



**Firefighter / Paramedic**  
**Firefighter / EMT**  
**Paramedic**

Comal County ESD No. 3 is currently accepting applications for candidates who meet the criteria listed under minimum qualifications for

**Twelve (12) Firefighter/ EMT's**

**Applications will be accepted until  
 November 1<sup>st</sup>, 2024**

**Applications Will be Accepted for the Following Positions:**

**Firefighter/ Paramedic (Preferred)**  
 \$66,562 - \$71,952\*/Annually

**FF/ EMT Basic or Advanced**  
 \$55,468 - \$59,960\*/Annually

**Paramedic ONLY (Fire Academy Candidate)**  
 \$49,921/Annually Until TCFP Certification Obtained

**\*Up to 5 Years Verified 911 Experience Service Credit May Be Applied**

Applications are available on our website [www.canyonlakefire-ems.org](http://www.canyonlakefire-ems.org) or may be obtained by emailing [shawna.bantis@ccesd3.org](mailto:shawna.bantis@ccesd3.org)

**\*\*Mail Completed Applications to:**

Comal County ESD No. 3  
 Attn: Human Resources  
 PO BOX 2140  
 Canyon Lake, TX 78133

**\*\*Or Hand Deliver to:**

Canyon Lake Fire/EMS Station No. 51  
 1074 Scissortail  
 Canyon Lake, TX 78133

**\*\* Applications will NOT be Accepted by Email or Fax\*\***

*Serving & Protecting  
 250 Square Miles in  
 Comal County Along  
 with Beautiful  
 Canyon Lake & 10  
 Miles of the Guadalupe  
 River*

*48 / 96 Work Schedule*

*Texas Counties &  
 Districts Retirement  
 System (TCDRS)  
 7% 2.25:1 Matching*

*100% Premium Paid  
 with Buy-Up Options for  
 Medical, Dental &  
 Vision Coverage for Our  
 Full-Time Firefighters*

*Cost Share Available  
 for Family Coverage*

**APPLICATION  
 SUBMISSION  
 DEADLINE:**

*November 1<sup>st</sup>, 2024*

**WRITTEN EXAM &  
 PHYSICAL ABILITY  
 TESTING:**

*November 9<sup>th</sup> – 11<sup>th</sup>*

*Questions: (830) 907-2922*

## MINIMUM QUALIFICATIONS

High School diploma or equivalent.

Valid Driver's License with the ability to obtain Class 'B' Texas Non CDL within 180 days of hire.

Current **TCFP** Firefighter Basic Certification - **Unless Paramedic Only**. Paramedic only applicants must complete a department funded structural firefighting academy and certify as basic structural firefighter with the Texas Commission on Fire Protection within one (1) year of employment.

Current **Texas DSHS** Emergency Medical Technician Certification – Basic, Advanced, Paramedic or Licensed Paramedic Level

**\*\*Actively enrolled in a Fire Academy – Offer of Employment contingent on candidate holding current certifications through DSHS and TCFP\*\***

No unacceptable criminal or driving histories including, but not limited to: DUI / DWI, drug offenses (DPS & DOT histories will be required to be submitted prior to interviews).

Physical capability to perform all duties as required.

## PROCESS FOR APPLICANTS

**Request, complete and submit a Comal County ESD No. 3 application with a copy of your current TCFP and Texas DSHS certifications or letter showing enrollment in Fire Academy/EMT School along with a copy of a Valid Driver's License.**

Candidates will be formally invited by email to participate in a computer based general knowledge examination process (IOS – Industrial / Organizational Solutions) and in a physical ability process.

**\*\*Dates will be determined by number of eligible candidates\*\***

Applicants must complete the computer based exam portion with a minimum score of 70% or higher as well as complete the physical ability testing within the parameters set forth by the district.

Candidates successful in both computer based exam and physical ability portions of the hiring process will then be scheduled for possible additional testing and a panel interview. After formal board interviews are completed remaining candidates still under consideration will be ranked and conditional offers of employment will be made.

Conditional employees will then be required to undergo NFPA 1582 Medical Exam and drug screening by a physician selected by Comal County ESD No. 3.

Once cleared by the selected physician, offers of full-time employment in a Probationary Status will be made with a tentative start date of **January 2025**



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