



**FREDERICK COUNTY GOVERNMENT  
DIVISION OF FIRE & RESCUE SERVICES  
5370 Public Safety Place  
Frederick, MD 21704**

**ADVANCED NOTICE AGREEMENT**

**Tobacco/Nicotine Free Condition of Employment**

THIS **ADVANCED NOTICE AGREEMENT** is made this \_\_\_ day of \_\_\_\_\_, between the Division of Fire and Rescue Services of Frederick County, Maryland (DFRS) and \_\_\_\_\_ (Applicant).

Introduction

DFRS could employ the Applicant named above as a Firefighter Recruit with the specific starting date yet to be determined. It is a condition of the Applicant's employment that he/she remain tobacco/nicotine free during the course of employment with DFRS and that the Applicant agrees to participate in random testing as selected or probable cause testing in order to verify the Applicant's compliance with this condition of employment. In consideration for the offer of employment and continued employment with DFRS, the Applicant must agree to the terms and conditions of employment specified below.

Terms of the Tobacco/Nicotine Free Agreement

1. I understand and agree that if hired, I must not use tobacco/nicotine products including products that introduce nicotine into the body, including but not limited to, smoking and chewing tobacco, and covers cigarettes, e-cigarettes, vaping products, nicotine gum, nicotine patches, cigars, snuff, smokeless or "spit" tobacco/nicotine, chews, and plugs (collectively referred to in this Agreement as tobacco/nicotine) during the course of my employment with DFRS and that this agreement is a condition of my continued employment.
2. I understand and agree that prior to my employment, I will submit to such testing as required by DFRS to confirm that I am in compliance with the requirements of Paragraph 1 as of the date of testing. DFRS or the Frederick County Division of Human Resources will not conduct this testing for at least 30 days from the date of this notice. I further understand that random testing will be a condition of continued employment with DFRS.
3. I understand and agree that Frederick County and DFRS have the right to conduct any form of medical examination or test, at any time and with or without prior notice, to determine whether I have used tobacco/nicotine.
4. I understand and agree that if I use tobacco/nicotine after I am hired by DFRS, I will be subject to discipline, up to and including the termination of my employment.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Witness Signature

\_\_\_\_\_  
Applicant Printed Name

\_\_\_\_\_  
Witness Printed Name

\_\_\_\_\_  
Chief Thomas E. Coe, Director  
Division of Fire & Rescue Services

\_\_\_\_\_  
Date