



# Parker County Emergency Services District No. 1

## - Application Packet -

Parker County Emergency Services District No. 1 is pleased to announce internal/external job opportunities for ten full time engineer & firefighter positions.

We operate out of 8 staffed fire stations, providing fire suppression and rescue services to a rapidly growing population of over 75,000 residents across 320 square miles of Parker County. ESD 1 also operates the Parker County Fire Alarm Center, a fleet services division, and is in construction phase of a new training campus.

ESD 1 is a rapidly developing department, building on the core principals of being mission minded, creating and maintaining a chosen and purposeful culture, and standards-based performance. ESD 1 experiences almost double the national average of fire occurrence, operating within a host of challenges including diverse suburban and rural demographics with significant wildland/urban interface threats, rapid growth, energy/petroleum facilities, class 1 railroad, major highway thoroughfares, and substantially developed areas with no water supply or fire code enforcement.

We seek students of the trade who are confident in core competencies and will be ambassadors for the core values, culture, and standard of service our department provides.

The selection process will consist of a resume, application, essay submission, panel interview, physical agility test, and final interview with the Fire Chief.

Internal candidates are current full-time and part-time employees who meet the requirements for the position by the date of appointment. External candidates are any person meeting the posted requirements for the position by the date of hire.

Interview questions will be sourced from the Firefighter Rescue Survey, County Fire Tactics, and Fire Service Leadership – Formal Mentoring for the Fire Service. Candidates may apply for all positions they are qualified for. Please see included hiring process details for more information.



**B**rotherhood - **E**xcellence - **S**ervice - **T**eamwork

## -Benefits Summary-

- 48/96 schedule
- TCDRS retirement, 7% 2:1 employer match, TMRS time credit counts toward vesting and retirement
- Blue Cross Blue Shield health plan-**100% of employee and family health/dental/vision insurance paid**
- Longevity pay, certification pay, uniform allowance, TIFMAS deployment opportunities
- Short/long term disability, life insurance
- 457 deferred comp/no social security tax
- PTO benefit with PTO sellback,
- Holiday pay at 1.5 times hourly rate
- Lateral transfer for full-time employed candidates who transfer to same or lower rank, 1:2 ratio, 5 year cap

2024 Base	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>FF/EMT</b>	\$55,000	\$56,650	\$58,350	\$60,100	\$61,903	\$63,760	\$65,673	\$67,643	\$69,672	\$71,763
<b>Engineer</b>	\$64,000	\$65,920	\$67,898	\$69,935	\$72,033	\$74,194	\$76,419	\$78,712	\$81,073	\$83,505

With FLSA 2024	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>FF/EMT</b>	\$57,279	\$58,997	\$60,767	\$62,590	\$64,468	\$66,402	\$68,394	\$70,446	\$72,559	\$74,736
<b>Engineer</b>	\$66,652	\$68,652	\$70,711	\$72,832	\$75,017	\$77,268	\$79,586	\$81,974	\$84,433	\$86,966

## -Process & Position Requirements-

- Applicants must meet the minimum qualifications for position(s) applied for as illustrated in the job position requirements in this document.
- Applicants must submit a completed application and resume no later than July 5<sup>th</sup> 2024
- Essays are due no later than July 12<sup>th</sup> 2024
- Submissions may be delivered in person, by courier, or by PDF in email with response received, attention to:  
Parker County ESD 1 Administration  
Attn. Kaymie DeCento, Executive Assistant  
315 Morrow Rd, or PO Box 323  
Springtown TX, 76082  
kdecento@pcesd1.com
- Interviews and the physical agility test are TBD.
- The essay grade, panel interview, and physical agility test are pass/fail.
- Prior to final employment offer, external candidates will be required to successfully complete a personal history statement, background investigation, and a comprehensive physical exam administered by the department's health provider.
- Final selection and appointment will be made by the Fire Chief.



## -Essay-

- Essays content should be relevant to any fire service related topic you are passionate about. Examples include health & wellness, civilian fire deaths, LODD's, wildland urban interface, staffing and deployment models, occupational illness, tactical considerations, etc.
- Essays should meet minimum length requirements listed below, with a maximum link reasonable to the position applied for. Proper grammar, punctuation, and citation will be considered.
- If applying for multiple positions, submit one essay, with the minimum length for the highest position applied for:
  - Firefighter – 2 double space pages (approximately 500 words)
  - Engineer – 3 double space pages (approximately 750 words)

## -Panel Interviews-

- Panel interviews will be held through several dates to be determined in August. Candidates will be contacted to schedule the interview.
- The panelists will be members of the department command staff.
- Questions will consist of standard interview questions, and subject matter questions.
- Subject matter questions will be sourced from the following study material:
  - Firefighter Rescue Survey, The First 2000
  - County Fire Tactics, Death on the Nozzle & Gallons Per Second
  - Fire Service Leadership, Formal Mentoring for the Fire Service
- Suggested links for study material:

<https://www.firefighterrescuesurvey.com/the-first-2000.html>

[https://www.firefighterrescuesurvey.com/uploads/2/5/3/6/25366566/\\_just\\_the\\_numbers\\_the\\_first\\_2000\\_.pdf](https://www.firefighterrescuesurvey.com/uploads/2/5/3/6/25366566/_just_the_numbers_the_first_2000_.pdf)

<https://countyfiretactics.com/2021/03/21/coordinated-fire-attack-boarded-up-nozzle-firefighter-trust-your-gut-death-on-the-nozzle/>

<https://countyfiretactics.com/2021/03/14/gallons-per-second-creates-survivable-space-2-50-smooth-bore-attack-water-on-the-fire/>

<https://fireserviceleadership.com/shop/ols/products/formal-mentoring-for-the-fire-service>



# -Physical Agility Test-

## Event 1: SCBA Maze

(Maximum time allowed 2:00 minutes)

- Each applicant will be required to wear structural firefighting PPE. Structural firefighting PPE will consist of a bunker coat, helmet, and gloves.
- Each applicant will be required to wear an SCBA with a blacked out face piece.
- Each applicant will enter the maze and follow 100 feet of 1 ¾ inch hose through the SCBA maze until they exit the other end.
- Each applicant will not lose contact with the hose. Contact for this event is described as: "At least one hand on the hose at all times."
- Failure point:
  - Exceed maximum time allowed (2:00)
  - Lose contact with hose (release)

## Event 2: Stair Climb

- **Purpose of Evaluation:** This event is designed to simulate the critical tasks of climbing stairs while carrying a hose bundle, climbing stairs in full protective clothing carrying firefighter equipment, and climbing ladders carrying tools. It measures the candidate's aerobic capacity, lower body muscular endurance and ability to balance.
- **Event:** The candidate will place a hose bundle over their shoulder. The candidate will then climb the stairway twice touching each step when both ascending and descending, then return to the starting point at ground level.
- **Failures:** If the candidate falls the candidate is allowed to immediately resume the test. Each step must be touched going up and down. Skipping steps will result in a warning. A second warning will constitute a failure of the test. The candidate is permitted to touch the wall or railing for balance. Dropping the high-rise hose/nozzle combinations results in failure.

### Event 3: Equipment Carry

- **Purpose of Evaluation:** This event is designed to simulate the critical task of removing equipment from an apparatus, carrying it to the emergency scene, and returning the equipment to the fire apparatus. It measures the candidate's upper body muscular strength, endurance, and agility.
- **Event: Using proper lifting techniques:** The candidate will lift two 50 pound (dumbbells) from the starting point and carry them while traveling 50' around a cone then back to the starting point. The candidate will then return the equipment to its starting location. This concludes the event.
- **Failure:** If the candidate drops or drags the equipment during the carry, the candidate will fail the test. The candidate may stop, set the equipment down on the ground and readjust the carrying grip if necessary.

### Event 4: Ladder Carry

- **Purpose of Evaluation:** This event is designed to simulate the critical task of carrying a ground ladder at a fire scene. It measures the candidate's upper body muscular strength, lower body muscular strength, balance, and grip strength, and anaerobic endurance.
- **Event:** The candidate will walk up to the 14' aluminum roof ladder positioned on the ground. Candidate will pick up and carry the ladder at waist high or shoulder level while traveling around a cone 25' from the starting point. Candidate will proceed back to the starting point. Candidate will replace ladder to the ground. This concludes the event.
- **Failure:** If the candidate allows the ladder to fall to the ground, or drag on the ground, the candidate will fail the test. Banging of the ladder ends against the ground will result in a charge of 30 seconds added to the final time.

### Event 5: Hose Drag

- **Purpose of Evaluation:** This event is designed to simulate the critical tasks of extending a hose line from the fire apparatus to the fire building and advancing a charged attackline while remaining stationary. It measures the candidate's aerobic capacity, and upper and lower body muscular strength and endurance.
- **Event:** Candidate will grasp a nozzle attached to 150' of 1 ¾ inch charged hose. The candidate will place the hose line over their shoulder or across chest and advance the hose line approximately 75 feet to a marked location. The candidate will then stop within the established marked location, drop to at least one knee and pull more hose to that area. Once the marked coupling crosses the marked line, the exercise is completed. The candidate may be fully kneeling if desired. This concludes the event.
- **Failures:** If the candidate fails to go to, or significantly passes, the marked location, or goes outside of the marked path (cones), the candidate will fail the test. During hose pull, candidate must remain on at least one knee, (no standing) and must remain within the marked area. Candidate will receive one warning. Upon a second violation the candidate will fail the test. The marked coupling on the hose line must reach the marked line.

### **Event 6: Forcible Entry**

- **Purpose of Evaluation:** This event is designed to simulate the critical task of using force to open a locked door, breach a wall, or ventilate a roof. It measures the candidate's upper body muscular strength, lower body muscular strength, balance, grip strength, and anaerobic endurance.
- **Event:** The candidate will use a 10# sledge hammer to complete a Keiser Sled evolution.
- **Failures:** If the candidate does not maintain control of the hammer, where it is released from both hands, the candidate will fail the test.

### **Event 7: Rescue**

- **Purpose of Evaluation:** This event is designed to simulate the critical task of removing a victim or injured firefighter from a fire scene. It measures the candidate's upper and lower body muscular strength and endurance, grip strength, and anaerobic capacity.
- **Event:** The candidate will grasp a mannequin and drag it 40 feet to the finish line.
- **Failures:** The entire mannequin must be dragged past the marked finish line.

### **Test Conclusion**

# **-Job Position Requirements-**

## **FIREFIGHTER**

### **Minimum Qualification Requirements:**

- 1 TCFP Basic Structural Firefighter
- 2 EMT Basic
- 3 All Firefighters hired after 03/01/2023 who have not completed the Firefighter Task Book Process must complete this process within 1 year of appointment.
- 4 Obtain TCFP or TIFMAS Basic Wildland Certification within 1 year of employment.
- 5 Obtain a Class B Exempt or Higher Driver's License within 2 years of employment.
- 6 If hired or promoted after 03/01/2023; Complete the Tanker Operator and Engine Operator step up process within 2 years of employment.
- 7 This position is subject to the Parker County ESD1 Drug and Alcohol-Free Workplace Policy, which includes pre-employment testing, post-accident testing, random testing, reasonable suspicion testing, return to duty testing, and follow-up testing.

## **ENGINEER**

### **Minimum Qualification Requirements:**

- 1 TCFP Basic Structural Firefighter
- 2 3 Years of TCFP Service Time
- 3 EMT Basic
- 4 Class B Exempt or Higher Driver's License
- 5 TCFP Driver Operator
- 6 Personnel hired or promoted as an Engineer after 03/01/2023 must complete the Tanker and Engine Task Book process within 1 year of promotion or employment.
- 7 Obtain TCFP or TIFMAS Basic Wildland certification within 1 year of promotion or employment.
- 8 Complete the Truck Task Book process within 2 years of promotion or employment.
- 9 Complete the Company Officer Task Book process within 3 years of promotion or employment.
  - a Effective 08/01/2023 all Engineers not qualified to step up as a Company Officer must complete the Officer Task Book process by 08/01/2026.
- 10 This position is subject to the Parker County ESD1 Drug and Alcohol-Free Workplace Policy, which includes pre-employment testing, post-accident testing, random testing, reasonable suspicion testing, return to duty testing, and follow-up testing.



# PARKER COUNTY ESD1

## Employment Application



### APPLICANT INFORMATION

Last Name		First		M.I.	Date	
Street Address				Apartment/Unit #		
City		State		ZIP		
Phone			Cell			
Date Available		Social Security No.		Email		
Check all positions applying for: <input type="checkbox"/> Firefighter <input type="checkbox"/> Engineer						
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
Have you ever worked for this company?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?			
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain			

### EDUCATION

High School				Address				
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	
College				Address				
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	
Other				Address				
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	

### REFERENCES

*Please list three professional references.*

Full Name				Relationship			
Company				Phone			
Address							
Full Name				Relationship			
Company				Phone			
Address							
Full Name				Relationship			
Company				Phone			
Address							



PREVIOUS EMPLOYMENT				
Company			Phone	
Address			Supervisor	
Job Title		Starting Salary	\$	Ending Salary \$
Responsibilities				
From	To	Reason for Leaving		
May we contact your previous supervisor for a reference?      YES <input type="checkbox"/> NO <input type="checkbox"/>				
Company			Phone	
Address			Supervisor	
Job Title		Starting Salary	\$	Ending Salary \$
Responsibilities				
From	To	Reason for Leaving		
May we contact your previous supervisor for a reference?      YES <input type="checkbox"/> NO <input type="checkbox"/>				
Company			Phone	
Address			Supervisor	
Job Title		Starting Salary	\$	Ending Salary \$
Responsibilities				
From	To	Reason for Leaving		
May we contact your previous supervisor for a reference?      YES <input type="checkbox"/> NO <input type="checkbox"/>				

MILITARY SERVICE	
Branch	From      To
Rank at Discharge	Type of Discharge
If other than honorable, explain	

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## TRAFFIC RECORD/ARREST AND DETENTIONS

Has your driver's license ever been suspended or revoked? Yes No

If yes, give details – locations and reasons. \_\_\_\_\_

With what company do you carry automobile insurance? \_\_\_\_\_

Have you ever held a driver's license in any other state? Yes No

If yes, what state(s) and when? \_\_\_\_\_

Have you ever been arrested for DWI or DUI? Yes No

If yes, give details: \_\_\_\_\_

Have you ever been arrested or detained by police for any traffic warrants? Yes No

If yes, give details: \_\_\_\_\_

Other than the above, have you ever been arrested, detained by police or summoned into criminal court? Yes No

If yes, give details: \_\_\_\_\_

PERSONAL DECLARATIONS Have you ever used any illegal drug(s) or narcotic drug(s) not prescribed by your physician? Yes No

If yes, give details – include dates, number of times used, frequency and type of drugs: \_\_\_\_\_

Have you ever furnished drugs or narcotics to anyone? Yes No

If yes, give details: \_\_\_\_\_

Please list all drugs currently prescribed to you \_\_\_\_\_

Are there any circumstances under which you would be prevented from fully performing the duties of a firefighter/emergency medical services provider, including working weekends and/or evening and night shifts? Yes No

If yes, explain: \_\_\_\_\_

Are there any incidents in your life or details not mentioned herein which may influence this Department's evaluation of your suitability for employment as a firefighter/emergency medical service provider? Yes No

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

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**Verification of Employment:** I authorize the Parker County ESD 1 or its agents to investigate and verify the facts claimed by me on this application. I understand that credit bureaus, government and law enforcement agencies may be contacted in order to fully investigate and verify the information provided by me in this application. I hereby release Parker County ESD 1 and all of those employers, references, academic institutions, credit bureaus, and government and law enforcement agencies from any liability arising from their giving or receiving information about my employment history, my academic credentials or qualifications, and my suitability for employment with the District.

**Accuracy of Information:** I have reviewed each page to make sure all parts are correct and complete. I understand that my eligibility will be based on the information contained on this application.

**At Will:** I understand this document is not an offer of employment nor does it constitute an employee contract. I agree and understand that if I am hired by the District my employment will be at will for an indefinite period of time and may be terminated at any time, with or without cause or notice, at the option of the District or myself. I understand that I have the right to end my employment at any time and that the District reserves the same right.

**Falsification of Information:** I hereby certify that all statements made on this application are true and correct to the best of my knowledge and I understand that any false statement made by me on this application could cause me to be ineligible for employment or terminated from employment. Further, I understand that I am required to abide by all rules and regulations of the employer.

**Post-Offer Drug Test:** I understand that if I am offered employment with the Parker County ESD 1 that I will be required to take a post-offer drug and/or alcohol test. Any offer that I receive will be conditioned upon the results of the post-offer drug and/or alcohol test. Refusal to take a drug/alcohol screening test will result in disqualification from consideration for employment.

I hereby acknowledge that I have read, understand, and agree with the preceding statement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

#### DISCLAIMER AND SIGNATURE

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date