



PEOPLE
SERVICE
COMMUNITY
HIGHER
PURPOSE

NOW **HIRING** **FIRE ENGINEER**

— JOIN SOUTH HAYS FIRE DEPARTMENT ESD #3 —



BASE PAY RANGE

\$67,700 – \$72,000

Depending on experience

MINIMUM REQUIREMENTS



2 years career firefighter experience



TCFP Structural Firefighter



Driver Operator Pumper



TX Class B License

PREFERRED



Wildland S130/190



**LATERAL EXPERIENCE FOR
CERTIFIED ENGINEERS UP TO
5 YEARS CONSIDERED**



APPLY TODAY



www.southhaysfire.com



recruiting@southhaysfire.com

512.754.7963 www.southhaysfire.com



Hays County Emergency Services District #3
SOUTH HAYS FIRE DEPARTMENT
TEXAS FIRE ACADEMY
3528 Hunter Road
San Marcos, TX 78666

Now Hiring: Driver/Engineer

FULL TIME POSITION, NON-EXEMPT

SHIFT SCHEDULE: 48 on / 96 off Schedule

Applicants must e-mail the following documents:

1. Submit Job Application – recruiting@southhaysfire.com
2. Submit a letter of intent cover letter
3. Submit a current resume with 10 years' applicable employment history
4. Applicants shall include all required or preferred certifications

Submit the requirements above to recruiting@southhaysfire.com

***Starting Pay for Engineer/Step -1 (2026): \$67,700 base pay annual.**

****Lateral Pay up to 5 year's credit may be considered for Engineer or higher rank: up to: \$72,000 base pay.**

- Eligible for Certification pay max \$3600 per year
- Eligible for Lieutenant Step-up pay (If fully certified)

APPLICATION DUE DATE: 1 NOV 2026/11:59p

recruiting@southhaysfire.com

Hays County Emergency Services District #3 is an equal opportunity employer and does not discriminate based on sex, race, creed, age, or nationality.

Eligibility: Applicants *must* possess and maintain the following

- High School Diploma or GED
- Valid Texas Class B Exempt Driver's License
- Texas Department of State Health Services EMT-Basic (or higher)
- Current AHA BLS Healthcare Provider CPR Certification
- TCFP Basic Structural Firefighter Certification (or higher)
- Two-years career Firefighter Experience
- TCFP Driver/Operator – Pumper Certification
- NIMS ICS 100, 200, 700, 800

Preferred Certifications:

- TCFP Fire Officer I
- TCFP Fire Instructor I
- TCFP Hazardous Materials Technician
- TCFP Swiftwater Technician II and Boat Operator
- NWCG S-130 & S-190 (Wildland Firefighter) (**required within 12 months*)

“SAMPLE” Testing Process: *Eligible Candidates will be notified

1. *Written Exam (minimum passing score: 70%)*
 - *Study Source: IFSTA Pumping and Aerial Apparatus Driver/Operator, 3rd Edition*
 - *Includes hydraulics, pump operations, and apparatus safety*
 - *EMS- EMT level questions*
2. *Practical Assessment-Engineer skills*
 - *Scenario-based operational tasks*
 - *Driving course (apparatus maneuvering and safety)*
3. *Fit-For-Duty*
 - Pass/Fail -South Hays CPAT Course*
 - Pass/Fail -Drug Test*
 - Pass/Fail -NFPA physical exam*
3. *Oral and other Assessments*
 - *Structured Interview Panel*
 - *Background Check & Driving Record Checks*
 - *Fire Chief's Interview (final selection)*

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South Hays / Hays County ESD #3 proudly serves 35,000 residents across 140 square miles of Hays County, Texas.

- Combination department with 24 full-time firefighters across 3 stations
- Average 1,550 annual responses
- Strong mutual aid network
- Rural district that surrounds the City of San Marcos
- Committed to professional growth, training, and community service

Benefits:

- Employee 100% Health and Dental insurance
- Family insurance assistance: \$4,000 annually
- \$50,000 Life insurance
- Short- and long-term disability
- 240 hours PTO annually after 90 days
- Paid Holidays
- TCDRS Employer Match 2:1 up to 7%, 8-year vesting
- Certification Pay eligibility, up to \$3,600 annually
- Step-Up Pay if certified TCFP
- Annual uniform

Automatic Disqualifications:

- Must not have any felony convictions or disqualifying criminal histories.
- Must not have not been convicted of any felonies.
- Must not have not been convicted of any Class A or B misdemeanors in the previous 7 years.

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SOUTH HAYS FIRE DEPARTMENT

Hays County Emergency Services District No. 3

FIRE ENGINEER



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Equal Employment Opportunity Statement

South Hays Fire Department / Hays County Emergency Services District No. 3 is an Equal Opportunity Employer. Promotional decisions are made based on merit, qualifications, performance, and operational needs without regard to race, color, religion, sex, national origin, age, disability, genetic information, veteran status, or any other status protected under federal or Texas law.

This position is open to both internal and external applicants. All candidates will be evaluated using consistent, job-related criteria.

Reasonable Accommodation

Applicants requiring reasonable accommodation in the promotional process under the Americans with Disabilities Act (ADA) must notify the Fire Chief or designated representative prior to the assessment process.

The Fire Engineer position requires the ability to perform essential operational duties including emergency response, safe operation of apparatus and decision-making under stress, and physical participation consistent with department standards. Reasonable accommodations will be considered consistent with applicable law and district policy.

Anti-Retaliation:

Participation in this promotional process shall not result in retaliation for any applicant. Likewise, prior participation in protected activities shall not influence promotional consideration.

The district prohibits retaliation against any employee for engaging in protected activity under federal or Texas law, including whistleblower protections.

Drug-Free Workplace

Hays County ESD No. 3 maintains a drug-free workplace. Appointment may be contingent upon successful completion of pre-employment screening consistent with policy.

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Position Summary

The Fire Engineer position is a critical operational role responsible for the safe operation, inspection, and maintenance of department apparatus and equipment, as well as effective pump and water supply management at emergency incidents. Engineers are expected to demonstrate advanced technical proficiency, sound judgment, and strong situational awareness while supporting company-level leadership and operational readiness. Engineers serve as mentors to firefighters, uphold department standards, and model professionalism, accountability, and operational excellence within the South Hays Fire Department.

Applicant Information

Full Name: _____

Address: _____

City/State/Zip: _____

Phone Number: _____

Email: _____

Date Available for Work: _____

1. Are you legally authorized to work in the United States and able to provide documentation as required by federal law?

☐ Yes ☐ No

2. Have you previously been employed by South Hays FD?

☐ Yes ☐ No

***Applicants** must disclose any immediate family relationship or supervisory relationship within Hays County ESD No. 3 that could create an actual or perceived conflict of interest. Any such conflict will be reviewed and managed in accordance with district policy.

****External applicants** must successfully complete background verification, driving record review, reference checks, and any required assessment components prior to appointment.

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Position Acknowledgment: (*Please read and initial each box)

- ☐ I understand the Engineer position carries responsibility for the safe operation of fire apparatus, pump operations, water supply management, and technical proficiency at emergency incidents.
- ☐ I understand Engineers are responsible for maintaining operational readiness of assigned apparatus and equipment and for supporting company-level leadership during emergency and non-emergency operations.
- ☐ I understand Engineers are accountable for compliance with department SOPs, Lexipol policies, TCFP standards, and Hays County ESD #3 directives.
- ☐ I understand the Engineer position requires professional conduct, sound judgment, and the ability to serve as a role model and mentor to firefighters.
- ☐ I understand that appointment is contingent upon maintaining all required TCFP certifications, driver/operator qualifications, and compliance with applicable Texas Commission on Fire Protection regulations.
- ☐ I authorize South Hays Fire Department / Hays County ESD #3 to verify employment history, certifications, driving records, TCFP standing, internal disciplinary history, and any related records necessary for this selection process.
- ☐ I understand that participation in this selection process does not create a contract of employment or guarantee of promotion. Employment with Hays County Emergency Services District No. 3 remains at-will unless otherwise provided by written agreement approved by the ESD Board.
- ☐ Selection decisions will be based on application materials, assessment components, interviews, and operational needs. The district reserves discretion in final selection consistent with applicable law.
- ☐ Any offer of promotion or employment is conditional pending successful completion of required background review, credential verification, medical evaluation, and any other pre-placement requirements established by district policy.
- ☐ Compensation and step placement, if appointed, will be determined in accordance with district pay policies and may consider experience, certification level, and operational need.

APPLICANT: I HAVE READ AND UNDERSTAND THE POSITION ACKNOWLEDGMENT FORM:

SIGN: _____ **DATE** _____

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Licenses & Certifications

Certification	Issuing Agency	Cert #	Issue Date	Expiration	Current (Y/N)
TCFP Basic Firefighter					
Driver/Operator Pumper					
CLASS B – TX Exempt license					
NIMS ICS 100, 200, 700, 800					
TX DSHS EMT Certification					
Current CPR					
<u>LOAD OTHER APPLICABLE Tier 1 or Tier 2 Certifications (As Applicable)</u>					
NCWG – S-130 Wildland					
NCWG- S-190 Wildland					
Swiftwater Rescue Tech II					
TCFP Fire Officer 1					
TCFP Fire instructor 1					
TCFP - ISO					
TCFP – HAZMAT Tech					

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ADVANCED TRAINING COURSES (APPLICABLE to Position): Supervisory, TFCA Programs, other advance courses

COURSE/PROGRAM	Issuing Agency	Cert #	Issue Date	Expiration	Current (Y/N)

FORMAL EDUCATION:

High School:

Graduated/DIPLOMA/GED: _____

COLLEGE or TRADE SCHOOL: (*Highest level completed)

Degree Program: _____

Credit Hours: _____

Degree Issued: _____

Graduation Date: _____

OTHER NOTES: _____

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Employment History (Last 10 Years)

Employer: _____

Address: _____

Supervisor Name & Title: _____

Phone: _____

Position Title: _____

Dates Employed: _____

Reason for Leaving: _____

May we contact this employer for verification? ☐ Yes ☐ No

COMMENTS/NOTES:

Employer: _____

Address: _____

Supervisor Name & Title: _____

Phone: _____

Position Title: _____

Dates Employed: _____

Reason for Leaving: _____

May we contact this employer for verification? ☐ Yes ☐ No

COMMENTS/NOTES:

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Employer: _____

Address: _____

Supervisor Name & Title: _____

Phone: _____

Position Title: _____

Dates Employed: _____

Reason for Leaving: _____

May we contact this employer for verification? ☐ Yes ☐ No

COMMENTS/NOTES:

Employer: _____

Address: _____

Supervisor Name & Title: _____

Phone: _____

Position Title: _____

Dates Employed: _____

Reason for Leaving: _____

May we contact this employer for verification? ☐ Yes ☐ No

COMMENTS/NOTES:

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Leadership & Command Assessment Questions

Typed responses required. Limit one page per question.

1. Describe your understanding of the role and responsibilities of a Fire Engineer within a combination department.

2. Explain your approach to apparatus readiness, inspection standards, and preventive maintenance. How do you ensure your apparatus is operationally prepared at all times?

3. Describe your experience with pump operations, water supply management, and troubleshooting mechanical or hydraulic issues during incidents.

4. You are assigned as the Engineer on a first-due engine to a working residential structure fire with limited staffing. Describe your priorities during the first five minutes of arrival.

5. Describe a time when you identified a safety concern involving apparatus operation or equipment. How did you address it?

6. Engineers often mentor firefighters assigned to their apparatus. How do you coach or guide less experienced firefighters in hose deployment, pump operations, and fireground efficiency?

7. How do you ensure compliance with SOPs, TCFP standards, and department policies in your daily operations?

8. Describe your experience operating in challenging driving environments (weather, narrow access, heavy traffic). What is your philosophy regarding apparatus driving safety?

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9. Conflict sometimes occurs between crew members or shifts regarding task assignments or operational methods. How would you professionally manage disagreement while maintaining crew cohesion?

10. What is your approach to documentation accuracy, including apparatus logs, maintenance reports, and incident documentation related to your role?

11. Describe a high-stress incident where your technical skills as a firefighter or apparatus operator directly impacted the outcome.

12. In your opinion, what is the greatest responsibility of a Fire Engineer, and where do you see your biggest area for growth in this role?

13. As an Engineer, post structure fire, what are your priorities to ensure the apparatus is back in service?

14. How do you handle a situation where you come on duty start of shift, the apparatus is dirty, fuel tank half-full, hose loads appear messing or loaded improper, and two SCBA bottles are $\frac{3}{4}$ full.

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Background Disclosures

*External applicants may be subject to criminal history review, driving history review, reference verification, and other background investigations consistent with district policy and applicable law.

1. Have you ever been disciplined, suspended, or terminated from a fire or EMS position?

☐ Yes ☐ No

2. Have you ever had a TCFP certification suspended or revoked?

☐ Yes ☐ No

3. Have you ever been determined by formal departmental review to be at fault in a preventable apparatus accident?

☐ Yes ☐ No

Please Note:

If you answer “Yes” to any of the above, please attach a written explanation. Disclosure of prior discipline, certification action, or related history does not automatically disqualify an applicant.

Each disclosure will be reviewed on a case-by-case basis in accordance with applicable law, department policy, and operational requirements.

Failure to disclose relevant information may result in disqualification or termination if discovered after appointment.

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Applicant Certification

I certify that all information provided in this promotional application is true, complete, and accurate. I authorize South Hays Fire Department / Hays County ESD #3 to verify employment, certifications, background history, and related records as part of this promotional process.

Hays County Emergency Services District No. 3 reserves the right to modify, suspend, or cancel the promotional process at any time based on operational needs, budget considerations, or other lawful factors.

Appointment is contingent upon meeting applicable medical and physical standards consistent with NFPA 1582 and the essential job functions of the Fire Engineer position

Application materials submitted as part of this promotional process are subject to applicable public information laws and records retention requirements.

Nothing in this application or promotional process shall be construed as a waiver of governmental immunity under Texas law.

Applicant Signature: _____ Date: _____

Fire Chief Review: _____ Date: _____

Panel Chair Review: _____ Date: _____

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CPAT

CANDIDATE PHYSICAL AGILITY TEST

PREPARE • TRAIN • PERFORM

STRENGTH.
ENDURANCE.
SKILL.
COMMITMENT.
SERVICE.

ARE YOU
READY?



BEFORE THE COURSE

The proctor will read the instructions to all candidates and walk through each station of the course.



TEST CONDITIONS

- Helmet, gloves, jacket, and SCBA pack will be worn for the full test.
- You will have a **10-minute time limit** to complete the course.



CRITICAL FAILURES

- You will receive **one warning** per critical failure.
- On the second infraction, you will discontinue that stage of the CPAT.
- You may continue for time, but will receive a **DNF** for your score.
- You will be removed if the proctor feels you are no longer fit to continue or have reached a point of no forward progress.



CANDIDATE ATTIRE

Athletic wear (shorts, sweats, or duty style uniform with athletic footwear)

1 STAIR CLIMB WITH BUNDLE



Ascend the training tower 3 times carrying the 3" hose bundle to the top. On the third ascent, place the hose bundle in the designated square at the top of the tower.

CRITICAL FAILURES

- Skipping stairs
- Touching any part of the stairs (not including the railings) with the hose bundle before reaching the top
- Placing the hose bundle outside the designated square

2 EQUIPMENT HOIST



Using a hand-over-hand method, hoist the hose roll to the top of the tower, bring it over the railing and place it in the designated square. Then descend the tower, pick up the hose bundle and carry it to the bottom, placing it in the designated area.

CRITICAL FAILURES

- Not maintaining control of the rope (allowing it to slip through your hands)
- Not placing the roll in the designated square
- Allowing the hose roll to fall from the tower in any way

3 CEILING BREACH



Using the designated weighted pike pole, tap the side of the building at a high and low spot, 15 times at each spot. Arms should be at full extension when tapping the high spot.

CRITICAL FAILURES

- Not reaching full extension on the high taps
- Sliding the pike pole against the building
- Losing control and dropping the pike pole

4 HOSE DRAG



Drag a 2 1/2" charged hose line 75 feet to the marked cone. Once the drag is complete, discharge water from the nozzle.

CRITICAL FAILURES

- Pulling the hose line by the bale of the nozzle
- Dropping the nozzle on the ground
- Inability to drag the hose line the designated distance

5 KEISER SLED



Candidate will straddle the apparatus and use the mallet to drive the Keiser sled from one side of the cradle to the other.

CRITICAL FAILURES

- Losing control of the mallet
- Dropping the mallet
- Helmet falling off
- Inability to drive the sled the full length of the cradle

6 EQUIPMENT CARRY



Grasp the tools by the top handle, walk 50 feet around the designated cone, and return the tools to their starting position. You must cross the starting line with both feet before this evolution is complete.

CRITICAL FAILURES

- Not following the designated course
- Knocking over the cone

7 VICTIM RESCUE



Drag the victim from the starting line 50 feet around the cone and back to the starting position. The victim must be dragged in a backwards fashion, and both of the victim's feet must cross the starting line before the evolution is complete.

CRITICAL FAILURES

- Not dragging the victim in a backwards fashion
- Not following the designated course
- Knocking over the cone
- Inability to drag the victim the designated distance

SAME TASKS. REAL SKILLS. A STRONGER YOU.