

**ENTRY LEVEL ANNUAL  
SALARY**

**\$54,744-\$65,317**

based on years of experience and certifications

**\$75,127-\$86,416** (Including Benefits)

**INCENTIVE PAY:**

- FEMA Dive Team
- FEMA Structural Collapse Team
- Longevity Pay



**THE DESIRE  
TO SERVE**

**THE COURAGE  
TO ACT**

**THE ABILITY  
TO PERFORM.**



**Contact**

310 N. Danville

Suite A

Willis TX 77375

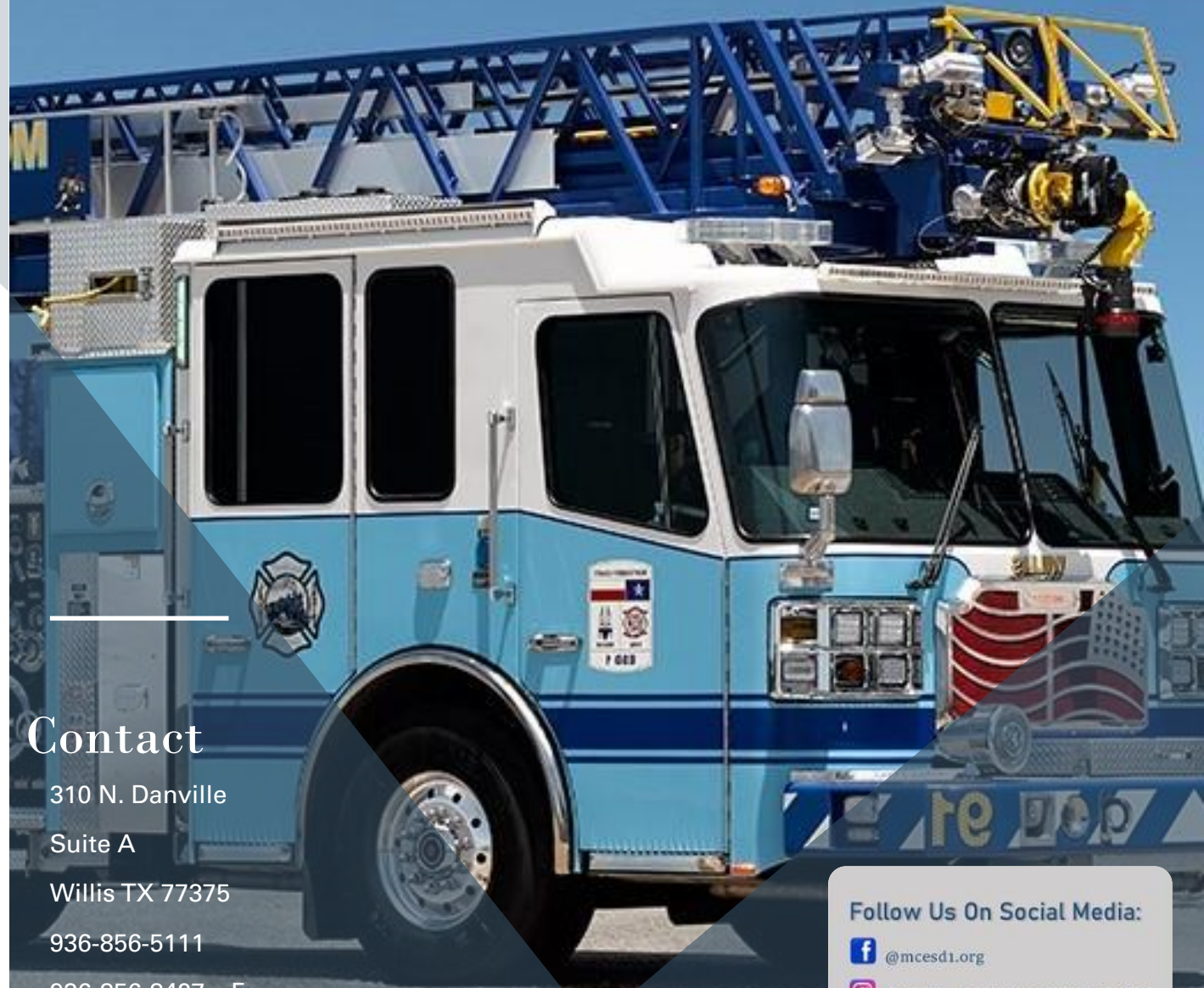
936-856-5111

936-856-8427 – Fax

[www.mcesd1.org](http://www.mcesd1.org)

**MCESD 1**

Montgomery County ESD 1



**Follow Us On Social Media:**

@mcesd1.org

@north\_montgomerycounty\_fire

@mcesd\_1

## Minimum Qualifications

- Applicant must be a minimum of 18 years old and have a high school diploma or GED.
- **Applicant must be certified for Basic Structure Fire Protection by the Texas Commission on Fire Protection before the Fire Chief makes a conditional job offer.**
- Applicant must have a current EMT-Basic certification through the Texas Department of State Health Service before the Fire Chief makes a conditional job offer.
- Applicant must have a current Texas Driver's License and be able to obtain a Class B Exempt license within 60 days of employment.
- Applicant must not have any prior Felony or DWI convictions. Applicants will be screened for clean driving records and must be insurable by Fire Department insurance carrier.
- Applicant must be able to pass a department written test over Fire Knowledge and a Department physical ability test.
- If applicable, DD-214 must be provided to verify honorable or general under honorable discharge from armed services.
- Applicant must successfully pass an oral interview, physical exam, extensive background check and drug screening.

## How to Apply

The letter of intent to test form can be found on our website at [www.mcesd1.org](http://www.mcesd1.org).

A signed letter of intent must be turned in before 5:00 PM on June 14, 2023.

- Emailed Letter of intent shall be sent to: [HR@mcesd1.org](mailto:HR@mcesd1.org)
- Letter of intent can be mailed or delivered in person to:  
**Montgomery County ESD 1**  
**310 N. Danville Street, Suite A**  
**Willis, TX 77378**

## Shift Schedule:

# 48/96 Rotation

JUNE						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## Selected Applicants

**Written Test: Friday, June 16<sup>th</sup> @ 08:00 AM**

- You must pass the written exam with a 70% or above
- Testing material – Essentials of Firefighting 6<sup>th</sup> Edition
- You must provide us with a valid driver's license
- TCFP Fire & TDSHS EMS Certification if available at the time of test.

**Physical Ability Test : Friday, June 16<sup>th</sup> @ 08:00 AM**

– location will be provided after written exam is passed.

It is recommended you wear appropriate work out attire for the physical ability test.

- Complete a ½ mile distance within the allotted time.
- Climb a 75ft. Aerial ladder at a 65-degree angle to the top and back down without stopping
- Drive a sled from a designated starting / stopping point using a 12lb. Sledgehammer
- Rescue Randy the Dummy from a from a designated starting / stopping point.
- Drag a hose, carry a hose, hose extension and hose hoist

**Application Packet will be provided to you after the physical ability test.**

### Oral Interview process

- Hiring list is created after oral interview
- Thorough background investigation

### Fire Chief review Process

- Fire Chief's conditional job offer
- Physical exam and drug test
- Fire Chief's final job offer with start date

# Benefits

- **Medical, Dental and Vision** – Employee paid at 100% and a large portion of dependent coverage up to 95%.
- **Employer paid basic Life Insurance and AD&D** of \$100,000.00  
Additional Life and AD&D available up to 5 times annual salary
- Spouse and Dependents Life Insurance available
- **Accidental Death & Dismemberment Policy**
- **Accident and Health Policy**
- **TCDRS Retirement at 20 Years**
  - Employer matching 250%
  - Employee contribution 7%
- **457B Retirement** - Employee contribution



• All Hazard and Wildland Deployment Opportunities with Texas Intrastate Fire Mutual Aid System

• Specialized training opportunities, which include but are not limited to structural collapse, wildland firefighting, swift water rescue, and rescue diver operation.



• Various Advancement Opportunities



## Join Our Growing Team

Montgomery County ESD 1 is looking for qualified, self-motivated individuals to join our growing team as we transition to 4-man staffing. We have a long-standing tradition of excellent service and dedication to the residents of North Montgomery County.

If you are interested in becoming a part of our team, we invite you to apply.

## Our Services

Montgomery County ESD 1 is located in the northeastern portion of Montgomery County, Texas. MCESD 1 currently consist of 100 employees and staffs six stations with 29 firefighters per shift. Montgomery County ESD 1 averages over 9,000 emergency calls per year in a 200 square mile district with 60,000+ civilians. Our community is rapidly growing, which will require more stations and more manpower.

### Holiday Leave

- 192 hours leave per year

### Vacation

- 72 hours after first year
- 144 hours after fourth year
- 192 hours after sixth year
- 240 hours after tenth year

### Sick Leave

- 72 hours leave per year

