

DATE: / /

POSITION:

NAME:



The City of Bedford

Application for Employment

(www.bedfordtx.gov)

Statement of Equal Employment Opportunity: The City of Bedford will not discriminate against any applicant for employment because of race, color, religion, sex, sexual orientation, age, national origin, physical or mental disabilities or because they are disabled veterans or veterans of the Vietnam era.

Instructions to Applicant: Thank you for your interest in employment opportunities within the City of Bedford. In order for us to successfully process this application, we ask that you print clearly and use ink. Please answer all questions. We cannot process an incomplete application. If you require accommodations to complete this application or any pre-employment assessments, please notify the Human Resources Department.

Note: Applications must be mailed or submitted in person (Location below). Applications listing multiple positions or without original signatures will not be considered.

Personal

Last Name	First	Middle	Date:
			Email:
Street Address			Home Telephone ()
City, State, Zip			Business Telephone ()
Have you ever applied for employment with us? <input type="checkbox"/> Yes <input type="checkbox"/> No			Alternate Telephone
If Yes, Month and Year _____ Location _____			()
Position Desired (MUST be a specific and open position.)			Will you work overtime if asked? <input type="checkbox"/> Yes <input type="checkbox"/> No
Are you willing to work: <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Shift <input type="checkbox"/> Temporary/Seasonal			If temporary/seasonal or shift, specify availability.
Are you legally eligible for employment in the United States?			When will you be available to begin work?
Have you ever been convicted of a misdemeanor or a felony other than minor traffic violations? <input type="checkbox"/> Yes <input type="checkbox"/> No (Convictions will not necessarily disqualify you for employment)			If yes, please explain. Also, list what counties/states.
<p><u>Texas Driver's License Violation Guidelines with Regard to Applicants:</u></p> <p>No more than two moving violations and/or accidents recorded against the applicant's driver's license by any licensing agency within the preceding 24 month period.</p> <p>No more than four moving violations and/or accidents recorded against the applicant's driver's license by any licensing agency within the preceding 36 month period.</p> <p>No DWI or DUID conviction during the preceding 36 month period.</p>			

The City of Bedford is an Equal Opportunity/Affirmative Action Employer

Applications may be mailed to:

City of Bedford

Human Resources Department

2000 Forest Ridge

Bedford, TX 76021

The Human Resources Department is located in City Hall, Building B.

Hours of operation are Monday through Friday, 8:00am - 5:00pm.

Employment History

Please give accurate, complete full-time and part-time employment records for the last seven (7) years. Use additional sheets of paper if necessary. Start with your present or most recent employer. **Do not write "see resume"**.

1. Name of Employer	Date Hired	Date Left
Street Address	Starting Position	Starting Rate of Pay
City, State, Zip	Last Position Held	Ending Rate of Pay
Phone Number ()	Name and Title of Immediate Supervisor	
Reason for Leaving		

2. Name of Employer	Date Hired	Date Left
Street Address	Starting Position	Starting Rate of Pay
City, State, Zip	Last Position Held	Ending Rate of Pay
Phone Number ()	Name and Title of Immediate Supervisor	
Reason for Leaving		

3. Name of Employer	Date Hired	Date Left
Street Address	Starting Position	Starting Rate of Pay
City, State, Zip	Last Position Held	Ending Rate of Pay
Phone Number ()	Name and Title of Immediate Supervisor	
Reason for Leaving		

4. Name of Employer	Date Hired	Date Left
Street Address	Starting Position	Starting Rate of Pay
City, State, Zip	Last Position Held	Ending Rate of Pay
Phone Number ()	Name and Title of Immediate Supervisor	
Reason for Leaving		

We may contact the employers listed above unless you indicate those you do not want us to contact.	<i>DO NOT CONTACT</i>
	Employer Name(s) _____ Reason _____
Have you been discharged or asked to resign from any job within the last seven (7) years? If so, explain. <input type="checkbox"/> Yes <input type="checkbox"/> No	

Education

	High School	Undergraduate College/University	Trade or Technical School	Graduate/Professional
School Name and Location				
Years Completed	9 10 11 12	1 2 3 4	1 2 3 4	1 2 3 4
Diploma/Degree				
Please describe any courses, programs, or other activities in which you participated that relate to the position for which you are applying.				

Military Service

Did you serve in the U.S. Armed Forces? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, what Branch?
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Please describe any job-related training received in the United States Military

Miscellaneous

List any professional certificate / license or professional memberships related to the position for which you are applying. Also, list any foreign language skills you possess that may be of benefit in this position.

Do you have any relatives working for the City of Bedford? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please give name(s).	Have you ever worked for the City of Bedford? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when and under what name?
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Business References

Name and Title	Company	Phone Number
		()
		()
		()



Certification and Agreement

Please Read Carefully Before Signing:

I certify that the information contained in this application is true and correct to the best of my knowledge and understand that any false statement or omission on this application will be grounds for rejection of my application, or if employed, dismissal. I further understand that The City of Bedford is an at-will employer and that this application document is not a contract for employment.

- I consent and authorize the City of Bedford to conduct an investigation, including, but not limited to, verification of employment-related information. I authorize my former employers, schools and business references to provide any information they have regarding me and release them from any and all liability resulting from the release of such information to the City of Bedford. I understand that the information provided in this application will be used solely for determining my eligibility for employment.
- I understand that in accordance with the City of Bedford's Drug Free Workplace Policy, all applicants being considered for employment must satisfactorily pass a urine test for the purpose of determining the presence of illegal drugs or alcohol abuse.
- I understand that if an offer of employment is made, I must provide documentation evidencing my eligibility for employment in the United States, in accordance with the Immigration Reform and Control Act of 1986, as amended.
- I also understand and agree that if employed by the City of Bedford, I will be an employee-at-will. As an employee-at-will: (1) either the City of Bedford or I may terminate the employment relationship at any time, with or without cause; and, (2) there is no agreement, expressed or implied, between the City of Bedford and me for any specific period of employment or for continuing or long term employment. I understand that if hired, my at-will employment with the City of Bedford may only be modified by a separate written document signed by the City Manager and me.
- I consent and authorize the City of Bedford to solicit information about my background, including, but not limited to, information about my driving record, criminal record, and general public record history. I understand that I am entitled to be advised of the nature and scope of the investigation required within a reasonable time after I ask for this information in writing. I release the City of Bedford, its respective employees and agents, and all persons, agencies, and entities providing information or reports about me from any and all liabilities arising out of the release of such information and reports.
- I agree that if terminated from employment, I will participate in mediation before seeking litigation for any civil claims under the law.
- I further agree that in the event civil litigation is pursued, I will waive my right to a jury trial.
- If employment is obtained under this application, I will comply with all policies and regulations of the City of Bedford. I agree to be responsible for city property and equipment issued to me by the City of Bedford until returned by me and to pay for property and equipment not returned. I agree to submit to drug/alcohol tests (random or otherwise) and additional background checks (criminal, credit and motor vehicle), if required by the city.
- If hired, I understand that I must maintain an active bank account in order for the City of Bedford to direct deposit my payroll checks. Additionally, it is my responsibility to notify Human Resources of any changes to my banking information that would directly affect the direct deposit of my payroll checks.
- I am aware of the guidelines for violations on a Texas Driver's License with regard to an applicant as follows:
 1. No more than two moving violations and/or accidents recorded against the applicant's driver's license by any licensing agency within the preceding 24 month period
 2. No more than four moving violations and/or accidents recorded against the applicant's driver's license by any licensing agency within the preceding 36 month period.
 3. No DWI or DUID conviction during the preceding 36 month period.

Applicant Signature

Date



Notice to Job Applicants of the City of Bedford's Alcohol and Substance Abuse Screening Policy and Agreement

I acknowledge that I have been informed that the City of Bedford (the City) requires each job applicant, as a condition of employment, to submit to a urine or other testing procedures for controlled substances and alcohol. These procedures will be conducted by the City's medical facility and paid for by the City.

I agree to submit to such tests and hereby authorize release and disclosure of the results to the City. Prior to taking such tests or examinations, I will declare any prescribed control substances that I am taking as well as any over-the-counter medications.

I further acknowledge that any test results which show the presence of a controlled substance in the absence of a medically acceptable prescription will result in denial of employment or dismissal, once employed. Any test results which show the presence of alcohol will result in denial of employment or discipline up to and including possible dismissal, once employed. Any initial positive test result on urine will automatically be confirmed by running a gas chromatography/mass spectrometry (GC/MS) test on the same sample. No positive test result will be released unless or until it is confirmed by the GC/MS test. After a confirmed positive test result, an employee or applicant may, at their own expense, have a third test conducted on the same sample at a laboratory selected by the City. Any employment actions taken as a result of a confirmed positive test result can be addressed under the City's grievance procedure contained in the Personnel Policies.

I agree to sign any documents that may be necessary to consent to the testing and to permit release of and disclosure to the City of any medical examination or medical tests for controlled substances or alcohol. The failure to sign such documents will result in denial of employment or dismissal, once employed.

While I am employed with the City, I agree as a condition to my continued employment to submit to any additional examinations or tests required by said policies, rules and regulations. This includes but is not limited to unannounced random controlled substances and alcohol tests or examinations. I hereby authorize release and disclosure of the results of such tests or examinations to the City.

I hereby release and hold harmless the laboratory and any person(s) involved with the taking of such specimens from any liability arising from the taking of fluids and for any ill effects that may result from the substance testing procedures.

I have read the foregoing agreement. I understand that I may refuse to sign this document; however, my refusal will result in rejection of my application for employment. I have thoroughly read the forgoing and hereby consent to its terms. I understand that my compliance with such terms is a condition of continued employment with the City of Bedford and that employment is At-will.

Signature of Applicant

Printed Name of Applicant

Date Signed



Statement Concerning Your Employment in a Job Not Covered by Social Security

Name of Applicant: _____

If hired, your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "*Windfall Elimination Provision.*"

Government Pension Offset Provision

Under the government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension. For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security ($\$500 - \$400 = \$100$). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "*Government Pension Offset.*"

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have read this information on Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits, if hired at the City of Bedford.

Signature of Applicant: _____ Date: _____

Form SSA-1945 (12-2004)



CONSENT DOCUMENT

DISCLOSURE AND AUTHORIZATION – EMPLOYMENT OR VOLUNTEER

In connection with my application for employment (including contract or volunteer services) with the City of Bedford, consumer reports will be requested. These reports may include the following types of information as applicable: names and dates of previous employers, reason for termination of employment, work experience, reasons for termination of tenancy, former landlords, education, accidents, licensure, credit, etc. I further understand that such reports may contain public record information such as, but not limited to: my driving record, workers' compensation claims, credit, judgments, bankruptcy proceedings, eviction's, criminal records, etc., from federal, state and other agencies that maintain such records.

In addition, investigative consumer reports gathered from personal interviews with former employers or landlords, past or current neighbors and associates of mine, etc. to gather information regarding my work or tenant performance, character, general reputation and personal characteristics and mode of living (lifestyle) may be obtained.

I AUTHORIZE, WITHOUT RESERVATION, ANY PARTY OR AGENCY CONTACTED BY THE CONSUMER REPORTING AGENCY TO OBTAIN AND FURNISH THE ABOVE-MENTIONED INFORMATION.

I have the right to make a request to the consumer reporting agency: First Check Applicant Screening, P.O. Box 92033, Southlake, TX 76092, telephone number (888) 588-2525, upon proper identification, to request the nature and substance of all information in its files on me at the time of my request, including the sources of information and the agency, on our behalf, will provide a complete and accurate disclosure of the nature and scope of the investigation covered by any consumer report(s); and the recipients of any reports on me which the agency has previously furnished within the two year period for employment requests, and one year for other purposes preceding my request. I hereby consent to your obtaining the above information from the agency.

I HEREBY AUTHORIZE PROCUREMENT OF CONSUMER REPORT(S) AND INVESTIGATIVE CONSUMER REPORT(S). If hired, contracted or accepted for "employment", this authorization shall remain on file and shall serve as ongoing authorization for you to procure consumer reports at any time during my employment (or contract/volunteer) period.

California, Minnesota and Oklahoma Applicants only: Check box if you request a copy of any consumer report ordered on you.

I acknowledge that I have been provided a copy of consumer's rights under the Fair Credit Reporting Act.

The following information is being requested in order to conduct a background check on you:

APPLICANT'S LEGAL NAME:

Last Name First M.I.

CURRENT HOME ADDRESS:

Street City/State Zip

DATE OF BIRTH:

SOCIAL SECURITY #

Month/Day/Year

DRIVER'S LICENSE #:

ISSUING STATE:

RESIDENTIAL HISTORY: LIST ALL RESIDENTIAL ADDRESSES IN THE LAST 7 YEARS

From: To:

Address City State Zip

Address City State Zip From: To:

Address City State Zip From: To:

Signature

Date



City of Bedford

Applicant Frequently Asked Questions

Q. When will I be contacted about an interview?

A. Human Resources serves as a collection point for all employment applications. Once we receive an application we forward it to the department that has the vacancy. That department, in turn, will contact applicants that they feel are most qualified for an interview. Our goal is to fill all vacancies as quickly as possible.

Q. Why can't I just submit a resume instead of filling out an application?

A. The application is the City's official employment document. We require that a completed application be submitted for each position for which the applicant wishes to apply.

Q. Why do I have to fill out an application for each position that I want to apply for?

A. The City of Bedford is an affirmative action employer. We require (for record keeping purposes) a separate application for each position for which an applicant wishes to apply. Since it is likely that the vacancies are in different departments, an application filled out for multiple vacancies may not be forwarded out of the department to which it was originally sent.

Q. What does it mean when a job posting has a "closing date"?

A. This means that applications will be accepted through 5 p.m. on the closing date. Applications submitted and/or received after the closing date will not be forwarded to the interviewing department. NOTE: If an application is postmarked before the closing date it will be considered as received within the appropriate time frame.

Q. What does it mean if there is no closing date listed on the application?

A. This means that the department will accept applications until the position is filled.

Q. If typing skills are a job requirement, will I be given a typing test?

A. Yes, you will be given a typing test only if you are called in for an interview. If a typing test is administered, you must pass the test in order to be interviewed.

Q. What are the guidelines for violations on a Texas Drivers License with regard to an applicant?

- A.**
1. No more than two moving violations and /or accidents recorded against the applicant's drivers license by any licensing agency within the preceding 24 month period; and,
 2. No more than four moving violations and/or accidents recorded against the applicant's drivers license by any licensing agency within the preceding 36 month period; and,
 3. No DWI or DUID conviction during the preceding 36 month period.

Q. Can I follow up with a phone call to the interviewing supervisor to make sure my application was received?

A. If a contact name and phone number appears on the job posting you may feel free to contact that person regarding the status of your application. If no contact information appears on the job posting, that means that the interviewing supervisor does not wish applicants to contact him/her regarding the status of an application. Human Resources staff will honor that request and will not give out that information to job applicants. Human Resources will forward all job applications on the day that they are received.

Q. How may I submit an application for employment?

A. Applications may be submitted to Human Resources online, by mail, in person or over the fax machine. Specific information is located at the bottom of the employment application.

Q. Will I be notified when the position that I applied for is filled?

A. Unfortunately, due to the high volume of applications that we receive for each opening, we are unable to provide each applicant with a written notification that a position has been filled. However, you may check whether or not a position has been filled by accessing our city website at www.bedfordtx.gov.