

SHO-PAI FIRE
MANAGEMENT
1935 Fire Lane, NV HWY 225
Owyhee, Nevada 89832
Phone: (775) 757-2473
Fax: (775) 757-3430
www.shopaitribes.org/fire



SPT FIRE EMPLOYMENT APPLICATION

Legal Name: _____ Age: _____ Date: _____
Last Middle First

Birth Date: _____ Sex: ☐ Male ☐ Female SS#: _____

Native American: ☐ Yes ☐ No If yes, What Tribe?: _____

Current Mailing Address: _____
Box City State Zip

Contact Information: Home #: _____ Cell #: _____

Email Address: _____

Emergency Contact Name & Phone #: _____

Position Applying For: (check all that apply)

- | | |
|---|---|
| ☐ Wildland Firefighter | ☐ Wildland Squad / Crew Boss |
| ☐ Structural Firefighter | ☐ Camp Squad / Crew Boss |
| ☐ Camp Crew Member | |

Fire Qualifications: (check all that apply; as specified in the PMS 310-1 NWCG Guidelines)

- ☐ Firefighter 2 (Basic Wildland)
- ☐ Firefighter 1 (Squad Wildland)
- ☐ Single Resource Boss (Crew; completed task book)
- ☐ Single Resource Boss (Engine; completed task book)
- ☐ Emergency Medical Technician
- ☐ Faller: ☐ Class 1 ☐ Class 2 ☐ Class 3

Education:

Name & Location / school	No. # Years / Units Completed	Degree / Courses Taken	Graduate?
High School:			
University / Tech School:			
University / Tech School:			

Supplementary Education / Training:

In the space below, list any training, certifications or licenses you've received. Include course name, date and issuing agency.

Do you have a valid driver's license?:

☐ Yes ☐ No State: _____ Driver's License #: _____

Additional Information: Write information relating to your ability to perform the job; also any additional certifications, licenses, achievements, and experience.

Were you ever a member of an organized fire crew? ☐ Yes ☐ No

If yes, what agency / crew? _____

If yes, how many seasons? _____

Have you been suspended from any fire crew? _____

Are you willing to be on call 24/7, during the summer, work long shifts in adverse conditions, perform strenuous and prolonged physical labor and go long periods without a bed, shower or phone? ☐ Yes ☐ No

Do you feel that you are physically fit to perform the duties of a wildland firefighter?

☐ Yes ☐ No

Have you ever been convicted of a felony? ☐ Yes ☐ No

If yes, explain: _____

Are you currently on probation, parole or any type of court appointed work release?

☐ Yes ☐ No

If yes, explain: _____

Do you have any warrants? ☐ Yes ☐ No

Sho-Pai Fire Crews are an alcohol/drug free workplace. If hired, will you comply with a pre-employment and random urinalysis? ☐ Yes ☐ No

Personal History:

Past Employment History / References:

Last Employer: _____ State: _____

Position Held: _____ CDL? _____ Start Date: _____ End: _____

Address: _____
City State Zip

Supervisor's Name: _____ Alternate Contact: _____

Telephone # _____ Email Address: _____

Responsibilities: _____

Reason for Leaving: _____

Employer: _____ State: _____

Position Held: _____ CDL? _____ Start Date: _____ End: _____

Address: _____
City State Zip

Supervisor's Name: _____ Alternate Contact: _____

Telephone # _____ Email Address: _____

Responsibilities: _____

Reason for Leaving: _____

Physical and Medical Condition:

When was your last full satisfactory physical medical exam? _____

Have you been hospitalized in the last 5 years? _____

Are you under continuing care of a doctor? _____

Have you had any heart, circulatory, respiratory problems or chest pains? _____

If yes, explain: _____

Any other conditions limiting your work? _____

SECTION A – PHYSICAL LIMITATIONS

ANSWER EACH ITEM “YES” or “NO”

1. Do you wear glasses or contact lenses?	YES	NO
2. Do you have difficulty in distinguishing basic colors (red, blue, & green)?	YES	NO
3. Do you have difficulty in distinguishing shades of colors?	YES	NO
4. Do you have a hearing problem?	YES	NO
5. Do you wear a hearing aid?	YES	NO
6. Do you have any speech impairment that hinders person-to-person conversation?	YES	NO
7. Do you have an amputation or abnormality of leg, foot, arm, hand, fingers?	YES	NO
8. Do you have difficulty in using arms, fingers for reaching in any direction grasping, handling or fingering?	YES	NO
9. Do you have any disease or disability that would make your employment in arduous / heavy work a hazard to yourself or others?	YES	NO

SECTION B – PHYSICAL ENDURANCE FACTORS

1. Sitting for long periods?	YES	NO
2. Standing for long periods?	YES	NO
3. Frequent walking / climbing of rough / steep terrain?	YES	NO
4. Frequent pushing & pulling motions (use of hand tool for fireline construction)?	YES	NO
5. Frequent bending, stooping & crouching (fireline construction actions)?	YES	NO
6. Occasionally lifting objects weighing up to 50-100 lbs. & frequently carrying objects weighing up to 50 lbs?	YES	NO

SECTION C – ENVIRONMENTAL ENDURANCE FACTORS

Some positions may involve unusual working conditions or working outside.

Can you work under the following conditions?					
1. Outside	YES	NO	8. Constant noise	YES	NO
2. Severe heat	YES	NO	9. Dusty atmosphere	YES	NO
3. Severe cold	YES	NO	10. Frequent exposure to smoke or gases	YES	NO
4. Severe humidity	YES	NO	11. Some contact with oils, solvents, grease	YES	NO
5. Severe dampness or chilling	YES	NO	12. Frequent walking over rough terrain	YES	NO
6. Dry atmospheric conditions	YES	NO	13. Frequent travel	YES	NO
7. Severe noise	YES	NO			

NOTE: False or omitted answers submitted and your application will be revoked.

SHO-PAI FIREFIGHTER & CAMP CREW MEMBER

UPON SIGNING THIS AGREEMENT, YOU, THE UNDERSIGNED, HAVE AGREED TO ABIDE BY THE CONDITIONS OF HIRE AS DESCRIBED IN THIS AGREEMENT

CONDITIONS OF HIRE

1. You have agreed to be hired by the Sho-Pai Tribes Fire Program as an emergency firefighter. The work is hard and sometimes must be performed under stressful situations and conditions. You may work more than 12-16 hours per day. Prompt compliance with your supervisor's instructions and orders are required at all times. You must be at least 18 years old (at least 16 years old for camp crew) and in good physical health.
2. You must disclose all outstanding warrants, parole, probation, court appointed work release conditions, court appointed work restrictions (in-state or out-of-state), upcoming court dates, parole officers name / agency, and all legal matters pertaining to you.
3. A physical examination is required. Baseline exam for rookies and new employees and the annual exam for returning firefighters / camp crew members over the age of 45. All employees will have the annual exam at least every 3 years regardless of age.
4. Close living conditions in fire camps require personal cleanliness. Personal hygiene must meet standards set by your supervisor, particularly your hair, which must be maintained in such a way that your safety helmet can be worn properly.
5. You must be able to pass a pack test, a 3 mile hike (no running or jogging) with a 45 pound pack in 45 minutes and 45 seconds. Camp crew must pass the moderate test of a 2 mile hike with 25 pounds in 30 minutes and 30 seconds.
6. Disclosure of your Social Security Number (SSN) is mandatory. The SSN is used to gather salary data as lawfully required by the Internal Revenue Service and the Tribe. The hiring Tribe is the only one with direct access to this information. Income taxes are withheld from your paycheck. Make sure you have an updated W-4 form (with proper exemptions and claims) when hired.
7. You must take and pass the Sho-Pai personnel drug and alcohol test and submit to random urinalysis.
8. You will be paid an hourly rate based on your position as hired. You are not eligible for unemployment or fringe benefits as an emergency / intermittent employee. No overtime is permitted. When you sign your timesheet, make sure it is correct. You cannot dispute your hours after you leave the incident.
9. Report all injuries or illness immediately to your supervisor. This must be reported to the Shoshone-Paiute Tribe's Human Resources Department within 24 hours @ (775) 759-3100 ext. 1224. You and the Crew Representative / Crew Boss must fill out the proper forms to establish any claims for workman's compensation (all Tribal insurance forms, CA-1's, CA-2's, and CA-16's). You are responsible to report any emergency rooms visit to the Owyhee Community Health Facility Business Specialist. This is not the responsibility of the Fire Program.
10. You must disclose all existing ailments or injuries before being sent out on assignment. Existing ailments or injuries will not be covered under Tribal Insurance. Dental work that is not directly a result of working on the fireline must be paid for by the firefighter i.e. fillings that have fallen out, abscess conditions, toothaches, etc.

11. If you get fired, or you quit without good reason before your scheduled demobilization, your pay will stop at that time. The Incident Commander or FMO may decide whether the government will provide return transportation or pay you for travel time back to where you were hired. You may be charged for the return transportation costs and/or the costs of personal needs during the waiting time.
12. You will follow all safety practices, and not jeopardize your own safety, or the safety of others.
13. You will not purposely damage Tribal or personal property.
14. You will not verbally, physically intimidate, threaten, or physically abuse co-workers or supervisor.
15. You will not lie, cheat, or deliberately conceal the truth concerning employment or any of these Conditions of Hire terms.
16. Tribal property (such as hardhats, tools, blankets, etc.) issued to you must be returned. If they are lost, destroyed, or left in bad condition, the cost of these items may be deducted from your check. You must wear personal protection equipment (PPE). These will include hardhat, nomex, shirt and pants, gloves, goggles, and 8-inch high vibram soled fire boots, depending upon the work being performed.
17. You will be restricted to a fire camp or staging area at the discretion of the Crew Boss. The Crew Boss will follow Interagency fire Business Management Handbook policies and BIA Blue Book to determine your pay status.
18. You will abide by all terms of Rest and Relaxation, which are negotiated by the Interagency Resource Representative or Crew Representative in charge of your crew. These terms will be negotiated with the Planning Section Chief or Incident Commander on the incident.
19. There is no guarantee how long an assignment will last. Once you have accepted an assignment as a Sho-Pai Firefighter / Camp Crew, you will be required to remain until released.
20. You are required to bring your own personal items that will be contained in one bag, both to and from the incident, with a weight limitation of 65 pounds (both the line pack and red pack). No boom boxes or other electronic gear weighing over one pound is allowed. Individuals exceeding the weight limit will leave items behind. The Tribe will not be responsible for these items. Personal items should last at least two weeks (refer to checklist in the Sho-Pai Fire Management Guidelines).
21. You are required to read and always be aware of the 18 situations that Shout Watch Out and the 10 Standard Fire Fighting Orders.
22. All emergency and seasonal employees of Sho-Pai Tribes Fire Management will abide by all instructions given by supervisors. This includes wake-up times while on incidents and performing your share of the work. Insubordination will not be tolerated and will result in probation or termination.
23. If you are suspected of being under the influence of alcohol or drugs at the same time of signing in, or anytime during the incident, you will be denied employment and/or pay and referred to the Human Resources office for a urinalysis.
24. You will follow the chain of command for any complaints, suggestions or remarks. Failure to do so will result in disciplinary actions.
25. You are representing the Shoshone-Paiute Tribes. You will act with professionalism at all times. Profanity and vulgar language will result in disciplinary actions. You are expected to act as an adult. Your actions reflect on the tribe, both positive and negative.

**FAILURE TO ABIDE BY ANY OR ALL OF THESE CONDITIONS-OF-HIRE TERMS WILL BE
GROUNDS FOR IMMEDIATE DISCHARGE.**

I, the undersigned, have read and understand, the above Conditions-of-Hire, and I agree to abide by
them throughout the duration of my employment.

Employee's Name (print): _____ SSN: _____

Employee's Signature: _____ Date: _____

