

# Gogebic County

## Board of County Road Commissioners

**MARTI WEGNER**  
*Chair*  
WATERSMEET  
**JOHN MATONICH**  
*Commissioner*  
MARENISCO  
**KEVIN HAUSTEIN**  
*Commissioner*  
IRONWOOD

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**ROY D'ANTONIO**  
*Vice-Chair*  
WATERSMEET  
**DAN PETERSON**  
*Commissioner*  
BESSEMER  
**DARREN PIONK**  
*Engineer/Manager*  
BESSEMER

<b>APPLICANT'S CERTIFICATION, AUTHORIZATION, AND ACKNOWLEDGEMENT</b>
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I certify that the information contained in my employment application is true and accurate. I understand that falsification of this information will result in my dismissal from employment.

I understand that the Gogebic County Road Commission may obtain a credit report about me. I authorize the Gogebic County Road Commission to obtain such a report and to make an investigation of my employment history and my personal history through any investigative agencies or bureaus of its choice, and to contact my current and former employers. I authorize these references to give the Gogebic County Road Commission any and all information concerning my previous employment and other pertinent information they may have, personal, or otherwise. I also authorize the Gogebic County Road Commission to obtain a copy of my motor vehicle report. I hereby release all parties from any liability that may result from any investigation conducted and/or the release of furnishings of information to the Gogebic County Road Commission.

I understand that upon an offer of employment, I may be required to pass a physical examination prior to employment, which may include a drug-screening test. I understand the Gogebic County Road Commission reserves the right to require a drug screening at any time during my employment.

I understand that the information that I provide in the "Employment" section of this application may be used, and prior employers may be contacted for the purpose of my background as required by State and/or Federal Motor Carrier Safety Regulations. I understand that I have the following rights regarding the investigative information that will be provided to the Gogebic County Road Commission pursuant to 49 CFR 391.23 (d) and (e):

1. The right to review information provided by previous employers;
2. The right to have errors in the information corrected by the previous employer and for that previous employer to re-send the corrected information to the prospective employer;
3. The right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.

**I HAVE READ AND UNDERSTAND THESE ACKNOWLEDGEMENTS AND RIGHTS**

\_\_\_\_\_  
APPLICANT NAME (PLEASE PRINT)

\_\_\_\_\_  
APPLICANT SIGNATURE

\_\_\_\_\_  
DATE

# GOGEBIC COUNTY ROAD COMMISSION EMPLOYMENT APPLICATION

## EQUAL OPPORTUNITY EMPLOYER

The Gogebic County Road Commission will not base hiring decisions on race, color, sex, age, national origin, religion, marital status, height, weight, or qualified disability.

Careful and thoughtful completion of this application is an important step in our consideration of individuals for employment. Please complete the entire application. Print in ink. Ask for an extra piece of paper if you need to clarify any responses. Your application must also specify the position for which you are applying. Stating that you will do "anything" is indefinite and may result in your application not being accepted by employer. Your application will be considered for sixty (60) days. Applications are required; resumes are encouraged, but are not a substitute for the application.

### POSITION FOR WHICH YOU ARE APPLYING

JOB TITLE: \_\_\_\_\_

WILL ACCEPT:

PART-TIME

FULL-TIME

TEMPORARY

DATE AVAILABLE: \_\_\_\_\_

WHICH OF THE FOLLOWING ARE YOU WILLING TO WORK? (CHECK ALL THAT APPLY)

DAYS

NIGHTS

WEEKENDS

HOLIDAYS

OVERTIME

ARE YOU ABLE TO DO THE JOB FOR WHICH YOU ARE APPLYING?  YES  NO

IF NOT, PLEASE EXPLAIN: \_\_\_\_\_

### PERSONAL INFORMATION

NAME: \_\_\_\_\_  
(LAST) (FIRST) (MIDDLE)

SOCIAL SECURITY NUMBER: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

PRIMARY CONTACT NUMBER: \_\_\_\_\_ ALTERNATE NUMBER: \_\_\_\_\_

CURRENT ADDRESS: \_\_\_\_\_ LENGTH OF TIME AT THIS ADDRESS: \_\_\_\_\_

ALL OTHER ADDRESSES DURING THE PAST THREE (3) YEARS:

PREVIOUS ADDRESS: \_\_\_\_\_ LENGTH OF TIME AT THIS ADDRESS: \_\_\_\_\_

PREVIOUS ADDRESS: \_\_\_\_\_ LENGTH OF TIME AT THIS ADDRESS: \_\_\_\_\_

PREVIOUS ADDRESS: \_\_\_\_\_ LENGTH OF TIME AT THIS ADDRESS: \_\_\_\_\_

HAVE YOU EVER BEEN CONVICTED OF A CRIME?  YES  NO

IF YES, EXPLAIN WHEN, WHERE, AND THE NATURE OF THE OFFENSE: (PLEASE NOTE: CONVICTION OF A CRIME WILL NOT BE AN AUTOMATIC BAR TO EMPLOYMENT)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**MILITARY SERVICE RECORD**U.S. ARMED FORCES SERVICE?  YES  NO

BRANCH: \_\_\_\_\_ DUTIES: \_\_\_\_\_

RANK AT TIME OF ENLISTMENT: \_\_\_\_\_

RANK AT TIME OF DISCHARGE: \_\_\_\_\_

WERE YOU DISHONORABLY DISCHARGED?  YES  NOIF YES, PLEASE EXPLAIN: (PLEASE NOTE: A DISHONORABLE DISCHARGE WILL NOT BE AN AUTOMATIC BAR TO EMPLOYMENT)ARE YOU AUTHORIZED TO WORK IN THE UNITED STATES?  YES  NO**EDUCATIONAL INFORMATION**

(PLEASE LIST ANY HIGH SCHOOLS, COLLEGES, AND TRADE SCHOOLS &amp; SPECIAL TRAININGS)

NAME OF SCHOOL	LOCATION	COURSE OF STUDY	HIGHEST GRADE COMPLETED OR DEGREE OBTAINED

DO YOU HAVE ANY SKILLS, QUALIFICATIONS OR EXPERIENCES WHICH YOU FEEL WOULD ESPECIALLY FIT YOU FOR WORK WITH US?

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**LICENSURE OR REGISTRATION** (EXAMPLES: CDL, PE, CPA, ETC)

STATE	NUMBER	EXPIRATION DATE

**DRIVING EXPERIENCE** (EXAMPLES: BUSES, TRUCKS, TRUCK TRACTORS, SEMI TRAILERS, FULL TRAILERS, ETC.)

TYPE OF EQUIPMENT	DATES	APPROXIMATE NUMBER OF MILES

**TRAFFIC RECORD** (LIST ALL VIOLATIONS OF MOTOR VEHICLE LAWS OR ORDINANCES (OTHER THAN PARKING) DURING THE LAST THREE (3) YEARS)

DATE	DESCRIPTION OF VIOLATION

HAVE YOU EVER BEEN DISQUALIFIED UNDER THE FEDERAL MOTOR CARRIER SAFETY REGULATIONS (FMCSR)? IF YES, PLEASE EXPLAIN: \_\_\_\_\_

HAVE YOU EVER BEEN CONVICTED OF DRIVING WHILE UNDER THE INFLUENCE OF ALCOHOL, A NARCOTIC DRUG, AMPHETAMINES OR METHAMPHETAMINES OR DERIVATIVES THEREOF? IF YES, PLEASE EXPLAIN: \_\_\_\_\_

HAVE YOU EVER TESTED POSITIVE, OR REFUSED TO TEST, ON ANY PRE-EMPLOYMENT DRUG TEST ADMINISTERED BY AN EMPLOYER TO WHICH YOU APPLIED FOR, BUT DID NOT OBTAIN, SAFETY-SENSITIVE WORK COVERED BY DOT DRUG AND ALCOHOL TESTING RULES? IF YES, PLEASE EXPLAIN: \_\_\_\_\_

HAVE YOU EVER EXPERIENCED DENIAL, REVOCATION, OR SUSPENSION OF ANY LICENSE, PERMIT OR PRIVILEGE TO OPERATE A MOTOR VEHICLE THAT HAS BEEN ISSUED TO YOU? IF YES, PLEASE EXPLAIN: \_\_\_\_\_

**EMPLOYMENT HISTORY**

*PLEASE LIST THE NAMES AND ADDRESSES OF YOUR EMPLOYERS DURING THE PAST 10 YEARS, TOGETHER WITH THE DATES OF EMPLOYMENT AND THE REASONS FOR LEAVING SUCH EMPLOYMENT.*

NAME OF EMPLOYER: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_  
POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_  
REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_  
APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO  
JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

NAME OF EMPLOYER: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_  
POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_  
REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_  
APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO  
JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

NAME OF EMPLOYER: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_  
POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_  
REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_  
APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO  
JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

NAME OF EMPLOYER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_

POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_

REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_

APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO

JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

NAME OF EMPLOYER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_

POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_

REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_

APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO

JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

NAME OF EMPLOYER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_

POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_

REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_

APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO

JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

NAME OF EMPLOYER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_

POSITION HELD: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_

REASON FOR LEAVING: \_\_\_\_\_ SUPERVISOR NAME: \_\_\_\_\_

APPLICANT WAS SUBJECT TO FMCSRs WHILE EMPLOYED BY ABOVE EMPLOYER?  YES  NO

JOB WAS DESIGNATED AS SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO ALCOHOL AND CONTROLLED SUBSTANCES TESTING AS REQUIRED BY 49 CFR PART 40?  YES  NO

**BUSINESS REFERENCES (LIST PEOPLE OTHER THAN RELATIVES AND FORMER EMPLOYERS)**

NAME	ADDRESS	OCCUPATION	TELEPHONE NUMBER

**APPLICANT'S CERTIFICATION AND AGREEMENT**  
**PLEASE READ CAREFULLY**

**1. CERTIFICATION OF TRUTHFULNESS**

I certify that all statements on this Application for Employment are made truthfully and without evasion, and further understand and agree that such statements may be investigated and if found to be false will be sufficient reason for not being employed or if employed will result in my dismissal.

**2. AUTHORIZATION FOR EMPLOYMENT/EDUCATIONAL INFORMATION**

I authorize the references listed in the Application for Employment, and any prior employer, educational institution, or any other persons or organizations to give the Gogebic County Road Commission any and all information, or any other pertinent information, they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing any lawful information to the Gogebic County Road Commission. I hereby waive written notice that employment information is being provided by any person or organization.

**3. EMPLOYMENT AT WILL**

If I am hired, in consideration of my employment, I agree to abide by the rules and policies of the Gogebic County Road Commission, including any change made from time to time, and agree that, subject to the provisions of any written agreement to the contrary, my employment and compensation can be terminated with or without cause, and with or without notice, I understand that no manager or other representative of the Gogebic County Road Commission, other than the Managing Director, has any authority to enter into any agreement for employment for any specific or indefinite period of time, or to make any agreement contrary to the foregoing. Any such agreement made by the Managing Director must be in writing to be effective.

**4. AUTHORIZATION OF WORK**

If I am selected for hire, I will be offered employment provided I verify that I am authorized to work as required by the Immigration Reform and Control Act of 1986.

**5. NEED FOR ACCOMMODATION**

If I am a person with a disability who requires an accommodation to perform the job, I must notify the Gogebic County Road Commission of that need within 182 days after I knew or reasonably should have known that an accommodation was needed. Failure to do so will bar me under state but not federal law from alleging that the Gogebic County Road Commission has not accommodated me as required by law.

**6. CRIMINAL RECORDS CHECK**

I agree to execute an authorization for the Gogebic County Road Commission to secure criminal conviction history from the appropriate law enforcement agency should the Gogebic County Road Commission determine it is necessary to do so.

**7. RELEASE OF MEDICAL INFORMATION**

I authorize every medical doctor, physician or other healthcare provider to provide any and all information, including but not limited to, all medical reports, laboratory reports, x-rays, or clinical abstracts relating to my previous health history or employment in connection with any examination, consultation, test or evaluation. I hereby release every medical doctor, healthcare personnel and every other person, firm, officer, corporation, association, organization or institute which shall comply with the authorization or request made in this respect from any and all liability. I understand that this release will not be sent to my physician or other healthcare provider until a job offer has been made.

**8. PHYSICAL EXAM AND DRUG AND ALCOHOL TESTING**

I agree that if a job offer is made to me I will, before commencing employment, take a physical exam and authorize the Gogebic County Road Commission or its designated agent(s) to withdraw specimens of my blood, urine, or hair for chemical analysis. One purpose of this analysis is to determine or concerning my employment will be made as a result of this test. I further authorize any physician or entity conducting such testing to release the results of such testing to the Gogebic County Road Commission.

**9. PSYCHOLOGICAL/PHYSICAL TESTING**

If offered employment, I agree to submit to any psychological or physical testing which may be necessary to determine my ability to perform the job for which I am being considered. I further authorize any physician or entity conducting such medical examination to release the results of such examination to the Gogebic County Road Commission.

**10. DRIVING RECORD CHECK**

If applying for a position that requires driving a Gogebic County Road Commission vehicle, I authorize the Gogebic County Road Commission and its agents the authority to make investigations and inquiries of my driving record.

**11. FRINGE BENEFITS**

In accepting employment with the Gogebic County Road Commission, I agree to accept all fringe benefits when eligible as provided now or in the future. I understand that it is my responsibility to provide documentation for verification of eligibility for fringe benefits as well as information regarding mailing address, telephone number or contact arrangements, withholding exemptions and dependent information. The Gogebic County Road Commission shall rely on the most recent information for all purposes.

**12. CREDIT REPORT**

I understand that the Gogebic County Road Commission or its agents may make an investigation whereby information is obtained through interviews with my neighbors, friends and other with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period to receive additional detailed information about the nature and scope of the investigation.

**13. CONSIDERATION OF EMPLOYMENT**

I understand that my Application will be considered pursuant to the Gogebic County Road Commission's normal procedures for a period of SIXTY (60) DAYS. If I am still interested in employment thereafter, I must reapply.

**14. LIMITATION OF ACTION**

I agree that I shall not commence any action or other legal proceeding related to my employment or the termination thereof more than six (6) months after the event complained of, and I voluntarily waive any statute of limitations which is longer to the contrary.

***I HAVE READ AND UNDERSTAND ITEMS 1-14 ABOVE AND ACKNOWLEDGE THEM WITH MY SIGNATURE BELOW.***

\_\_\_\_\_  
**APPLICANT NAME (PLEASE PRINT)**

\_\_\_\_\_  
**APPLICANT SIGNATURE**

\_\_\_\_\_  
**DATE SIGNED**

**FOR COMPANY USE ONLY**

**PROCESS RECORDS**

APPLICANT HIRED: \_\_\_\_\_ REJECTED: \_\_\_\_\_

DATE EMPLOYED: \_\_\_\_\_ POINT EMPLOYED: \_\_\_\_\_

DEPARTMENT: \_\_\_\_\_ CLASSIFICATION: \_\_\_\_\_

*(IF REJECTED, SUMMARY REPORT OF REASONS SHOULD BE PLACED ON FILE)*

SIGNATURE OF INTERVIEWING OFFICER: \_\_\_\_\_

**TERMINATION OF EMPLOYMENT**

DATE TERMINATED: \_\_\_\_\_ DEPARTMENT RELEASED FROM: \_\_\_\_\_

DISMISSED: \_\_\_\_\_ VOLUNTARILY OUT: \_\_\_\_\_ OTHER: \_\_\_\_\_

TERMINATION REPORT PLACED IN FILE: \_\_\_\_\_ SUPERVISOR: \_\_\_\_\_