



# Notice of Civil Service Examination

*City of Denton*

Fire Fighter

JCN: IA0009



**Registration Deadline: January 6, 2017**

The City of Denton will conduct a Civil Service examination in accordance to the specifications of Chapter 143 of the Texas Local Government Code, City of Denton local rules, and meet and confer agreement in order to establish an eligibility list for the position of Fire Recruit. The eligibility period begins on the test date and remains in effect for one year, or until the list has been exhausted.

**Date:** Saturday, January 14, 2017

**Time:** Begins at 11:00 a.m. NO ADMITTANCE TO THE TEST SITE AFTER 11:00 A.M.

**Location:** Denton Public Safety Training Center, 719 E. Hickory Street, Denton, TX 76205

**Salary:** \$4,878.51/monthly or \$58,542.13/annually excluding FLSA overtime (see attached pay scale)

**Incentive:** Firefighters are eligible to receive incentive pay for education, TCFP certifications, and/or EMS certification (see attached list of assignment pay)

## **Minimum Qualifications:**

### **Training and Experience**

- Must possess a high school diploma or GED
- Must comply with all applicable state civil service requirements and regulations
- Must hold a basic structural fire protection personnel certification from the Texas Commission on Fire Protection (TCFP) and an EMT-P Paramedic certification from the Texas Department of State Health Services (TDSHS) on the date of employment

### **Skills and Abilities**

- Must have sufficient muscular strength and coordination to respond effectively to departmental training programs
- Must possess the ability to maintain harmonious relationships with other employees and the public
- Must communicate clearly and accurately

### **Conditions of Employment**

- Must be no younger than 18 years of age
- Cannot have reached your 36<sup>th</sup> birthday on the date the exam is administered
- Able to read, write, and speak English
- No felony convictions or numerous misdemeanor convictions of such a number that would indicate a habitual law violator
- Possess a valid Class B Texas driver's license within one year of employment
- Pass a medical examination indicating fitness for duty
- Have normal color vision correctable to 20/20
- Pass a criminal history background check and drug screen prior to employment
- Pass a polygraph examination
- Pass a physical ability and psychological test

## How to Register

Applicants must register/apply online at <http://bit.ly/2cNTsDQ> or [www.dentonjobs.com](http://www.dentonjobs.com). **Only applicants who have completed the registration/application online before the deadline are eligible to take the exam.** Registered applicants will receive an email confirmation.

## Test Information

1. Applicants **must** present valid picture identification (driver's license, ID card, etc.) to be admitted into the test room.
2. Personal items (hats, purses, briefcases, watches, calculators, cell phones, pagers, food, drinks, etc.) will not be allowed in the testing room.
3. Applicants who score a passing grade on the exam will receive five bonus points by presenting, at the test site, a copy of their DD-214 showing at least 180 days of active duty and an honorable discharge.
4. Upon request, accommodations will be provided to applicants in accordance with the Americans with Disabilities Act (ADA). If you need special arrangements please submit the following information to the Civil Service Director (located at 601 E. Hickory, Suite A, Denton, TX 76205) by the registration deadline:
  - A current letter from a licensed physician, optometrist, social worker, or psychologist (including title, address, and telephone number on professional letterhead)
  - A description of the functional limitation as it applies to taking a standardized multiple-choice examination
  - Specific accommodations needed for testing
5. Applicants scoring 70 or above will be included on the official eligibility list, subject to tiebreakers. The tiebreaker information may be viewed on our website under the folder, "Local Rules and Regulations."

**A personal history statement (PHS) will be given to those scoring 70 or above at the test site. The PHS will be due by 5:00 p.m., Friday January 20, 2017. Failure to return a complete PHS and application by the deadline will result in disqualification from the process.**

**Copies of the applicant's birth certificate, high school diploma, college transcripts, and all current certifications must be returned with the packet. Originals are not required.**

## Study Guide

Applicants may order the **CEB Candidate Orientation Guide** by clicking the following link: <http://www.fpsi.com/fire-orientation-guide-download-disclaimer>. The **CEB Candidate Orientation Guide** can be downloaded on the page following the instruction and disclaimer page that applicants must read and agree to. This will ensure the orientation guide is downloaded successfully. Once the guide is in the FPSI shopping cart, applicants will be given the option to pay with a PayPal account or as a PayPal guest with credit card. The download link will be located on the Order Received-Checkout Page that appears on the FPSI website as soon as payment is submitted and applicants are redirected from PayPal back to FPSI. Applicants must pay close attention to ALL instructions on both FPSI and PayPal's websites in order to download any guide properly.

For questions, contact Megan Schuth at (940) 349-8848 or [firerecruiter@cityofdenton.com](mailto:firerecruiter@cityofdenton.com).

EOE/ADA/ADEA

# City of Denton

## Civil Service Fire Pay Plan

### FY 2015/2016 (Effective March 26, 2016)

Revised: 10/9/2015

Position ID	Title	Salary Types	Step A	Step B *	Step C *	Step D *	Step E *	Step F *
				2 Years	3 Years	4 Years	5 Years	7 Years
IA0010	Fire Fighter	Annualized Rate	\$58,542.13	\$62,225.25	\$65,908.37	\$69,591.50	\$73,274.62	\$76,963.85
		Monthly	\$4,878.51	\$5,185.44	\$5,492.36	\$5,799.29	\$6,106.22	\$6,413.65
		Shift Hourly ^	\$19.169	\$20.375	\$21.581	\$22.787	\$23.993	\$25.201
		40-Hour Hourly	\$28.145	\$29.916	\$31.687	\$33.457	\$35.228	\$37.002

Position ID	Title	Salary Types	Step A	Step B**	Step C**
			At Time of Promotion	2 Years	4 Years
IB0010	Fire Driver	Annualized Rate	\$80,824.11	\$82,732.86	\$84,641.61
		Monthly	\$6,735.34	\$6,894.41	\$7,053.47
		Shift Hourly ^	\$26.465	\$27.090	\$27.715
		40-Hour Hourly	\$38.858	\$39.775	\$40.693
IC0010	Fire Captain	Annualized Rate	\$98,628.93	\$101,533.28	\$104,437.64
		Monthly	\$8,219.08	\$8,461.11	\$8,703.14
		Shift Hourly ^	\$32.295	\$33.246	\$34.197
		40-Hour Hourly	\$47.418	\$48.814	\$50.210
ID0010	Fire Battalion Chief - Operations	Annualized Rate	\$112,265.04	\$116,296.32	\$120,327.60
		Monthly	\$9,355.42	\$9,691.36	\$10,027.30
		Shift Hourly ^	\$36.760	\$38.080	\$39.400
		40-Hour Hourly	\$53.974	\$55.912	\$57.850

\* Step increases are based on anniversary date.

\*\* Time in Rank.

^ Shift Rate Calculation:  $(a*d) + (b*c*d*e) = \text{annualized rate}$

a = 2928 annual hours worked including FLSA overtime hours (120 actual hours worked \* 18 pay cycles + 96 actual hours worked \* 8 pay cycles). The City adopted a 14 day work period. Per FLSA, the maximum hours worked before overtime is 106.

b = Number of pay cycles overtime is worked (18)

c = Number of overtime hours per 120 hour pay cycle (14)

d = hourly rate

e = overtime rate (1/2)

# City of Denton

## Civil Service Fire

Effective October 1, 2016

### Assignment, Cellular, Certification and Education Pay FY 2016-2017

Assignment	Annualized Rate	Monthly	Pay Period
Aircraft Rescue Firefighting (ARFF)	\$600.00	\$50.00	\$23.077
Bomb Technician	\$600.00	\$50.00	\$23.077
Community Service Officer	\$6,000.00	\$500.00	\$230.769
Emergency Management Program Manager	\$7,200.00	\$600.00	\$276.923
Emergency Medical Services Chief	\$7,200.00	\$600.00	\$276.923
Field Training Officer	\$900.00	\$75.00	\$34.615
Fire Inspector Specialist I	\$3,600.00	\$300.00	\$138.462
Fire Inspector Specialist II	\$4,800.00	\$400.00	\$184.615
Fire Prevention Deputy Fire Marshal	\$7,200.00	\$600.00	\$276.923
Fire Prevention Fire Marshal	\$7,200.00	\$600.00	\$276.923
Fire Protection Specialist	\$6,000.00	\$500.00	\$230.769
HAZMAT Team	\$600.00	\$50.00	\$23.077
Logistics/Maintenance Captain	\$6,000.00	\$500.00	\$230.769
Operations Division - Assistant Fire Chief	\$7,200.00	\$600.00	\$276.923
Safety and Wellness Chief	\$7,200.00	\$600.00	\$276.923
Training Captain	\$6,000.00	\$500.00	\$230.769
Training Chief	\$7,200.00	\$600.00	\$276.923

Cellular Phone	Annualized Rate	Monthly	Pay Period
Depends on assignment and whether the employee chooses an allowance			

Certification <sup>1</sup>	Annualized Rate	Monthly	Pay Period
Intermediate - Fire	\$960.00	\$80.00	\$36.923
Advanced - Fire	\$1680.00	\$140.00	\$64.615
Master - Fire	\$2400.00	\$200.00	\$92.308
Paramedic <sup>2</sup>	\$1320.00	\$110.00	\$50.769

Education	Annualized Rate	Monthly	Pay Period
30 hours toward degree	\$600.00	\$50.00	\$23.077
Associates Degree	\$960.00	\$80.00	\$36.923
Bachelor's Degree	\$1,680.00	\$140.00	\$64.615
Master's Degree	\$2,400.00	\$200.00	\$92.308

- 1 Fire Certification and education pays are not cumulative. Employee will receive the higher of the amounts.
- 2 Fire's Paramedic pay is cumulative with one fire certification or education level. Other certifications are not cumulative.