

WE ARE FIGHTING

FIREFIGHTER

EMT





SPRING FIRE DEPARTMENT

656 East Louetta Rd, Spring TX 77373

Office: 281-355-1266 / Fax: 281-355-1268

WWW.SPRINGFD.ORG

FIREFIGHTER/EMT

Harris County Emergency Services District No.7 (The Spring Fire Department) is accepting applications for multiple openings for the position of Firefighter / EMT. This position will be required to respond to Fire and EMS emergencies, including swift water emergencies (ability to swim required). Firefighter will also perform station maintenance, apparatus readiness, and other duties assigned. Must be able to pass a physical ability test, interview panel, Chiefs interview, background investigation, physical and drug screening.

MINIMUM EDUCATION AND CERTIFICATION REQUIREMENTS:

- 19 years or older by the deadline of this posting
- High School diploma or equivalent
- Basic Structural Fire Suppression Certification from the TCFP
- EMT Certification from the Texas Department of State Health Services or National Registry of EMTs

BENEFITS

- 100% district payment of premiums for employee Health, Dental & Vision, and short and long term disability insurance
- Partial district payment of premiums for family Health, Dental & Vision insurance
- Time off - sick time (144 hours annually) and personal time (240 hours annually)
- Texas County and District Retirement System (TCDRS) - 7% mandatory employee contribution, 250% department match upon retirement. Optional 457 (b) plan available

WORK SCHEDULE

- 3 Shift rotation - 48 hours on duty, 96 hours off duty

COMPENSATION

- Starting pay \$61,807 annually
- After 12 months, able to advance to Firefighter 1 @ \$64,287 annually
- After 18 months as Firefighter 1 able to advance to Firefighter 2 @ 67,498 annually
- After 18 months as Firefighter 2 able to advance to Firefighter 3 @ 70,201 annually
- After 30 months of service, additional promotional opportunities are available

** This position is 207K exempt for purposes of Federal Wage-Hour Laws, which means that the employee will be eligible for overtime pay for hours actually worked in excess of 212 hours in a 28-day work period.*

APPLY NOW

VIEW P.A.T. VIDEO

NO WRITTEN ENTRANCE EXAM IS REQUIRED

Physical ability test and practice sessions will be held at Station 78 - 1225 Booker Rd, Spring, TX 77373

IMPORTANT DATES

APPLICATION DEADLINE	Friday, December 20, 2024
PHYSICAL ABILITY PRACTICE TEST	Saturday, December 14, 2024 Saturday, December 21, 2024
PHYSICAL ABILITY TEST	Friday, January 3, 2025 Saturday, January 4, 2025
ORAL INTERVIEW	Tuesday, January 7, 2025 Wednesday, January 8, 2025
CHIEF INTERVIEWS	Friday, January 10, 2025

Harris County Emergency Services District No. 7, The Spring Fire Department is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and department needs, we do not discriminate based on race, color, religion, marital status, age, national origin, ancestry, genetic information, gender, sexual orientation, gender identity, or expression, veteran status, or any other status protected under federal, state, or local law. Notice to Applicants: All applications and pre-employment information are subject to disclosure under the Texas PIA, Chapter 552 of the Government Code.



281-355-1266



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SPRING FIRE DEPARTMENT

BENEFITS GUIDE

WE ARE COMMITTED TO SUPPORTING OUR FIREFIGHTERS BOTH ON AND OFF THE JOB. AS PART OF OUR TEAM, YOU'LL RECEIVE A COMPREHENSIVE BENEFITS PACKAGE THAT ENSURES YOU AND YOUR FAMILY ARE WELL CARED FOR. HERE'S AN OVERVIEW OF THE BENEFITS AVAILABLE TO YOU AS A MEMBER OF OUR DEPARTMENT:

HEALTH AND WELLNESS

- **MEDICAL, DENTAL, AND VISION INSURANCE:** FULL COVERAGE TO HELP YOU STAY HEALTHY AND MAINTAIN PEACE OF MIND FOR YOU AND YOUR FAMILY.
- **ANNUAL PHYSICALS:** REGULAR HEALTH CHECK-UPS TO KEEP YOU FIT FOR THE DEMANDING NATURE OF YOUR ROLE.
- **URGENT CARE SUBSCRIPTION:** EASY ACCESS TO URGENT CARE SERVICES WHEN YOU NEED THEM MOST, SAVING YOU TIME AND MONEY.

MENTAL HEALTH AND PEER SUPPORT

- **CHAPLAINCY PROGRAM:** ACCESS TO SPIRITUAL SUPPORT FOR EMOTIONAL AND MENTAL WELL-BEING, AS WELL AS ASSISTANCE DURING CRITICAL INCIDENTS.
- **MENTAL HEALTH PROGRAMS:** SPECIALIZED SUPPORT FOR FIRST RESPONDERS TO HELP MANAGE THE UNIQUE CHALLENGES OF THE PROFESSION, INCLUDING COUNSELING PROGRAMS.
- **EMPLOYEE ASSISTANCE PROGRAM (EAP):** CONFIDENTIAL SUPPORT FOR PERSONAL AND PROFESSIONAL ISSUES, OFFERING COUNSELING AND RESOURCES TO HELP YOU MAINTAIN A BALANCED LIFE.

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL BENEFITS

- **TUITION REIMBURSEMENT:** FINANCIAL SUPPORT FOR CONTINUING EDUCATION AND SKILL DEVELOPMENT, ENCOURAGING CAREER GROWTH AND ADVANCEMENT.
- **LONGEVITY PAY:** A REWARD FOR YOUR DEDICATION AND SERVICE TO THE DEPARTMENT, WITH INCREMENTAL INCREASES FOR YEARS OF SERVICE.

INCOME PROTECTION AND SECURITY

- **SHORT & LONG-TERM DISABILITY:** PROTECTION FOR YOU IN THE EVENT OF INJURY OR ILLNESS, ENSURING FINANCIAL STABILITY DURING DIFFICULT TIMES.
- **GAP INSURANCE:** HELPS COVER DEDUCTIBLES ON MAJOR MEDICAL INSURANCE.
- **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (AD&D):** PROVIDES ADDITIONAL PROTECTION IN THE EVENT OF A SEVERE INJURY OR FATAL ACCIDENT.
- **TCDRS LIFE INSURANCE:** PAID UP TO 1X ANNUAL SALARY.

COMPENSATION AND EXTRA BENEFITS

- **457(B) RETIREMENT PLAN:** A TAX-ADVANTAGED SAVINGS OPTION TO HELP YOU BUILD A SECURE FUTURE.
- **ACT-UP PAY:** ADDITIONAL PAY WHEN YOU TEMPORARILY TAKE ON EXTRA RESPONSIBILITIES OR STEP INTO A LEADERSHIP ROLE.
- **STEP PROGRAM:** A PROGRAM FOR ADDITIONAL INCOME EARNING POTENTIAL BASED ON EDUCATIONAL INCENTIVES AND TIME IN RANK.
- **FLSA COMPLIANCE:** WE ADHERE TO FAIR LABOR STANDARDS ACT REGULATIONS, ENSURING YOU'RE COMPENSATED FAIRLY FOR YOUR WORK.

UNIFORMS AND GEAR

- **UNIFORMS PROVIDED:** FULL GEAR AND UNIFORMS ARE PROVIDED, ENSURING YOU'RE EQUIPPED AND READY FOR ANY SITUATION.

OUR BENEFITS GO BEYOND THE ESSENTIALS. WE BELIEVE IN CARING FOR OUR TEAM, PROVIDING THE TOOLS AND SUPPORT NEEDED TO THRIVE BOTH PROFESSIONALLY AND PERSONALLY. YOUR WELL-BEING IS OUR PRIORITY, AND WE'RE HERE TO ENSURE YOU'RE FULLY SUPPORTED AS YOU SERVE THE COMMUNITY. JOIN OUR TEAM TODAY AND TAKE ADVANTAGE OF THESE AMAZING BENEFITS DESIGNED WITH YOU IN MIND.



NOT QUALIFIED YET? GET READY FOR NEXT TIME

1



FIREFIGHTER TRAINING

There are several places to get the training:

- A Texas fire department's fire academy
- A course at a state college or private training provider
- A Texas volunteer fire department that participates in a certification program

2



MEDICAL TRAINING

Medical training and certification is required for TCFP certification and for employment as a firefighter.

- Emergency Medical Technician
- Paramedic

3



TCFP EXAM & BACKGROUND CHECK

The basic fire suppression certification test is the written part of the state examination process.

You must make an appointment for a fingerprint-based background. This must be completed for TCFP, even if you have already done this for another agency.

4



KEEP AN EYE OUT FOR RECRUITMENT OPPORTUNITIES

We are always looking for passionate individuals ready to make a difference in their community. Stay connected and be among the first to apply when new positions open!

5



PHYSICAL ABILITY TEST

As part of our recruitment process, all applicants will be required to complete a physical ability test to assess fitness and readiness for the demands of the job.

To view the Spring Fire Department physical ability test click [here](#).