

Benefits

Vacation: Paid annual leave is determined by years of service: Year 0-1 (5 shifts); Year 2-18 (7 shifts); Year 19+ (9 shifts).

Holidays: Five paid holiday shifts per year.

Retirement: Each employee contributes 7% of his/her salary into the Texas Municipal Retirement System. Employees are vested after five years, at which time the City contributes to the fund at a 2:1 ratio. Employees may retire at any age with 20 years of service, or after five years of service if they have reached 60 years of age. An employee who leaves the city and ceases to be a member of TMRS is also entitled to a refund of contributions to his/her account.

Deferred Compensation: The City offers two voluntary 457 deferred compensation plans administered by I.C.M.A. and Nationwide Retirement Solutions.

Group Health & Life Insurance: The City offers excellent health plan options including medical, dental and prescription coverage, term life insurance, and accidental death & dismemberment coverage for eligible employees. Additional insurance may also be purchased at a reasonable cost. All benefits are effective on the first of the month following the first date of employment.

Sick Leave: All full-time regular employees accrue 1/2 shift (12 hours) per month, or 6 shifts (144 hours) annually.

Questions?

CSFD Recruiting,
300 Krenek Tap Rd
College Station, Texas 77840
o. 979-764-3705 f. 979-764-3403
e. CSFDrecruiting@cstx.gov

About Us

The College Station Fire Department has grown significantly since it began as a small volunteer fire department on the campus of Texas A&M University.

In 1969, the City of College Station took over the volunteer operation, hiring one full-time firefighter to staff the city's first fire station and maintain its apparatus.

Today, the College Station Fire Department is considered a proactive force with more than 140 personnel on a 24/48 rotation, six fire stations, and a vehicle fleet of six paramedic engines, four frontline ambulances, one paramedic ladder, one ARFF vehicle, one 3,000-gallon tender, and one command vehicle.

College Station Fire Department also provides fire service to Texas A&M University, support services with the neighboring city of Bryan, and limited emergency medical support for unincorporated portions of the south Brazos County.



CITY OF COLLEGE STATION
Home of Texas A&M University®

Apply now: csjobs.cstx.gov
Learn more: cstx.gov/fire

*The City of College Station is an
equal opportunity employer.*



Join the College Station Fire Department

We are looking for qualified professionals with a commitment to public service, fire safety and fire prevention.

Our City

College Station, Texas, is a growing community of more than 106,000 residents and home to Texas A&M University, one of the nation's largest collegiate institutions.

Our Mission

Protect the lives and property of the citizens and visitors of College Station during all emergencies and disasters, whether natural or man-made.

Promote a safe community through public education and fire prevention in order to maintain and uphold the integrity of the City and its neighborhoods, To maintain a high standard of training and education for our employees.

Encourage our employees to serve as role models and participate in the community.

Utilize effectively and efficiently all available resources to provide service deemed excellent by the people.

How to Apply

Applications can be submitted at any time to csjobs.cstx.gov. Qualified applicants must participate in a written exam and a physical ability evaluation to be considered for a full-time position.

Entry Requirements

To be eligible to sit for the College Station Fire Department entrance exam, the applicant must meet at least ONE of the following requirements:

- TXDSHS EMT-Paramedic or NREMT-Paramedic
- TCFP Basic Structural Firefighting Certification and TXDSHS EMT or NREMT-EMT
- Pro-board certifications in Firefighting I, Firefighting II, and Hazmat Awareness and Ops and TXDSHS EMT or NREMT-EMT
- IFSAC Seal (Firefighter I & II) and TXDSHS EMT or NREMT-EMT

Above documentation must be turned in seven (7) days prior to the written exam.

By the time a conditional job offer is made, all applicants must possess a current **Texas Commission on Fire Protection (TCFP)** Basic Structural Firefighting certification and a current **Texas Department of State Health Services (TXDSHS)** Emergency Medical Technician or higher certification.

Applicants also must:

1. Be 18 years of age or older.
2. Have a valid Texas driver license.
3. Have a high school diploma or G.E.D.
4. Have no more than 3 moving traffic violations within any 12 month period during the last 36 months.

5. Not have night vision restrictions that cannot be corrected with standard glasses or contact lenses.
6. Have minimum vision of 20/200 in both eyes, correctable to 20/40.
7. Have no eye condition that restricts peripheral vision.
8. Have no D.U.I. or D.W.I. convictions within 36 months prior to the date the application was submitted.
9. Have proportionate weight/height.
10. Be free of any physical or mental condition that would interfere with the essential functions of a firefighter/paramedic.
11. Be able to pass a medical/physical examination and drug screening.
12. Not have been convicted of a felony offense, Class A misdemeanor or equivalent, Class B misdemeanor within the last 36 months, Class C misdemeanor within the last 6 months (except minor traffic violations), or an offense involving family violence as defined by the Texas Penal Code.

Hiring Process

Written Examination: All candidates must take a written examination that covers, but is not limited to, general knowledge, reading, comprehension, arithmetic, mechanical aptitude, and customer skills. To continue in the application process, applicants must answer 70% of the test questions correctly.

Physical Ability Evaluation: This is designed to examine an applicant's strength, stamina, and overall physical ability to perform the duties of a firefighter. There are eight tasks that must be performed within a specific time limit. An additional un-timed task tests the applicant's ability to work at heights.

Personal History Statement: All qualified applicants are required to complete a comprehensive personal history packet that will be used as a resource for a thorough background check.

Polygraph: Department administered.

Oral Review Board: Successful applicants in the above areas will participate in an oral review board. Board members are chosen from department personnel.

Final Interview: The final step will be an interview with the Fire Chief and Assistant Chief/Operations. Candidates are chosen from the pool of applicants who have completed all stages of the hiring process.

Pre-Employment Tests: An offer of employment will be made contingent upon the passing of a drug test, driver check and criminal background check. Completion of a medical/physical examination by a licensed physician will also be required.

Firefighter Compensation

Firefighter: \$47,592.00 (probationary)
Firefighter 1st class: \$47,873.24 (after 12 months)

Annual Incentive Pay

EMT-Paramedic: \$2,400
Dual language: up to \$720
ARFF*: \$600, Hazmat Tech*: \$600,
Arson Investigator*: \$600 **limited*

Current TCFP certifications:
Intermediate \$900, Advanced \$1,200,
Master \$1,800

Advanced degrees: Associate
\$300, Bachelor's \$600, Master's
\$900

Longevity: \$4 per month*
**for each completed year of service*