current Address	City/State/Zip	How Long?
Previous Address	City/State/Zip	How Long?
Date of Birth (required)*	Social Security Number (required)	F/M
Driver's License Number	Issuing State	Expiration

I hereby authorize, without reservation, any law enforcement agency, company, institution, credit bureau, or references contacted by the Town of Collierville or its agents, to furnish the information described above.

Signature: _____ Date: _____

Town of Collierville

Fire & Rescue

Dear Applicant,

Thank you for your interest in joining the Town of Collierville Fire Department. Enclosed in this application packet is material relevant to minimum requirements and the selection process. Applicants are expected to read all the material enclosed within this packet prior to submitting an application, so you will know what will be expected of you to complete the selection process.

When applying for the Collierville Fire Department, you must include copies of your current certifications and/or licenses. If the application is turned in without the requested documents, the application will not be forwarded to the Fire Department for consideration.

If you have any questions on the application process, feel free to contact the Human Resources Department at 901-457-2290.

Thank you.

500 Poplar View Parkway • Collierville, Tennessee 38017 • (901) 457-2290 • Fax: (901) 457-2295

NOTICE TO ALL APPLICANTS FOR FIREFIGHTER WITH THE TOWN OF COLLIERVILLE

Preparing a new employee with the training needed to begin their work as a Firefighter for the Town of Collierville requires sending them through a state approved fire academy. The total cost to the Town of Collierville in this training and required equipment is approximately $9,218 (nine thousand two hundred eighteen). The Town will incur these costs, providing an applicant who becomes employed by the Town agrees to remain with the Fire Department for two (2) years following completion of the fire academy.

If an applicant, once employed, should leave the Fire Department prior to this, they shall reimburse the Town 1/24th (one twenty-fourth) of the total cost of training and equipment for every month prior to the completion of their 24 (twenty-four) months.

This notice is to any applicant who is successful in receiving a job offer from the Fire Department. The job offer is contingent on the applicant signing a contract with the Town to the aforementioned conditions.

COLLIERVILLE FIRE & RESCUE

MINIMUM ENTRY REQUIREMENTS

AGE	Must be 21 years of age at time of hire
BACKGROUND CHECK	Shall sign a release authorizing a thorough background investigation check and full disclosure of records, which may include motor vehicle records, employment, criminal and civil, medical, credit, personal, education and references.
CITIZENSHIP	U.S. (birth or naturalized); Ability to read and write the English language.
DRIVING	Valid drivers license, as required by State residency
DRUG/ALCOHOL	Shall be free from the use of any controlled substance or the excessive use of alcohol. Must successfully pass the Town of Collierville pre-employment verification and the State of Tennessee Paramedic requirements
EDUCATION	Possess a High School Diploma or equivalent
EMPLOYMENT	Shall have a very good employment record.
HEALTH	Shall be physically and emotionally sound, and free from any condition, which might adversely affect the performance of firefighting duty. Shall successfully pass an extensive medical and psychological examination based on NFPA 1582 Standards
MILITARY	Veterans must possess an 'Honorable' discharge from any Military Service
PHYSICAL ABILITY	Shall be able to pass a physical ability assessment. You will be tested in several aspects of physical ability such as agility, strength, coordination, balance and stamina. You will be required to perform essential job-related functions/tasks such as handling ground ladders and climbing an aerial ladder, climbing through and/or across rafters, advancing and dragging a charged hose line, lifting and operating rescue tools, etc. These tasks will be performed while wearing firefighter's protective gear, weighting ± 50lbs.
RESIDENCY	Must establish and maintain their actual bona fide residence east of the Mississippi River within a distance no greater than thirty (30) miles from the Town's corporate limits
LICENSE/CERTIFICATION	Copies of your current certifications/licenses SHALL accompany your application.
ELIGIBILITY LIST	Please be advised an eligibility list will be formulated, and maintained, by the Collierville Fire Department from the qualified applicants received during this process for future position openings (limited period of time).
TATOOS	No visible tattoos on face, neck, head, hands and arms (not seen with approved short sleeve uniform shirt)

Collierville Fire & Rescue

ENTRY-LEVEL

PHYSICAL ABILITY ASSESSMENT

This assessment is designed to measure and evaluate a candidate's ability to adequately perform activities which are related to the position of firefighter. Applicants must possess the physical agility and strength necessary to perform the essential duties of a firefighter.

The best way to prepare for the assessment events is to be in the best general physical condition possible. General physical conditioning exercises will increase your endurance, stamina and strength, which will be helpful. Some suggested general conditioning exercises might include running, swimming, climbing stairs, sit ups, push-ups, weight lifting, etc.

We recommend candidates will wear comfortable athletic clothes/shoes for the one-mile run/jog assessment and recommend candidates wear long pants and work boots for the general assessment. Throughout the general assessment candidates will be required to wear a turn-out coat, helmet and gloves. An air pack (self-contained breathing apparatus) will be required for all but one event. The department will provide all the necessary firefighting equipment.

Upon arrival and before participating in the Physical Ability Assessment, all candidates will be required to have their resting heart rate and blood pressure evaluated. If resting heart rate exceeds 110 beats per minute and/or resting blood pressure exceeds 160/100 mmHg the candidate will be given a 10 minute rest period, and then re-evaluated. If resting heart rate exceeds 110 beats per minute and/or resting blood pressure exceeds 160/100 mmHg the candidate will be disqualified from participating in the physical ability assessment.

For this physical ability assessment, the following will be strictly adhered to for premature cessation of the physical ability assessment:

- Onset of angina or angina like symptoms;
- Signs of poor perfusion: light headedness, dizziness, confusion, pallor, cyanosis, nausea, or cold clammy skin;
- Physical or verbal indications of severe fatigue;
- Candidate requests the assessment to stop.

Candidates shall meet individually with the Chief of Administration and at this time shall submit his/her driver's license for proof of identification; review and sign a "Hold Harmless Agreement" releasing the Town/Fire Department from any liability/injury before being permitted to participate in the Physical Ability Assessment and review candidates employment application for accuracy and clarification. Once this meeting is complete, the candidate will be immediately taken outside to begin the One Mile Run.

The process may consist of up to ten (10) events designed to assess physical ability. Running will only be permitted during the One Mile Run. The One Mile Run will be timed separately from the other events. During all events, except for the One Mile Run, the candidate shall be provided a helmet, gloves, turnout coat, and SCBA harness with a bottle attached (no mask) to be worn. Events 1 – 9 will be timed continuously as one event. There will be no rest period between Events 1 - 9. The candidate's time will begin when the candidate touches the hose pack in event #1 and the time will end when the candidate completes the last scheduled event.

Once the candidate has completed events 1 – 9, the candidate shall have their vital signs checked again. If the candidate leaves without having vitals taken and signing their vital sign card, the candidate will be disqualified from the event.

1. **Stair Climb:** The candidate shall carry a hotel pack consisting of 100 feet of 1.75" hose to the top of the second floor of stairs and lay the hotel pack on the landing and the candidate will return to the ground floor. The candidate shall then return to the second floor landing, retrieve the hotel pack and return it to the ground floor. While going up and coming down the stairs, the candidate shall assure that at least one foot touches each stair step. The candidate shall place both feet completely on each level before proceeding further. If candidate does not obey by these rules, the candidate will be automatically disqualified and not allowed to continue.

2. **Victim Search:** The candidate shall climb an interior set of stairs to an attic on the third floor. The candidate shall enter the attic and crawl through a simple maze in the dark, exit the attic, descend the stairs and exit the building.

3. **Hose Drag:** The candidate shall drag a 200 ft. section of uncharged 1.75" hose line 75 ft. to a pre-positioned cone. The candidate shall pull at least 75 – 80' of hose to them. The candidate will then make a 90 degree turn around the cone and continue another 25 ft. to the finish line. The candidate shall then drop to one knee and pull the hose until 50 ft. of hose is pulled across the finish line.

4. **Foam Carry:** The candidate will remove two (2) five gallon buckets of firefighting foam concentrate, one at a time from a table or compartment and place them on the ground. The candidate shall then pick up both items simultaneously, one in each hand, and carry them around a cone or other well defined object, and return them to the starting point. The candidate is permitted to place the buckets on the ground to adjust their grip if needed. The buckets shall be returned to the table or compartment one at a time.

5. **Ladder Raise:** The candidate shall be positioned at the tip of a 24-foot extension ladder. The candidate shall lift the ladder hand over hand, touching every rung, raise the ladder until it is flush against the wall. The ladder shall be returned to the original position using the hand over hand, touching every rung, and placing the ladder back on the ground. If the candidate does not maintain control of the ladder, does not touch every rung, slides hands on beams rather than touching rungs, does not place ladder flush against wall, or drops the ladder, the candidate shall be required to restart the event.

6. **Hand over Hand:** The candidate shall simulate the proper technique of extending an extension ladder. Using the hand over hand method, the candidate shall raise a 50 foot rolled section of 2.5" fire hose until the hose reaches the stop. Once the stop has been reached, the candidate shall use the hand over hand method to lower the section of hose back to the ground. If the candidate loses control of the load at any time, Ex: drops the load, lets the rope slide through hands in place of hand over hand, or lowers the load before touching the stop, the candidate must lower the load to the ground and restart the event.

7. **Ventilation Event:** The candidate shall simulate ventilating a roof by hitting a designated target with a sledgehammer. The candidate shall bring the hammer and hands above his / her shoulder in a chopping motion and strike the target area. Both hands shall be kept on the handle and hammer kept under control during the event. In order to make a correct stroke, the candidate shall bring the sledgehammer above his / her shoulder, bringing the hammer to a completely vertical position prior to striking the target. A total of 30 correct strokes shall hit within the target area before being allowed to continue to the next station.

8. **Rescue Drag:** Candidate shall drag a victim 35 ft. around a cone, and drag the victim 35 ft. back to the original starting point. The victim and candidate shall both completely cross the finish line for the event to be completed successfully. Candidate cannot continue to the next station until rescue drag is complete.

9. **Ceiling Breach and Pull:** The candidate shall grasp a pike pole attached to a mechanized device and pull the pike pole down until the bottom of the pole strikes a target on the ground. This shall be done 30 times. The total time ends when the bottom of the pike pole touches the ground the final time.

10. **One Mile Run/Jog:** The candidate will complete a one-mile run/jog. The candidate will be accompanied by a firefighter following in a utility vehicle during the run.

The Town of Collierville reserves the right to alter the physical ability assessment process described in whole or in part without notice or obligation due to weather, staffing, mechanical failure, etc.

TOWN OF COLLIERVILLE, TENNESSEE
CLASSIFICATION DESCRIPTION

CLASSIFICATION TITLE: FIREFIGHTER PARAMEDIC RECRUIT

PURPOSE OF CLASSIFICATION

The purpose of this classification is to perform probationary, entry level firefighting and trainee level pre-hospital emergency medical assistance work in combating, extinguishing, and preventing fires, and in responding to medical emergencies that is designed to help the Town's Fire Department respond effectively to fires, medical emergencies, natural disasters, and man-made emergency situations.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

Works under the supervision of a training officer or higher authority to perform a wide range of tasks in performing emergency medical assistance and firefighting techniques to protect the lives and property of Town residents through learned procedures and responses; receives instruction, direction, supervision, and guidance from more experienced Firefighters.

Applies training received to developing good judgment, effectiveness, and efficiency in firefighting methods, emergency medical services, fire prevention practices, salvage operations, public relations, physical fitness and associated topics.

Prepares or completes various forms, reports, correspondence, logs, checklists, case files, investigative reports, supplemental reports, inventory records, vehicle maintenance requests, work injury reports, vacation/leave requests, or other documents.

Receives various forms, reports, correspondence, investigative reports, supplemental reports, internal/external fire agency reports, photographs, laboratory reports, medical examiner reports, medical records, laws, codes, ordinances, policies, procedures, maps, diagrams, bulletins, manuals, reference materials, material safety data sheets or other documentation; reviews, completes, processes, forwards or retains as appropriate.

Operates a personal computer, general office equipment, or other equipment as necessary to complete essential functions, to include the use of word processing, database, e-mail, Internet, or other computer programs.

Maintains records, logs, and files of work activities: maintains current manuals, policies/procedures, bulletins, map books, and other materials for reference and/or review.

Communicates in person, via telephone, and/or via two-way radio: provides information and assistance; responds to requests for service or assistance; communicates effectively and coherently over fire and law enforcement radio channels while initiating and responding to radio communications.

Communicates with supervisors, officers, employees, dispatchers, other divisions/departments, law enforcement agencies, fire personnel, emergency/medical personnel, the public, the media, outside agencies, and other individuals as needed to obtain information, coordinate activities, review status of work, exchange information, or resolve problems.
Attends shift meetings, training sessions, and seminars as required to remain knowledgeable of departmental operations/activities, to promote improved job performance, and to stay current with changing policies, procedures, and codes; participates in physical fitness training and continuing education activities; reads professional literature; maintains professional affiliations.

Maintains an awareness of proper safety procedures and guidelines and applies these in performing daily activities and tasks.

Attends work on a continuous and regular basis.

ADDITIONAL FUNCTIONS

May attend Board of Mayor and Alderman meetings and other relevant government and business meetings, where appropriate, outside regular business hours.

Performs general/clerical tasks, which may include making copies, sending/receiving faxes, filing documentation, or processing incoming/outgoing mail.

Provides assistance to other employees or departments as needed.

Performs other related duties as required.

MINIMUM QUALIFICATIONS

Any equivalent combination of the following which provides the requisite knowledge, skills, and abilities for this job.

- High School diploma or GED with course concentration in the physical sciences or industrial arts
- Possess and maintain the following as issued by the Tennessee Department of Health and Environment:
    - Paramedic License
- Must successfully complete the following within one (1) year of employment as issued by the Tennessee Commission on Firefighter Standards and Education and maintain throughout employment:
    - Firefighter I
- Possess and maintain the following as issued by the State of residency:
    - Valid Driver's License with appropriate endorsements
- Must successfully pass the Town of Collierville pre-employment verification and the State of Tennessee Paramedic requirements.
- Must not have been convicted of a felony.
- Must not have been convicted of a Class A or Class B misdemeanor within 36 months of hire.
- Veterans must possess an 'Honorable' discharge from any Military Service.
- Must establish and maintain their actual bona fide residence east of the Mississippi River within a distance no greater than thirty (30) miles from the Town's corporate limits.
- Town of Collierville employees must not be on any departmental disciplinary probation.
- Must be 21 years of age at time of hire.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to review, classify, categorize, prioritize, and/or analyze data. Includes exercising discretion in determining data classification, and in referencing such analysis to established standards for the purpose of recognizing actual or probable interactive effects and relationships. Thorough knowledge of municipal, state, and Federal laws, ordinances, and codes.

Human Interaction: Requires the ability to apply principles of persuasion and/or influence over others in coordinating activities of a project, program, or designated area of responsibility. Requires the ability to establish and maintain effective working relationships with other Town employees, subordinates, representatives of cooperating agencies, and the citizenry.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate and control the actions of equipment, machinery, tools and/or materials requiring complex and rapid adjustments.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, and/or advisory data and information. Requires the ability to express oneself clearly and concisely, both orally and in writing.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division; the ability to calculate decimals and percentages; the ability to utilize principles of fractions; and the ability to interpret graphs.

Functional Reasoning: Requires the ability to apply principles of influence systems, such as motivation, incentive, and leadership, and to exercise independent judgment to apply facts and principles for developing approaches and techniques to resolve problems.

Situational Reasoning: Requires the ability to exercise judgment, decisiveness and creativity in situations involving the evaluation of information against sensory, judgmental, or subjective criteria, as opposed to that which is clearly measurable or verifiable.

ADA COMPLIANCE

Physical Ability: Tasks require the regular and sustained performance of moderately physically demanding work, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, and crawling, and that generally involves lifting, carrying, pushing, and/or pulling of heavy objects and materials (exceeding 50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate colors or shades of colors, sounds, odor, depth, texture, and visual cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Performance of essential functions may require exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, temperature and noise extremes, fumes, hazardous materials, machinery, vibrations, electric currents, traffic hazards, bright/dim light, toxic agents, disease, pathogenic substances, violence, animal/wildlife attacks, animal/human bites, explosives, firearms, or rude/irate customers.

APPROVALS

_____

James Lewellen, Town Administrator

_____

Jay Jeffries, Director Human Resources

The Town of Collierville, Tennessee, is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Town will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.