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BEXAR COUNTY ESD 2 FIRE DEPT.

# LIEUTENANT MEDICAL OFFICER



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# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2

## BEXAR COUNTY 2 FIRE DEPARTMENT



Job Title:	<b>Lieutenant EMS Medical Officer</b>	Job Category:	Suppression
Department/Group:	Bexar County ESD No. 2	Travel Required:	Yes
Location:	Administration / Station 124 14515 Omicron Dr. San Antonio, TX 78245	Position Type:	Full Time
Level/Salary Range:	Starting Salary \$ 88,214.79 Includes Built-In FLSA Overtime	Date posted:	03/27/2024
HR Contact:	Veronica Pang	Posting Expires:	Open until filled
Submit Application to:	<a href="mailto:hr@bc2fd.org">hr@bc2fd.org</a> (pdf form only)		
Email: <a href="mailto:hr@bc2fd.org">hr@bc2fd.org</a>			
Subject Line: <b>Lieutenant EMS Medical Officer</b>			

### Job Packet Instructions

Thank you for your interest in Bexar County 2 Fire Department. To ensure you accurately complete your job packet for submission, which entails job application and required documents, please read, and carefully follow the instructions provided.

- Fill out and complete all information requested on the application.
- Submit all required documents with your job packet. Job packet and documents must be submitted in PDF format.
- Incomplete packets, such as missing documents or illegible applications will not be processed.
- Job applicant packets must be submitted online via email to [hr@bc2fd.org](mailto:hr@bc2fd.org)

Please submit the following with your job packet:

- Completed Job Application
- Copy of valid Texas Driver License or other state if applicable
- Copy of HS Diploma or equivalent
- Signed Job Posting, found on Page 8 of Job Announcement
- Signed Waiver and Release Form, PLEASE NOTE: you are to write in your own handwriting or type the statement in the Waiver Form on the lines provided
- Copy of current Texas DSHS EMT Certification
- Copy of current TCFP Structural Firefighter Basic or Higher Certification
- TXDPS Driving Record Option 3A Certified  
<https://txapps.texas.gov/tolapp/txldrcdr/TXDPSLicenseeManager>



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2

## BEXAR COUNTY 2 FIRE DEPARTMENT



### Job Description

The primary duty of the EMS Lieutenant is to serve as the on-duty Medical Officer for the department. This officer will be responsible for the daily operations as it pertains to EMS; coordinated with the EMS Captain and On-Duty Battalion Chief.

The EMS Lieutenant may fill the role of a lateral or higher rank, to include fire suppression, when requested by the Command Staff.

**Work Hours:** Sunday – Monday, 48/96

**Reports to:** Assigned on-duty Battalion Chief and EMS Captain

**Oversees:** This position supervises and manages full-time, part-time, and reserve EMS personnel, engineer/operators, and firefighters during their respective duty period.

**Essential Functions:**

The following duties ARE NOT intended to serve as a comprehensive list of all duties performed by this role, it is a representative summary of the primary duties and responsibilities. Incumbent may not be required to perform all duties listed and may be required to perform additional, position-specific duties.

- The EMS Lieutenant’s primary job responsibilities are within the EMS Division; however, this position may fill the role of a lateral or higher rank, and as such, does require the candidate to have and maintain fire certification with the Texas Commission on Fire Protection within one year of hire
- Work with the EMS Division to oversee EMS activities but not limited to EMS credentialing, QA/QI, EMS records and documentation, patient care guidelines, and standing orders for ALS and BLS, field inspections, and assist with Medical Transport Billing
- Assists in implementing the goals, objectives, technology, and equipment used in the delivery of Emergency Medical Services
- Maintains a close relationship with the Regional Advisory Council, EMS Liaisons to all hospitals within the department’s region, neighboring Fire/EMS agencies, Law Enforcement, and Air Medical Providers
- Works with the EMS Division to oversee report management for Fire and EMS Reports
- Plans, coordinates, and supervises activities of single or multi-fire suppression companies during emergency response incidents and administrative activities



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2 BEXAR COUNTY 2 FIRE DEPARTMENT



## Essential Functions Continued

- Serves as the Medical Officer within the Unified Command Structure when a Medical Branch has been established
- Commands single and multiple-company responses of fire, medical, hazardous material, rescue or other situations and functions as the Incident Commander until a higher-ranking officer arrives. Responsible for situation assessment, tactical and strategic development and implementation, and the deployment of personnel and equipment. Makes determinations regarding requests for additional personnel, equipment, and resources, performs a wide variety of hands-on fire suppression and medical treatment tasks on emergency incidents, and ensures safe and proper activities on all responses
- Oversees the Field Training Officers (FTO) and the progress of Field Training Recruits (FTR)
- Represents the department in meetings, conferences, schools, safety fairs, career days, press conferences, or other public and private community events
- Good moral aptitude with members and maintains discipline. Develops documentation pertaining to employee performance. Provides performance feedback and prepares performance reviews for assigned staff. Counsels assigned staff on performance, training, and personal development needs. Inspects records and daily logs. Inspects department facilities to ensure proper safety practices. Interprets department policies, procedures, bulletins, and safety practices. Ensures understanding and compliance.
- Assists in the training and development of assigned company personnel to meet the goals and objectives of individuals and the overall goals of the department handed down by the Training Division; may oversee the daily training and development of full-time, part-time and reserve firefighters; may participate in the selection and/or promotion process for full-time, part-time and reserve firefighters
- Prepares, completes, and reviews a variety of records and reports; prepares paperwork for emergency response, employee performance evaluations, and delegates special assignments to subordinates and company personnel
- Monitors information relevant to the EMS Division and develops recommendations to enhance the Division's overall effectiveness and performance
- Prepares, maintains, or assists with a wide variety of correspondence, records, files, and reports related to the activities of an assigned company, in addition to other assigned areas of responsibility including but not limited to:
  - Texas Department of State Health Services compliance
  - Drug Enforcement Agency compliance
  - Transport billing compliance
  - Medicare & Medicaid compliance
  - Monthly activity reports
  - Assist with Federal, State, and private grant preparation and writing



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2 BEXAR COUNTY 2 FIRE DEPARTMENT



## Essential Functions Continued

- Assist with budgeting, procurement and planning of the EMS Division
- Perform a broad range of supervisory responsibilities over others and assigning duties to all staff personnel
- Respond to all structural fires, rescues, and major EMS incidents in district
- Maintain knowledge of all up to date fire service equipment and technology
- Maintain knowledge of EMS equipment, technology, and evidence-based practices
- Supervise and manage lieutenants, engineers, and firefighters.
- Work for long periods of time, requiring sustained physical activity and intense concentration
- Rely on sense of sight, hearing, touch, and smell, to help determine the nature of an emergency and make operational decisions
- Tolerate extreme fluctuations in temperature while performing job duties
- Move heavy objects (50 pounds or more) for long distances (more than 20 feet)
- Travel across wet, slippery, rough, uneven, or rocky surfaces
- Bend or stoop repeatedly or continually over time to perform emergency medical services, or perform duties on the fire ground
- Work in confined spaces such as attics, crawl spaces, etc.
- May be required to work at extreme heights
- Lift arms above shoulder level to cut vent holes with an axe or to force entry into automobiles using specialized tools
- Use self-contained breathing apparatus and protective clothing to prevent exposure to hazardous materials and infectious diseases
- Respond to fire alarms with company; lay and connect hose, hold nozzle, and direct for or water stream; raise and climb ladders, use chemical lines and extinguishers; use bars, hooks, lines, and other equipment
- Make forcible entry into buildings when necessary; ventilate building to drive out smoke and gases; open walls and other structures, for effective fighting of fire(s)
- Perform salvage operations such as sweeping water and debris removal
- Perform general maintenance work in the upkeep of fire department property; clean and wash walls and floor; make minor repairs to property and equipment; wash, hang and dry hose; wash, clean, polish, and test apparatus
- Assist in rescuing people from burning buildings; render first aid when needed
- Minimize fire damage by responding to alarms; drive and operate equipment; regulate water pressure; combat and extinguish fire; rescue and revive people
- Perform pre-fire plans and inspections
- Perform related duties and fulfill responsibilities as required
- Enter data or information accurately into a terminal, PC, or other electronic device



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2 BEXAR COUNTY 2 FIRE DEPARTMENT



## Essential Functions Continued

- Answer telephone and relay instructions, orders, and information
- Produce written documents with clearly organized thoughts using proper English sentence construction, punctuation, and grammar
- Learn job related materials through structured lecture and reading and through oral instruction and observation; this learning takes place in both a classroom setting and on-the-job training setting
- Understand and follow oral and written instructions in the English language
- Comprehend and make inferences from written material in the English language
- Work cooperatively with other members and the public
- Train and instruct other members on duty in modern firefighting principles, practices, and procedures
- Make life and death decisions during fire and medical emergency situations in accordance with established operating guidelines
- Perform patient assessment and appropriate treatment in accordance with departmental clinical operating guidelines
- Make calculated decisions utilizing the risk versus benefit analysis under strenuous conditions
- Work safely without presenting a direct threat to self or others



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2 BEXAR COUNTY 2 FIRE DEPARTMENT



## Minimum Qualifications/Requirements

- High School Diploma or equivalent
- Valid Class B State of Texas Driver License
- Certified TCFP Structural Firefighter
- Certified Texas DSHS EMT-Paramedic or Licensed Paramedic (or ability to obtain if out of state)
- EMS Instructor or obtain within one (1) year of hire/promotion
- Five (5) years total EMS experience with a full-Time paid or combination fire department or 911 EMS Agency
- Equivalent combination of education or experience can be used to meet minimum qualifications to include utilizing the BXCESD2 equivalency guide
- Position will require achieving and maintaining Provider Level 5 (Paramedic Specialist) credentialing by the EMS Medical Director within one (1) year of hire or promotion

## Preferred Qualifications/Requirements

- Associates Degree from an accredited institution
- Advanced level medical credentials such as Critical Care Paramedic, Tactical Care Paramedic, or equivalent
- Officer level experience at a Lieutenant or higher rank (or equivalent)
- Familiar with point of care testing and CLIA
- Familiar with ultrasonography
- Familiar with mechanical ventilation
- Familiar with emergent administration of blood products
- TCFP Advanced or Higher Structural Firefighter
- TCFP Fire Officer I & II
- TCFP Hazardous Materials Technician
- TCFP Hazardous Materials Incident Commander
- TCFP Driver/Operator Pumper
- TCFP Driver/Operator Aerial
- TCFP Incident Safety Officer
- FDSOA (or equivalent) Health and Safety Officer
- Experience with the delivery of pre-hospital medicine in austere environments
- Ambulance Strike Team Leader Training
- Ambulance Staging Manager Training
- Medical Incident Support Team Training
- EMT-F (EMT Fireline) or Paramedic-Fireline Training



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2 BEXAR COUNTY 2 FIRE DEPARTMENT



## **Necessary Knowledge, Skills, and Abilities**

- Demonstrate knowledge of instruction techniques with the adult learner across various age groups
- Knowledge of rules and regulations of the Fire Department
- Knowledge of principles and practices of firefighting including water calculations as related to firefighting
- Knowledge of the geography of the district
- Current and contemporary knowledge of Federal and State laws and regulations, and standards related to the fire and emergency medical services (TCFP, NFPA, DSHS, TXHSC 775)
- Demonstrate effective communication skills both in written and oral communications, including public speaking and presentation skills
- Demonstrate knowledge of instructional techniques and ability to plan, organize, and schedule
- Demonstrate ability to work within a combination of fire service agency inclusive of Reserve and organized labor
- Ability to understand and follow verbal and written instructions
- Ability to react quickly and calmly in emergencies
- Ability to establish and maintain effective working relations with other employees
- Ability to learn to operate relatively complex equipment
- Ability to properly follow chain of command as it pertains to operational issues
- Ability to maintain situational awareness at all times, to include operating apparatus and equipment
- Ability to gain physical strength and agility sufficient to perform prolonged and hazardous work under adverse condition
- Ability to gain knowledge of the operation and maintenance of the various types of apparatus and equipment used by the Fire Department
- Ability to learn a wide variety of firefighting duties and methods within a reasonable probationary period
- Ability to maintain regular and reliable job attendance, ability to be punctual and adhere to shift schedule

## **Physical Demands/Work Environment**

Working conditions are primarily in a fire station environment and routinely include exposure to physically and mentally stressful situations as well as extreme temperatures, contaminated atmospheres, adverse weather, confined areas, and similar conditions related to the primary responsibilities of this position.





# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2

## BEXAR COUNTY 2 FIRE DEPARTMENT



### Other Requirements

Must pass the Bexar County Emergency Services District No. 2 suitability examination, drug and alcohol testing, background investigation, and possess no felony convictions, no misdemeanor convictions involving moral turpitude or pattern of misdemeanor convictions; no pending misdemeanor or felony charges; not a habitual drunkard or gambler; no use of illegal drugs in the past ten years; never sold illegal drugs.

Submit application to [hr@bc2fd.org](mailto:hr@bc2fd.org) HR Office: 210-331-7189 Website: <https://bc2fd.org/>

**EQUAL OPPORTUNITY EMPLOYER**

Employee Signature:		Date:	
Fire Chief Signature:		Date:	
General Manager Signature:		Date:	



# BEXAR COUNTY EMERGENCY SERVICES DISTRICT No. 2 BEXAR COUNTY 2 FIRE DEPARTMENT



## APPENDIX I

### EMS Medical Officer Applicant Testing Process:

There are three phases of testing: Lieutenant Ergometric Test, Physical Assessment, and Third Party Consulting Assessment Center. All three testing areas must be passed to be considered for the position. There will be no make-up tests and you must pass both the Aptitude and Physical to sit for the Third Party Consulting Assessment Center. All testing will take place at Fire Station 124, located at 14515 Omicron Drive San Antonio, TX 78245.

- 1) Aptitude Test ( May 9 )** The BC2FD Training Division will conduct a Lieutenant Ergometric test at Station 124 located at 14515 Omicron Drive San Antonio, Texas 78245. No late applicants will be accepted. All applicants will begin the test simultaneously after the Physical Assessment.
- 2) Physical Assessment ( May 9 )** The BC2FD Training Division will conduct the Physical Assessment at Station 124 located at 14515 Omicron Drive San Antonio, Texas 78245. Please wear athletic attire and athletic shoes for this process. **A Voluntary Practice Physical Assessment test will take place at Station 124 from 10am-1pm on May 2 and May 3. Applicants can come anytime during the designated times to practice the Physical Assessment test.**

### BEXAR COUNTY 2 FIRE DEPARTMENT PHYSICAL ASSESSMENT

ALL EVENTS MUST BE COMPLETED. A score will be determined by the overall time of completion and events completed. Once you have started the assessment exercises, all events must be completed in a continuous motion. ANY EXTENDED STOPS OR DELAYS will result in a disqualification. All steps shall be completed within 10 minutes to receive a score of 100. One point will be deducted every second past the 10 minute mark up 11 minutes and 40 seconds; after this time the applicant will be disqualified.

Step 1- 25 push-ups

Step 2- 1/2-mile run

Step 3- Don SCBA air pack (excluding face piece, firefighter helmet and work gloves)

Step 4- Pull 100 feet of 2 1/2 inch hose from cone to cone on one knee.

Step 5- Drag 160 pound dummy 100 feet from cone to cone.

Step 6- Drive a 160 pound I-beam five feet with a sledge hammer. (Keiser Sled)

Step 7- 5 inch 100 foot section shall be deployed 100 feet from cone to cone.

- 3) Assessment Center ( May 15 )** A third-party Consulting group will facilitate an interactive Assessment Center consisting of a series of exercises focusing on the following dimensions: Leadership, Problem-Solving Analysis, Oral Communication, Job Knowledge and Written Communication.



# Bexar County Emergency Services District No. 2 (Bexar County 2 Fire Department)

## Employment Application An Equal Opportunity Employer

### Important Instructions for completing the application:

- Please TYPE or PRINT in INK
- Applications are accepted only for job titles for which recruitment is currently being conducted.
- All information requested must be completed on the application. Incomplete or illegible applications will not be processed.
- This application form and its attachments are official property of the Bexar County ESD No. 2 and will not be returned, reused, or copied for you after being submitted. You should retain a copy of this application for future use or reference.
- Excessive or nonessential attachments will not be referred to the hiring department. Only information necessary to complete the application should be attached. Examples of work, awards, letters, etc., may be taken to interview.
- If more space is needed to give full answers or explanations, attach additional sheets referencing the item number, your name, social security number and job title applied for. Staple attachments to the application.
- Only United States citizens or individuals who are legally entitled to work in the United States are eligible for employment.
- Bexar County ESD No. 2 affords equal employment opportunity to all individuals regardless of race, color, national origin, sex, religion, age, qualified disability status or veteran status.
- If you require accommodation during the application/interview process, please call Human Resources at 210-331-7189.
- Reimbursement for travel expenditures during an interview process is not available.
- Please make sure you meet the minimum qualifications and the application deadline.
- Applications are accepted Monday through Friday from 9:00 AM to 5:00 PM in the Human Resources Department or you may mail your application to our office or email to [hr@bc2fd.org](mailto:hr@bc2fd.org).

### Section A: Answer all questions.

<b>Official Job / Title Applying For</b>		<b>Date of Application</b>	<b>Sex</b>	
			<input type="checkbox"/> Male <input type="checkbox"/> Female	
<b>Social Security #</b>		<b>Date of Birth</b>		
<b>Last Name</b>	<b>First Name</b>	<b>Middle Name</b>	<b>Suffix (Jr, Sr, III, Etc.)</b>	
<b>Mailing Address</b>	<b>City</b>	<b>State</b>	<b>Zip</b>	
<b>Cell Phone #</b>	<b>Home Phone #</b>	<b>Email Address</b>		

Driver License #		State Issuing License		Class or Type of License	
<b>Can you, upon employment, submit documentation verifying your identity and your legal right to work in the United States?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>Check the schedules you are willing to work:</b>					
<input type="checkbox"/> Other than 9AM-6PM		<input type="checkbox"/> Weekends/Holidays		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time	
<b>Are you presently employed? If yes, specify where</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No		Specify:			
<b>Have you ever been terminated or asked to resign from a previous employer?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>Are you over the age of 18? If yes, can you provide proof of your eligibility to work?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>If you are related to any BC2FD employees? If yes, specify names, relationship, and department:</b>					
<b>Are you able to perform all the essential functions of the job for which you are applying, with or without, reasonable accommodation?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>If you have been employed or attended school under other names, list names and dates of use:</b>					
<b>Dates of Military Service</b>			<b>Branch of Service</b>		
From:		To:			
<b>Section B: Answer all questions.</b>					
<b>Have you ever been convicted of a crime (misdemeanor, felony, or military court martial)?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>Have you ever been placed on probation?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>Have you ever been placed on deferred adjudication?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>Are there criminal charges currently pending against you?</b>					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>For any yes answer to questions in Section B, list All type or offense, location and fine or sentenced received. Convictions do NOT necessarily disqualify an applicant from employment consideration.</b>					
<b>Section C: Education, Certification, Licenses &amp; Additional Skills</b>					
<b>Do you have a High School Diploma or GED?</b>			<b>Check highest level of completion:</b>		
<input type="checkbox"/> Yes <input type="checkbox"/> No			<input type="checkbox"/> Some HS <input type="checkbox"/> HS/GED <input type="checkbox"/> Some College <input type="checkbox"/> Associate <input type="checkbox"/> Bachelor <input type="checkbox"/> Master <input type="checkbox"/> Doctoral		

College or University Name	From	To	Major	Degree earned	Sem. Hours
1.					
2.					
3.					

License or Certifications	Date Earned	Expiration Date
1.		
2.		
3.		
4.		
5.		

In what language(s) other than English are you proficient?	
1.	<input type="checkbox"/> Speak <input type="checkbox"/> Read <input type="checkbox"/> Write
2.	<input type="checkbox"/> Speak <input type="checkbox"/> Read <input type="checkbox"/> Write

**Additional Skills: List equipment, software, specialized systems, or other skills that are related to the job for which you are applying.**

**Section D:** List jobs in reverse order starting with your most recent job. List your work history for the last 10 years including volunteer, part-time, temporary, self-employment and military jobs. Provide a detailed description of duties performed. Do NOT substitute a resume for completion of this section. You may attach additional pages in the same format if more space is needed. Clarify any gaps in employment for the past 10 years.

Employer	Address	City, State and Zip Code	
Job Title	From (Month/Day/Year)	To (Month/Day/Year)	
Hourly or Salary Rate	Hours per Week	Reason for Leaving	
Supervisor's Name	Supervisor Phone #	May we contact this supervisor?	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
Duties:			

<b>Employer</b>	<b>Address</b>	<b>City, State and Zip Code</b>	
<b>Job Title</b>	<b>From (Month/Day/Year)</b>	<b>To (Month/Day/Year)</b>	
<b>Hourly or Salary Rate</b>	<b>Hours per Week</b>	<b>Reason for Leaving</b>	
<b>Supervisor's Name</b>	<b>Supervisor Phone #</b>	<b>May we contact this supervisor?</b>	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Duties:</b>			
<b>Employer</b>	<b>Address</b>	<b>City, State and Zip Code</b>	
<b>Job Title</b>	<b>From (Month/Day/Year)</b>	<b>To (Month/Day/Year)</b>	
<b>Hourly or Salary Rate</b>	<b>Hours per Week</b>	<b>Reason for Leaving</b>	
<b>Supervisor's Name</b>	<b>Supervisor Phone #</b>	<b>May we contact this supervisor?</b>	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Duties:</b>			
<b>Employer</b>	<b>Address</b>	<b>City, State and Zip Code</b>	
<b>Job Title</b>	<b>From (Month/Day/Year)</b>	<b>To (Month/Day/Year)</b>	
<b>Hourly or Salary Rate</b>	<b>Hours per Week</b>	<b>Reason for Leaving</b>	
<b>Supervisor's Name</b>	<b>Supervisor Phone #</b>	<b>May we contact this supervisor?</b>	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Duties:</b>			

<b>Employer</b>		<b>Address</b>		<b>City, State and Zip Code</b>	
<b>Job Title</b>			<b>From (Month/Day/Year)</b>		<b>To (Month/Day/Year)</b>
<b>Hourly or Salary Rate</b>		<b>Hours per Week</b>		<b>Reason for Leaving</b>	
<b>Supervisor's Name</b>		<b>Supervisor Phone #</b>		<b>May we contact this supervisor?</b>	
				<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Duties:</b>					
<b>References: Name</b>		<b>Relationship/ Occupation</b>		<b>Phone #</b>	<b>Email Address</b>
1.					
2.					
3.					
<p><b>Have you ever been employed with Bexar County ESD No. 2?</b></p> <input type="checkbox"/> Yes <input type="checkbox"/> No      If yes, specify (Month/Year):					
<p><b>Have you ever applied with Bexar County ESD No. 2?</b></p> <input type="checkbox"/> Yes <input type="checkbox"/> No      If yes, Specify (Month/Year):					
<p><b>Are you currently in an application process with another Emergency Services Agency?</b></p> <input type="checkbox"/> Yes <input type="checkbox"/> No      If yes, which department(s)?					
<p><b>Drug Free Work Environment:</b> Bexar County ESD No. 2 is committed to providing a safe, efficient, drug-free work environment for all employees. In keeping with this commitment, finalists for all job openings will be required to provide body fluids (blood or urine) to determine the use of alcohol, illegal or controlled substances. Failure of the drug/alcohol screen will result in denial of employment.</p> <p><b>Falsification of Information:</b> I hereby certify that all statements made on this application and attachments are true and correct to the best of my knowledge and belief. I understand that any false statement, misrepresentation, or omission made by me on this application or subsequent interview(s) could cause me to be ineligible for employment or terminated from employment. Further I understand that I am required to abide by all rules and regulations of Bexar County ESD No. 2.</p> <p><b>Verification of Information:</b> I authorize Bexar County ESD No. 2 and its constituents to investigate and verify the facts claimed by me on this application. I further authorize my former employers to provide any information requested by Bexar County ESD No. 2. I understand that employment processing may include a criminal background check, drug screening, psychological evaluation, and/or review of the driving record. I hereby release Bexar County ESD No. 2 and its agents from all liability in making any investigation and inquiry relative to information contained in the application form.</p>					

I understand that nothing in this application or in any prior or subsequent written or oral statement creates a contract of employment or any rights in the nature of a contract. I agree to submit to medical examination and drug screening, if required.

Bexar County ESD No. 2 participates in all State and Federal law, requiring all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Bexar County ESD No. 2 will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

I understand that, if accepted, this application does not constitute a contract of employment for any specific period of time. I further understand that all employment is at will and may be terminated by notification from either party at any time, with or without cause, and without prior notice.

I have read and agree to the above statements

**Signature:**

**Date:**

\* BXCESD No. 2 is affiliated with D2FR.



**WAIVER AND RELEASE**

In consideration of my being permitted to take the physical assessment required in connection with my application for this position and having been advised that as a part of this assessment, it will be necessary for me to demonstrate my strength, endurance, and physical ability in a series of tests.

I, \_\_\_\_\_ (print name) do hereby release Bexar County ESD No. 2 and their respective officials and employees from any and all claims, damages, liabilities, actions and causes of action whatsoever which may occur or arise as a result of any injury or damage that I may sustain as a result of participating in such examinations. I make this release for myself, my heirs, executors, and administrators.

PLEASE COPY THE FOLLOWING STATEMENT LEGIBLY AND IN YOUR OWN HANDWRITING:

**“I CERTIFY THAT I HAVE READ THE FOREGOING WAIVER AND RELEASE AND UNDERSTAND ITS PROVISIONS.”**

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---

---

**DATE**

---

**SIGNATURE OF APPLICANT**