



**STATE OF TENNESSEE**  
**INFORMATION AND INSTRUCTIONS FOR THE**  
**TENNESSEE CAREER SERVICE EMPLOYMENT PROCESS**

**HOW TO OBTAIN JOB INFORMATION**

Our State government is the largest employer in Tennessee with over 37,000 Career Service employees working in over 1,400 different job classifications. For the vast majority of these job classifications, you may submit an application at any time regardless of whether or not a vacancy currently exists. You may obtain information about the Career Service job classifications by visiting the Tennessee Department of Personnel's Web site at the address listed below.

**WWW.STATE.TN.US/PERSONNEL**

Using the **Job Search** feature provided at this web site, you may obtain information on any job classification in Tennessee state government. This includes job descriptions (with minimum qualifications), salary information, testing information, and number of positions/vacancies by county or by department. If you do not have access to the internet, you can obtain information on state job classifications by visiting the Department of Personnel in Nashville or by visiting one of the many Career Centers or local offices of the Department of Labor and Workforce Development located throughout the state.

You should use information from these sources to identify jobs of interest to you. Be sure to fully compare your education and experience qualifications with the requirements indicated for each job of interest. To ensure the timely processing of your employment application, enter the exact State of Tennessee job titles for which you are applying in the space provided on the first page of the application form. If you wish to apply for more than eight job titles, you may attach additional copies of the front page to your application with up to eight titles listed on each copy.

If you have any questions regarding the application process please call (615) 741-4841 or send your questions via e-mail to [mike.o'neal@state.tn.us](mailto:mike.o'neal@state.tn.us).

**HOW TO BEGIN THE APPLICATION PROCESS**

The first step in the Career Service employment application process is completion of the State of Tennessee Employment Application form. The form should be completed **using black ink** so that it can be legibly reproduced. Please make sure you provide all required information. **If you omit information, it may be necessary for the Department of Personnel to return your application to you. Unsigned applications will not be accepted.**

Do not submit originals of personal documents, as they will not be returned to you. Legible photocopies of the application and attachments are acceptable. Your completed application should be submitted to the Department of Personnel at the address (or fax number) listed on page 1 of the application form. After submitting your application, you may be required to complete additional forms. If so, these forms will be mailed to you. Please include your social security number on all correspondence.

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**BE SURE TO KEEP A COPY OF YOUR APPLICATION FOR YOUR FILES**

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**AFTER YOUR APPLICATION IS SUBMITTED**

For each job classification you apply for, your application is evaluated to determine whether or not you meet the education, experience, and/or other special requirements for the job. If a job classification requires a written test, you will be sent testing instructions in the mail. When a job classification does not require a written test, the information on your application will be used for evaluating and rating your training and experience. This may include your education, experience, and any licenses or certificates that you possess. All evaluation/examination results will be mailed to you. Applicants attaining a passing score on either a rating of their education and experience or a written test will be added to the list of eligibles for the job classification in which a passing score was obtained. Scores received on a rating of education and experience are normally valid for a period of two years. Scores received on a written or computer administered test are valid until such time as the examination is revised and the register is abolished.

**TESTING**

Tennessee Career Service examinations are administered on a daily basis (Mon.-Fri.) at the Department of Personnel in Nashville. Most tests are administered on computer. No appointment is needed for the testing location in Nashville. Applicants may be admitted for testing any time between the hours of 8:30 a.m. and 1:00 p.m. Applicants wishing to test in a location other than Nashville must be scheduled for a specific testing session based on the testing location preference selected by the applicant on the application form. The testing admission letters sent to these applicants will provide the specific testing location and will either specify a date and time for testing or provide a telephone number to call to make an appointment for testing.

Certain applicants may be eligible for an alternative examination procedure to that described in the previous paragraph. The Americans with Disabilities Act and Tennessee law [TCA 8-30-302(b)] authorize the Department of Personnel to provide a work test period as an alternative Career Service examination for individuals who as a consequence of a disability lack sensory, manual, or speaking skills needed to take some examinations. If you believe you are eligible for the alternative examination, please call (615) 741-0441 or TDD (615) 741-6276 to request information about this option.

**HIRING**

As Career Service job vacancies occur, agencies request certified lists of eligible applicants to fill the vacant positions. If your score is high enough for a particular job classification, your name may be certified to the agency as an eligible applicant. You will be mailed a notice of the job opening and asked to contact the agency within seven days of the date on your notice to schedule an interview. An agency is required to make an employment decision from the top five interested and available applicants when hiring from an open list of eligible applicants and from the top three when hiring from a promotional list of eligible applicants.

**LATERAL TRANSFERS**

If you are a current Career Service employee and would like to transfer to another position within your current classification, you may request that your name be placed on the lateral transfer list. No application is required. Just call the Applicant Services Division at (615) 741-4841. The lateral transfer list will be provided to hiring agencies, upon their request, as vacancies occur.

## INFORMATION AND INSTRUCTIONS (Continued)

### --GENERAL INFORMATION--

**A Change in Application Requirements:** You should provide your complete education and experience background information with this application if you have not submitted a full and complete application since March, 1999. This applies to all applicants, including current State employees. This change in application procedures was made as a result of changes in the Department of Personnel's application processing and maintenance procedures. These changes have been made in an effort to enhance the quality of services provided to applicants, employees, and hiring agencies.

**To Re-apply:** In applying for additional jobs in the future, you may submit an abbreviated application, omitting your previous education and work experience information. However, you should always include information on the experience that you've gained since your last application. Even if you have continued in the same job, that job should be listed in job block A to show that you've continued working in that position.

**Important Information:** Applications must often be returned to obtain a small piece of information overlooked by the applicant. Please review your application carefully to make sure that all the requested information is included.

It is recommended that you include your name and social security number on any additional documents or supplemental information you include with your application. If you choose to fax your application, it is recommended that you write your name and social security number on each faxed page. To allow for the most timely processing of applications, we ask that you **DO NOT** submit a duplicate of your faxed application in the mail.

**BE SURE TO KEEP A COPY OF YOUR APPLICATION FOR YOUR FILES. DO NOT INCLUDE PAGE 2 WHEN YOU ARE ASKED TO PROVIDE A COPY OF YOUR APPLICATION FOR AN EMPLOYMENT INTERVIEW.**

### COUNTY PREFERENCES/LEGAL COUNTY CODES

On page 1 of the application form, you are asked to select your county work preferences and indicate your legal resident county. Use the county codes from the list below to record this information.

**County Preferences:** You may choose up to five counties for your work location preferences or you may choose STATEWIDE "99" to be considered for all counties. A map of Tennessee is provided to assist you in selecting the counties in which you are willing to accept employment.

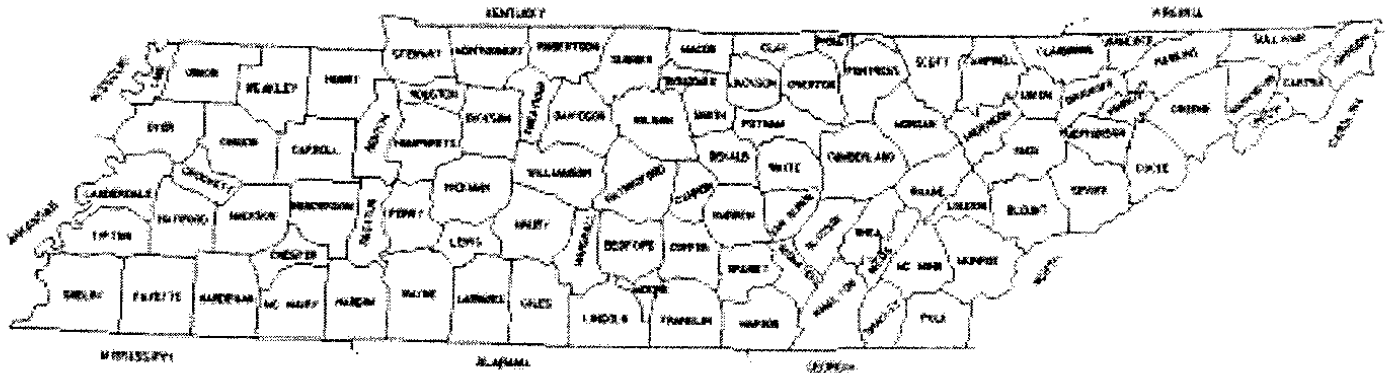
**Legal Resident County:** Your legal resident county is the county in which you reside and to which you definitely intend to return even though you may be temporarily absent. **Non-state residents must indicate "00" as their legal county code**

01 Anderson	15 Cooke	29 Grainger	43 Humphreys	57 Madison	71 Putnam	85 Trousdale
02 Bedford	16 Coffee	30 Greene	44 Jackson	58 Marion	72 Rhea	86 Unicoi
03 Benton	17 Crockett	31 Grundy	45 Jefferson	59 Marshall	73 Roane	87 Union
04 Bledsoe	18 Cumberland	32 Hamblen	46 Johnson	60 Maury	74 Robertson	88 Van Buren
05 Blount	19 Davidson	33 Hamilton	47 Knox	61 Meigs	75 Rutherford	89 Warren
06 Bradley	20 Decatur	34 Hancock	48 Lake	62 Monroe	76 Scott	90 Washington
07 Campbell	21 DeKalb	35 Hardeman	49 Lauderdale	63 Montgomery	77 Sequatchie	91 Wayne
08 Cannon	22 Dickson	36 Hardin	50 Lawrence	64 Moore	78 Sevier	92 Weakley
09 Carroll	23 Dyer	37 Hawkins	51 Lewis	65 Morgan	79 Shelby	93 White
10 Carter	24 Fayette	38 Haywood	52 Lincoln	66 Obion	80 Smith	94 Williamson
11 Cheatham	25 Fentress	39 Henderson	53 Loudon	67 Overton	81 Stewart	95 Wilson
12 Chester	26 Franklin	40 Henry	54 McMinn	68 Perry	82 Sullivan	
13 Claiborne	27 Gibson	41 Hickman	55 McNairy	69 Pickett	83 Sumner	
14 Clay	28 Giles	42 Houston	56 Macon	70 Polk	84 Tipton	

**99 Statewide - You will be considered for vacancies throughout the state regardless of location. Use this code for county preferences only.**

**00 Non-state residents - Use this code for legal county information only.**

Use the State of Tennessee map below to assist you in selecting county preferences.



**\*\*\*Attention Applicants: You may retain the instruction sheet for your records. You do not need to submit it with your application.\*\*\***



\*\*\*ATTENTION APPLICANTS: DO NOT INCLUDE THIS PAGE WHEN PROVIDING A COPY OF YOUR APPLICATION FOR AN EMPLOYMENT INTERVIEW\*\*\*  
**ATTENTION APPOINTING AUTHORITIES: DO NOT INCLUDE THIS PAGE IF YOU KEEP A COPY OF THIS APPLICATION FOR YOUR FILE S\*\*\***

--Do not write in shaded area - office use only--



**TESTING:** If you are willing to take any necessary examinations, please indicate your testing location preference from the choices below.

**MARK ONE**    \_\_\_ 06 Cleveland                      \_\_\_ 28 Pulaski                      \_\_\_ 57 Jackson                      \_\_\_ 79 Memphis  
                   \_\_\_ 19 Nashville                      \_\_\_ 47 Knoxville                      \_\_\_ 67 Livingston                      \_\_\_ 82 Kingsport

If you would like information on testing accommodations for persons with disabilities, please call (615) 741-0441 or TDD (615) 741-6276. See information under the heading "Testing Information" on Side A of Information and Instructions for further information about the employment testing process.

**VETERANS INFORMATION:** Tennessee veterans preference points are only added to passing examination scores on Career Service appointment registers. To receive veterans preference points, you must be a present or former member of the United States Armed Forces, have served on active duty during the service eligibility periods listed below (unless otherwise noted), have received an honorable discharge, and be a legal resident of the State of Tennessee (i.e., have resided in the State of Tennessee for the past two-year period or possess a Tennessee voter registration card). Veterans meeting these conditions will have **five (5) points** added to their passing examination scores. For veterans with a ten percent (10%) or greater service-connected disability, **ten (10) points** will be added to their passing examination scores. **Ten (10) points** will be added to the passing examination scores of the spouse or unremarried spouse of a one hundred percent (100%) service-connected disabled veteran or the unremarried spouse of a veteran killed on active duty during the eligibility periods listed below. **Five (5) points** will be added to the passing examination scores of the spouse or unremarried spouse of a one hundred percent (100%) service-connected disabled veteran or unremarried spouse of a veteran killed on active duty during any other time period.

Service Eligibility Dates: W.W.II (12-7-41 to 12-31-46); Korean Campaign (6-27-50 to 1-31-55); Vietnam Conflict (2-28-61 to 5-7-75); Lebanon, Grenada or Panama Expeditions (ONLY IF AWARDED THE ARMED FORCES EXPEDITIONARY MEDAL); and Operation Desert Shield/Storm (8-2-90 to end date not yet established).

**TO CLAIM VETERANS PREFERENCE, CHECK THE APPROPRIATE BOX BELOW AND SUBMIT PROOF AS INDICATED IN THE TABLE.**

Proof will be submitted under separate cover       Proof is Attached       Proof has previously been submitted to Applicant Services

Date of Entry in Military Service			Date of Separation from Active Service			Rank at Time of Discharge	Branch of Service
Month	Day	Year	Month	Day	Year		
						_____	_____

VETERAN STATUS:	REQUIRED DOCUMENTS:	DOCUMENT TYPES:
Veteran	submit document 1 only	1. Discharge (DD Form 214) showing entry and honorable discharge date from active military service.
10% Disabled Veteran	submit documents 1 and 2	2. *Statement from Veterans Administration showing veteran's 10% service-connected disability.
Spouse-100% Disabled Veteran	submit documents 1 and 3	3. *Statement from Veterans Administration showing veteran's 100% service-connected disability.
Spouse-Veteran killed on active duty	submit documents 1 and 4	4. Statement from Veterans Administration showing veteran was killed while on active duty.
*Statement must have been issued from Veterans Administration within last six months.		

**SPECIAL QUALIFICATION INFORMATION:** Employment consideration for some jobs (e.g., Correctional Officer, Trooper, other jobs in law enforcement) is limited to U.S. citizens and/or to individuals who meet minimum age requirements. If you are applying for a job for which U.S. citizenship or minimum age requirements are applicable, please provide the information in this block. (Note: To obtain information about special qualifications requirements for a particular job, please visit the Department of Personnel's Job Search website at [www.ja.state.tn.us/personnel/JobSearch/JobSearch.jsp](http://www.ja.state.tn.us/personnel/JobSearch/JobSearch.jsp).)

To be considered for jobs requiring U.S. citizenship, please answer:      Are you a U.S. citizen?      YES       NO

To be considered for jobs requiring a minimum age of 18, please answer:      Are you at least 18 years of age?      YES       NO

To be considered for jobs requiring a minimum age of 21, please answer:      Are you at least 21 years of age?      YES       NO

\*\*\*OPTIONAL INFORMATION\*\*\*

**DEMOGRAPHIC INFORMATION:** The following information is for Equal Employment Opportunity/Affirmative Action purposes only. To assist the State of Tennessee in its commitment to equal employment opportunity, applicants are asked to provide voluntarily the following information. The State of Tennessee is authorized under federal law to retain this information for research and statistical reasons. This information will not be used in an employment decision and refusal to provide this information will not affect an applicant's employment opportunities. Information requested is to be completed on a **voluntary** basis. Data will be held **confidential** and only used in accordance with applicable federal law.

**RACE**    A.  White                      B.  Black                      C.  Hispanic                      D.  Asian or Pacific Islander

                  E.  Native American Indian    F.  Alaskan Native                      G.  Other

**SEX**      A.  Male                      B.  Female

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