JOB ANNOUNCEMENT: Firefighter

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POSITION OPENING:	26.07 Firefighter		**Posting Period:** 03/09/26 to 03/23/26, 4:00PM
Classification Title:	Firefighter		
Starting Hourly Rate:	Firefighter Recruit	$ 15.45	**Estimated average of 111 hours biweekly.**
	Firefighter I	$ 16.48	
Location:	Fire & Emergency Services		

Job Summary

Entry level position, which may or may not possess a current fire fighter certification by the State of Georgia, that performs firefighter functions. Work involves specialized responsibilities in fire prevention, fire suppression, rescue, and basic emergency medical treatment.

Essential Tasks. Other duties may be required and assigned.

- Participate in training sessions at various locations to obtain necessary certifications.
- Answers the telephone; provides information, guidance, and advice; takes and relays messages and/or direct calls to appropriate personnel; returns calls, as necessary.
- Performs miscellaneous duties including raising or lowering the flag, conducting fire station tours, securing station facilities, ordering/restocking supplies, preparing meals, general housekeeping and station cleaning, painting, polishing, and basic grounds maintenance.
- Develop and maintain effective, inclusive, and cooperative working relationships with others; demonstrate a respect for other perspectives and differences.

Knowledge, Skills, & Abilities Required

- Ability to complete the State of Georgia Firefighter certification program. https://www.gpstc.org/training-at-gpstc/certification-programs/certifications-for-firefighters/

Reports To

Shift Leader

Physical Demands

This position classifies the physical exertion requirements per the Firefighter Physical Agility Test on page 6.

Work Environment

This position follows a 48/96 schedule - two consecutive days (48 hours) on shift followed by four days off. Work primarily performed inside a fire station and outside of fire scenes and emergency incidents. Exposure to noise, dust, dirt, machinery with moving parts, heat, smoke, irritating chemicals, hazardous materials, and occasional weather conditions. The role requires the use of protective clothing and equipment to ensure safety during operations.

Minimum Qualifications

- High school diploma or equivalent; associate degree in a relevant field preferred
- Active and maintain Georgia Driver's License through employment.
- Effective and efficient written and verbal communication.
- Ability to establish and maintain positive relationships within the organization and the public.

Perry GA Fire & Emergency Services Department

March 9, 2026

Dear Firefighter Applicant,

To provide the best possible service and quality fire protection for the citizens of Perry, all applicants for Fire and Emergency Services are required to participate in a structured evaluation process. To participate in the upcoming evaluation process scheduled to begin **Saturday, April 4th, 2026**, the documents listed below must be completed and returned to the City of Perry Human Resources Office no later than **Wednesday, March 25, 2026, 4 PM**.

To be accepted your application package must contain the following documents when it is submitted:

1) Firefighter Applicant Information/City of Perry waiver and release of claim. *(must be notarized)*
2) City of Perry Firefighter Application: Why do you want to be a firefighter?
3) Non-Criminal Justice Applicant's Privacy Rights form
4) Notice to Firefighter Applicants
5) Copy of High School Diploma or GED Certificate. (A copy of a high school transcript will be accepted provided it has been notarized to be a true and exact copy of the original.)
6) Copy of College Degree diploma or transcript if you have one.
7) State Certified Firefighter I or II certificate, if already certified
8) Complete City of Perry application online.

The following documents provide the testing information and should be kept for your reference:

Schedules for:

- Practice firefighter physical agility test
- Firefighter physical agility test
- Entrance assessment center

To submit the completed application, all documents can be uploaded online or deliver the completed application packet to the Human Resources office at 1211 Washington Street., 2nd Floor, Monday through Friday, 8 AM to 5 PM. For any questions regarding the application process, email HR@perry-ga.gov.

Regards,

Perry Georgia Fire & Emergency Services Department

FIREFIGHTER APPLICANT:
IMPORTANT DATES AND HIRING PROCESS

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PLEASE KEEP THIS PAGE FOR YOUR REFERENCE

Firefighter Hiring Process Announcement Posting Dates:
Monday, March 9, 2026 – Monday, March 23, 2026

As part of the hiring process for Perry Fire & Emergency Services, applicants must successfully complete a Physical Agility Test (PAT) in order to advance to the Assessment Lab stage of the process.

Practice PAT (Optional): A Practice Physical Agility Test (PAT) has been scheduled for applicants who wish to familiarize themselves with the testing process.

Date: Saturday, April 4, 2026
Time: 9:00 AM
Location: Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069
This event will be held rain or shine.

Official Firefighter PAT

Date: Saturday, April 18, 2026
Time: 9:00 AM
Location: Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069
Important: The gates will close promptly at 9:00 AM. No applicants will be admitted after the test begins.

What to Bring

Applicants should arrive prepared for a physical assessment. Please wear appropriate athletic attire and bring water or hydration for both the Practice PAT and Official PAT.

FIREFIGHTER APPLICANT:
IMPORTANT DATES AND HIRING PROCESS

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Practice Day Attempt Option: The April 4 Practice PAT allows candidates to become familiar with the course.

At the conclusion of practice, candidates may choose to attempt the timed PAT.

If a candidate successfully completes the PAT within the allotted time on April 4, they will not be required to return on April 18.

If a candidate attempts the PAT on April 4 but does not complete it within the allotted time, they must return on Saturday, April 18, 2026 for their final attempt.

No practice will be allowed on April 18.

Candidates who successfully complete the PAT will move forward to the Assessment Lab.

Those who successfully complete the PAT will then move on to the assessment lab.

Assessment Lab

Date: Tuesday, April 21, 2026
Time: 8:00 AM – 4:00 PM
Location: Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069

Important: The classroom door will be locked promptly at 8:00 AM. No applicants will be admitted after the start time.

Candidates must achieve a minimum score of 25 out of 36 points in the Assessment Lab to advance to the Hiring Board application review.

Based on this review, applicants will receive a ranking. Top candidates will be invited to participate in an interview.

FIREFIGHTER APPLICANT:
IMPORTANT DATES AND HIRING PROCESS

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Interviews

Date: Friday, April 24, 2026

Location:
Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069

Candidates selected for interviews will be notified of their specific interview time.

The interview process has a maximum score of 160 points. Interview scores will be combined with previous scores to determine a final candidate ranking.

Candidates must accumulate a minimum of 168 total points at this stage to continue in the hiring process.

Background Investigation

Candidates who meet the minimum score requirement will proceed to:

- Criminal background check
- Driver's history review

If both reports are favorable, the candidate may receive a conditional offer of employment.

Polygraph Examination

Following a conditional offer, candidates will complete a polygraph examination.

The purpose of the polygraph is to evaluate a candidate's honesty, integrity, and truthfulness regarding past conduct. This step is important because the Fire Chief must sign an Affidavit of Good Moral Character for a firefighter to receive state certification.

Final Pre-Employment Requirements

After successfully completing the polygraph examination, candidates must complete:

Fit-for-duty physical examination

Pre-employment drug screening

GBI fingerprint background check

Please email HR@perry-ga.gov if you have any further questions.

FIREFIGHTER APPLICANT:
IMPORTANT DATES AND HIRING PROCESS

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DAILY OPERATIONS - Physical Agility Test (PAT)

Rehab Sector EMS Guidelines

The following guidelines outline the medical and safety procedures followed during the Physical Agility Test (PAT). Candidate safety is our priority. Vital signs will be assessed prior to beginning any physical activity.

If a candidate's vital signs fall outside the acceptable parameters listed below, the candidate will not be allowed to participate until the readings return to a normal range.

Vital Sign Assessment

Each candidate's vital signs will be taken and recorded prior to the start of the Physical Agility Test. The following criteria will be used in evaluating candidates during the assessment process.

Blood Pressure Guidelines

1. Diastolic Blood Pressure ≥ 130
    a. The candidate will be transported to a healthcare facility for further evaluation.
2. Diastolic Blood Pressure ≥ 110 with symptoms present
    a. Transportation to a healthcare facility is recommended.
3. Diastolic Blood Pressure ≤ 110 with symptoms present
    a. The candidate may be transported to a healthcare facility for further evaluation.
4. Systolic Blood Pressure ≥ 200
    a. The candidate will be evaluated and allowed to rest.
    b. If the systolic blood pressure remains ≥ 200 after rest, the candidate may be transported to a healthcare facility.

Heart Rate Guidelines

5. If a pulse rate ≥ 140 bpm is recorded:
    a. Oxygen and fluids may be administered.
    b. The candidate will rest for a minimum of 10 minutes, after which the pulse will be reassessed.
6. If the pulse drops below 140 bpm after the rest period:
    a. The candidate may resume testing.
7. If the pulse remains ≥ 140 bpm after 10 minutes:
    a. The candidate must rest for an additional 30 minutes.
8. If the pulse remains ≥ 140 bpm after the additional 30 minutes:
    a. The candidate will be requested to be transported to a healthcare facility for further evaluation.

FIREFIGHTER APPLICANT:
IMPORTANT DATES AND HIRING PROCESS

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Medical Transport and Refusal

If a candidate falls outside the Rehab Sector guidelines after an adequate rest period (a rest period may be waived if the candidate is symptomatic), the Rehab Sector Officer will recommend transport to a hospital for further medical evaluation.

If the candidate refuses transport, the candidate will be required to sign an EMS refusal form and will be dismissed from the testing process with instructions to follow up with their physician.

Department Authority

The Perry Fire Department reserves the right to deny participation in the Physical Agility Test to any candidate whose vital signs fall outside the acceptable limits outlined in these guidelines.

FIREFIGHTER APPLICANT INFORMATION

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Perry GA Fire & Emergency Services Department

Name: _____
First Middle Last

Present Address: _____

_____
City State Zip

Phone: Home_____ Cell _____ Email_____

If we are unable to reach you at home or business location, list name, address, phone number or person who can reach you.

_____

Are you a certified Firefighter? Yes _____ No _____

WAIVER AND RELEASE OF CLAIM

GEORGIA, HOUSTON COUNTY

I, the undersigned applicant for employment in the City of Perry GA Fire & Emergency Services Department, do hereby certify that my taking the agility test for such employment will be a free and voluntary act on my part and, in consideration of the City of Perry, considering me for employment in said Department, I hereby waive and renounce any and all claims, losses, damages, actions and causes of action against the City of Perry, its agents, servants and employees for any injury or injuries which I might sustain in the taking of said agility test or in any manner growing out of or resulting there from and I hereby forever release and discharge the City of Perry, its agents, servants and employees from any and all such claims, losses, damages, actions and causes of action.

IN WITNESS THEREOF, I have hereunto set my hand and seal this _____ day of_____, 20____.

_____
Applicant

_____
Notary

ASSESSMENT SCORING CRITERIA

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APPLICANT _____ **DATE**_____

STEP 1:	PHYSICAL AGILITY TEST	PASS OR FAIL - (34 points awarded for completion in less than 7 minutes)
STEP 2:	ASSESSMENT CENTER	Max points 36 - possible 6 points each for the 6 exercises (Minimum of 25 points needed to continue)
STEP 3:	REVIEW OF APPLICATION AND RESUME:	
	FORMAL EDUCATION	Max points 10 = 1 point for GED; 3 points for high school diploma; 5 points for AS/AA degree; 10 points for BS/BA degree (Must have copy of diploma/degree for points to be awarded)
	FIRE SERVICE EXPERIENCE	Max points 10 = 1 point for each year of career fire service; .5 points for each year of volunteer service

SELECTED FOR INTERVIEW BY THE HIRING BOARD Yes or No

STEP 4:	INTERVIEW	Max Points 160 = Possible 5 points per question; 8 questions with 4 interviewers
	REFERENCES	Pass or Fail

SCORE TOTAL – 250 total points possible; Candidates must have at least 168 points at this stage to move forward in the process.

STEP 5:	CONDITIONAL OFFER (HR)	
	CRIMINAL BACKGROUND CHECK (HR)	Pass or Fail
	DRIVER'S HISTORY CHECK (HR)	Pass or Fail

ASSESSMENT SCORING CRITERIA

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STEP 6:	POLYGRAPH EXAMINATION	Pass or Fail
	FIT FOR DUTY PHYSICAL	Pass or Fail
	DRUG SCREEN	Pass or Fail
	FINGERPRINT CHECK	Pass or Fail

NOTE: Failure in any of the Pass/Fail steps results in immediate elimination of the applicant from the hiring process. The scoring sheet is a TOOL used by the hiring board to evaluate the entire applicant pool. Scores achieved during the process are not the sole factor in hiring. The selection of an applicant as a candidate for hiring is based on the applicant's overall performance throughout the hiring process, and the consensus of the members of the hiring board.

*** The hiring board consists of officers and firefighters of the department. ***

FIREFIGHTER PHYSICAL AGILITY TEST

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Perry GA Fire & Emergency Services Department

Being a firefighter is a very dangerous and physically demanding job. For this reason, a physical agility test has been developed. It will ensure everyone hired continues to meet at least a minimum level of physical conditioning needed to perform the job of firefighter.

The physical agility test consists of seven exercises that are to be performed consecutively. Each of the exercises are task related and are performed on a regular basis by firefighters. While you are doing the exercises, you will be wearing protective clothing consisting of firefighting helmet, firefighting gloves, and self-contained breathing apparatus, with no mask and not breathing air. The time to successfully complete the test is seven (7) minutes. If a candidate does not complete within the 7-minute time frame but continues their attempt, they will be stopped at 8 minutes for the next candidate to begin their attempt. Athletic or work-out attire is strongly recommended.

1. STAIR CLIMB

Fires in multi-story units represent one of the greatest threats to life safety. The ability to move personnel and equipment to the floor of the fire for extinguishment or rescue is an essential function for structural firefighters.

CONDITIONS

A shoulder load of hose weighing approximately 40 lbs. should be picked up and carried up four flights of stairs. The hose can be carried over the shoulder or carried under the arm. (Hose will be two sections of 1 ¾" hose). The candidate is required to use every step both ascending and descending.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

The cardiovascular system is tested in this task along with strength and endurance of the leg muscles. Stair climbing exercises, particularly those performed under a load, have the most positive effects on preparation for this task. Resistance training exercises for the legs are also helpful.

2. HOISTING

There are several fire ground activities that necessitate repetitive motions such as pulling or hoisting. Pulling victims from a confined area or hoisting equipment and tools to upper floors or roofs are tasks that call for a combination of grip strength and endurance. The use of gloves while attempting to grasp objects has been demonstrated to reduce grip strength by 50%.

CONDITIONS

The hoist evolution will be done by hoisting a section of 3" hose up to the second floor of the training tower two times. The hoisting will be done with a hand-over-hand motion and the section of hose will be brought into the window and placed on the floor.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

This exercise requires upper body strength and grip strength. Any weight training that includes grasping and manipulation of heavy weights will have a beneficial effect on forearm flexors and grip strength.

3. FORCIBLE ENTRY AND VENTILATION

Gaining access to a building for the purpose of effecting rescue and extinguishment or performing ventilation is an essential function for fire suppression personnel. There are a variety of forcible entry tools that are used to perform this task. Two of the most common used tools are the axe and sledgehammer. The use of these tools is one of the most physically demanding jobs a firefighter could do.

CONDITIONS

For testing the forcible entry/ventilation skills, the sledgehammer is the safest and least skill-dependent tool. The act of chopping is one of the most basic fire ground activities. For the exercise, the firefighter shall straddle a weight while standing on two platforms (The Perry Fire Department uses a Keiser Sled). Using a 9 lb. dead blow sledgehammer, the firefighter strikes the weight repetitively, driving it a distance of 5 ft.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

The explosive power and endurance of the upper body muscle groups are demonstrated in the performance of this task. Resistance training of the upper body muscle groups is recommended.

4. THE VICTIM DRAG

The most critical task of a firefighter is the rescue of a citizen or a fellow firefighter. The importance of this task is directly related to the mission of the fire service.

CONDITIONS

The use of an anatomically correct rescue prop weighing about 175 lbs. will be utilized. The task is accomplished as follows: a mannequin is placed on the ground in a lying down position. The rescuer approaches the head, grasps the harness that is around the victim, lifts the victim off the ground while leaning against the weight of the victim. Then, while keeping his/her back straight and walking backwards, the rescuer shall drag the victim 100 ft. The rescuer may grasp the mannequin under the arms and drag it or place the rescue strap under the arms and drag it. The legs of the mannequin must touch the ground.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

Muscular strength and endurance are necessary for the victim drag. Resistance training with weights on the various muscle groups will provide the foundation for the performance of this task.

5. HOSE ADVANCE

Large and small diameter hose are routinely used in the job of firefighter. Carrying, dragging, and advancing charged hose lines are an essential function of firefighters. The weight of water is 8.33 lbs. per gallon. The weight of a charged hose line can easily reach weights of more than 400 lbs., depending on the size and length of the hose lay.

CONDITIONS

The lead end of a charged 100 ft. 1 ¾" hose line should be placed over the shoulder. While walking at a rapid pace without stopping, the line should be stretched by pulling it from a pre-connected water source a total distance of 75 ft.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

Pulling hose demands muscular strength and endurance of the large muscles of the legs. There is some need for torso strength so stabilize the upper body. Resistive training such as squats, knee flexing, and extensions are recommended.

6. CARRY EVOLUTION

Firefighters need to carry tools and equipment at a fire. Completion of this task demonstrates that the candidate has adequate strength to pick up and then carry an object an appropriate distance.

CONDITIONS

The candidate shall pick up an exhaust fan and carry it 75 ft. The fan shall be carried continuously without being dropped or placed down.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

Muscular strength and isometric endurance are required for this task. Resistance training for the arms and legs is most effective for this task.

7. **LADDER EXTENSION**

Ladders are commonly used on the fire grounds to assist firefighters with gaining access to elevated positions, as well as serving as a means of egress in fires above the ground level.

CONDITIONS

The candidate, given a 24-foot extension ladder firmly secured to an object in the vertical position, must completely extend the fly section (top) to the top of the base using a controlled, hand over hand locking motion to keep continual upward movement. The ladder will start in the locked position and be fully extended by the candidate to the stop point and then lowered in a controlled fashion to the locked starting position.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

This exercise requires upper body strength and grip strength. Any weight training that includes grasping and manipulation of heavy weights will have a beneficial effect on forearm flexors and grip strength.

WHY DO YOU WANT TO BE A FIREFIGHTER?

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Please answer the following question:

"Why do you want to be a firefighter and what do you feel is the scope of job responsibility of a firefighter?"
Please utilize the full page in answering and elaborate on your statements.

HEADQUARTERS Station • 1207 Washington Street • P.O. Box 2030 • Perry, Georgia 31069-6030
Telephone 478-988-2850 | www.perry-ga.gov

NON-CRIMINAL JUSTICE
APPLICANT'S PRIVACY RIGHTS

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As an applicant that is the subject of a Georgia only or a Georgia and Federal Bureau of Investigation (FBI) national fingerprint/biometric-based criminal history record check for a non-criminal justice purpose (such as an application for a job or license, immigration or naturalization, security clearance, or adoption), you have certain rights which are discussed below.

- You must be provided written notification that your fingerprints/biometrics will be used to check the criminal history records maintained by the Georgia Crime Information Center (GCIC) and the FBI, when a federal record check is so authorized.
- If your fingerprints/biometrics are used to conduct a FBI national criminal history check, you are provided a copy of the Privacy Act Statement that would normally appear on the FBI fingerprint card.
- If you have a criminal history record, the agency making a determination of your suitability for the job, license, or other benefit must provide you with the opportunity to complete or challenge the accuracy of the information in the record.
- The agency must advise you of the procedures for changing, correcting, or updating your criminal history record as set forth in Title 28, Code of Federal Regulations (CFR), Section 16.34.
- If you have a Georgia or FBI 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 agency denies you the job, license or other benefit based on information in the criminal history record.
- In the event an adverse employment or licensing decision is made, you must be informed of all information pertinent to that decision to include the contents of the record and the effect the record had upon the decision. Failure to provide all such information to the person subject to the adverse decision shall be a misdemeanor [O.C.G.A.§35-3-34(b) and §35-3-35(b)].

You have the right to expect the agency 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 state and/or federal statute, regulation or executive order, or rule, procedure or standard established by the National Crime Prevention and Privacy Compact Council.

If the employment/licensing agency policy permits, the agency may provide you with a copy of your Georgia or FBI criminal history record for review and possible challenge. If agency policy does not permit it to provide you a copy of the record, information regarding how to obtain a copy of your Georgia, FBI or other state criminal history may be obtained at the GBI website (http://gbi.georgia.gov/obtaining-criminal-history-record-information).

NON-CRIMINAL JUSTICE
APPLICANT'S PRIVACY RIGHTS

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If you decide to challenge the accuracy or completeness of your Georgia or FBI criminal history record, you should send your challenge to the agency that contributed the questioned information. Alternatively, you may send your challenge directly to GCIC provided the disputed arrest occurred in Georgia. Instructions to dispute the accuracy of your criminal history can be obtained at the GBI website (http://gbi.georgia.gov/obtaining-criminal-history-record-information).

Authority: The FBI's acquisition, preservation, and exchange of fingerprints and associated information is generally authorized under 28 U.S.C. 534. Depending on the nature of your application, supplemental authorities include Federal statutes, State statutes pursuant to Pub. L. 92-544, Presidential Executive Orders, and federal regulations. Providing your fingerprints and associated information is voluntary; however, failure to do so may affect completion or approval of your application.

Principal Purpose: Certain determinations, such as employment, licensing, and security clearances, may be predicated on fingerprint-based background checks. Your fingerprints and associated information/biometrics may be provided to the employing, investigating, or otherwise responsible agency, and/or the FBI for the purpose of comparing your fingerprints to other fingerprints in the FBI's Next Generation Identification (NGI) system or its successor systems (including civil, criminal, and latent fingerprint repositories) or other available records of the employing, investigating, or otherwise responsible agency. The FBI may retain your fingerprints and associated information/biometrics in NGI after the completion of this application and, while retained, your fingerprints may continue to be compared against other fingerprints submitted to or retained by NGI.

Routine Uses: During the processing of this application and for as long thereafter as your fingerprints and associated information/biometrics are retained in NGI, your information may be disclosed pursuant to your consent, and may be disclosed without your consent as permitted by the Privacy Act of 1974 and all applicable Routine Uses as may be published at any time in the Federal Register, including the Routine Uses for the NGI system and the FBI's Blanket Routine Uses. Routine uses include, but are not limited to, disclosures to employing, governmental or authorized non-governmental agencies responsible for employment, contracting, licensing, security clearances, and other suitability determinations; local, state, tribal, or federal law enforcement agencies; criminal justice agencies; and agencies responsible for national security or public safety.

I have read and consent to the above:

Signature: _____ Date: _____

Printed: _____ Date: _____

Notarized: _____ Date _____

NOTICE TO
FIREFIGHTER APPLICANTS

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Perry GA Fire & Emergency Services Department

The City of Perry welcomes your interest in employment with the Fire & Emergency Services Department. Before completing a formal application, please review the conditions and requirements listed below. If you are unable to meet or comply with these conditions and requirements, we recommend that you do not proceed with the application. Exceptions cannot be made to these requirements.

A. A high school diploma or equivalent as recognized by the Georgia Department of Education. A GED must be awarded by a state. The United States Armed Forces Institute (USAFI) must be converted to a state-awarded certificate.
B. Applicants must be at least eighteen (18) years of age at the time of application. This requirement ensures eligibility for certification through the Georgia Fire Standards and Training Council and compliance with departmental hiring requirements.
C. Successfully pass the required physical readiness test, physical examination, pre-employment drug test, criminal history background check, and polygraph examination.
D. Must be willing and able to work cooperatively with others and work any assigned shift. Work schedules may include nights, weekends, and holidays.
E. Must be a U.S. citizen.
F. Must have a valid Georgia Driver's License or have the ability to obtain one as required by law.

Applicant Acknowledgment

I have read and understand the above conditions and requirements and wish to apply for employment with the Perry, Georgia Fire & Emergency Services Department.

_____

Applicant's Full Signature Date

_____

Applicant's Printed Name Date