



Hays County Emergency Services District #3
SOUTH HAYS FIRE DEPARTMENT

3528 Hunter Road | San Marcos, TX 78666

We Are Growing, Join Our Team

Now Hiring: FIREFIGHTER

FULL-TIME POSITION, NON-EXEMPT

SHIFT SCHEDULE: 48 on / 96 off Schedule

The Firefighter position at South Hays Fire Department is an operational response position assigned to fire suppression, rescue, emergency medical response, training, station duties, and community service. Firefighters are expected to perform safely as part of a company, maintain required certifications, follow department policies and procedures, and represent the organization with professionalism.

Applicants must e-mail the following documents

- Completed South Hays Fire Department application: www.southhaysfire.com
- Letter of intent or cover letter
- Current resume with applicable employment history
- Copies of all mandatory TCFP certifications and any preferred certifications held

BENEFITS

- Firefighter Entry Level Pay: \$19.76 per hour / approximately \$59,000 base salary.
- Lateral firefighters with up to five (5) years of professional paid experience may be considered after certification and experience verification.
- Eligible for certification pay in accordance with district policy.
-

Application Deadline: 26 JULY 2026 – 1159p (Central Time Zone)

TURN IN ALL JOB REQUIREMENTS:

recruiting@southhaysfire.com



ELIGIBILITY AND MINIMUM TCFP REQUIREMENTS

Applicants must possess and maintain the following minimum mandatory requirements at the time of appointment unless the Fire Chief or designee provides written conditional approval before hire. This application intentionally limits minimum certification screening to the TCFP baseline for a firefighter position.

Mandatory TCFP minimum requirements

- TCFP Basic Structure Fire Suppression / Basic Structure Fire Protection Personnel certification, or current documented eligibility to obtain the certification prior to appointment.
- NIMS ICS 100, 200, 700, and 800.
- Texas DSHS EMT-Basic or higher / National Registry EMT or higher.
- Class A State of TX Driver's license.

Preferred requirements / knowledge only

The following items may strengthen an application or help identify training level. They are not listed as automatic minimum disqualifiers unless separately required by law, district policy, final job posting, or operational assignment.

- NWCG S-130 / S-190 Wildland Firefighter training.
- TCFP Driver/Operator-Pumper.
- Valid Texas driver's license; Texas Class B Exempt license preferred or ability to obtain if required.
- Prior paid, volunteer, military, or academy-level fire service experience.

TESTING PROCESS

- Application review and certification verification.
- Written exam pass/fail
- Structured interview
- CPAT agility course pass/fail
- Background check, driving record check, and reference verification.
- Fire Chief interview or final review, if selected as finalist.
- Pass both NFPA Fit-for-duty medical with cardio assessment-VO2 & psychological exams



DEPARTMENT OVERVIEW

South Hays Fire Department / Hays County ESD #3 proudly serves approximately 35,000 residents across a rural and urban-interface district in Hays County, Texas. The department operates as a combination organization with a strong focus on professional growth, training, community service, and operational readiness.

- Combination department with full-time, part-time, and volunteer staffing.
- Three-station response model with rural district operations surrounding the City of San Marcos.
- Strong mutual aid network and commitment to regional cooperation.
- Expectation of professional conduct, reliable attendance, and mission-focused service.

BENEFITS OVERVIEW

- 100% paid Employee health and dental insurance in accordance with district benefit plan.
- Family insurance assistance in accordance with district benefit plan.
- \$50,000 life insurance, short-term disability, and long-term disability options.
- PTO after probationary period in accordance with district policy.
- Paid holidays in accordance with district policy.
- TCDRS employer match in accordance with current district plan and vesting rules.
- Certification pay eligibility in accordance with district policy.
- Annual uniforms and required PPE in accordance with policy.

AUTOMATIC / POTENTIAL DISQUALIFIERS

- Felony conviction or disqualifying criminal history that prevents TCFP certification, appointment, or fire department employment.
- Class A or Class B misdemeanor conviction within the previous seven (7) years, subject to review under applicable law and district policy.
- False statement, omission, or failure to disclose material information during the application process.
- Suspended, revoked, or restricted certification that prevents lawful appointment to the position.



FIREFIGHTER APPLICATION



Equal Employment Opportunity Statement

South Hays Fire Department / Hays County Emergency Services District No. 3 is an Equal Opportunity Employer. Employment 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.

Reasonable accommodations will be considered consistent with applicable law and district policy. Applicants requiring accommodation during the application or assessment process should notify the Fire Chief or designated representative prior to the assessment process.



POSITION SUMMARY

The Firefighter position is responsible for emergency response, fire suppression, rescue, emergency medical care within credential level, hazardous condition mitigation, equipment readiness, station maintenance, training participation, and public service. Firefighters work under the direction of company officers and must perform safely as part of a team.

APPLICANT INFORMATION

Full Name	
Address	
City / State / ZIP	
Phone Number	
Email	
Date Available for Work	
Current Employer	
Texas Commission Fire Protection - FIDO #	

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

Yes No

Have you previously been employed by South Hays Fire Department / Hays County ESD #3?

Yes No

Do you have any immediate family relationship or supervisory relationship within Hays County ESD #3 that could create an actual or perceived conflict of interest?

Yes No

If yes to any conflict disclosure, attach a written explanation. External applicants must successfully complete background verification, driving record review, reference checks, and all required assessment components prior to appointment.



POSITION ACKNOWLEDGMENT

Please read and initial each box.

- I understand the Firefighter position is an emergency response position and requires reliable attendance, physical readiness, and compliance with department standards.
- I understand I must possess or obtain the mandatory TCFP minimum requirements before appointment unless a written conditional approval is issued by the Fire Chief or designee.
- I understand that continued employment requires maintaining active TCFP certification, required continuing education, and compliance with applicable Texas Commission on Fire Protection regulations.
- I understand that I may be assigned to fire suppression, EMS response within credential level, rescue, public service, station duties, training, and other lawful duties assigned by the department.
- I understand I am expected to follow lawful orders, maintain professional conduct, and comply with department SOPs, Lexipol policies, TCFP standards, and ESD #3 directives.
- I authorize South Hays Fire Department / Hays County ESD #3 to verify employment history, certifications, driving records, TCFP standing, disciplinary history, and related records necessary for this application process.
- I understand that participation in this application process does not create a contract of employment or guarantee of appointment.
- Any offer of employment is conditional pending successful completion of required background review, credential verification, medical evaluation, physical ability requirements, 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 Signature: _____ Date: _____



LICENSES & CERTIFICATIONS

Mandatory TCFP minimum requirements are listed first. Preferred items are included for knowledge and applicant profile only.

Certification / License	Issuing Agency	Cert #	Issue Date	Expiration	Current Y/N
TCFP Basic Structure Fire Suppression / Basic Structure Fire Protection Personnel	TCFP				
Medical Training for TCFP Eligibility: EMR / ECA / EMT / Paramedic	DSHS / NREMT / Other				
TCFP Continuing Education current, if already certified/employed	TCFP				
Texas DSHS EMT or higher (preferred)	DSHS				
NIMS ICS 100, 200, 700, 800 (preferred)	FEMA / EMI				
State of TX drivers license	Number/Expiration				



PREFERRED TRAINING, EXPERIENCE, AND EDUCATION

List any additional training or experience that may help the department understand your background. These items are for knowledge unless stated elsewhere as mandatory.

Course / Program / Experience	Issuing Agency or Employer	Cert # / Hours	Date	Current Y/N
NWCG S-130 / S-190 (preferred)	NWCG			
TCFP Driver/Operator-Pumper (preferred)	TCFP			
TCFP Intermediate / Advanced Structural Firefighter (preferred)	TCFP			
Texas Class B Exempt Driver License (preferred if required)	Texas DPS			

Formal Education

High School / GED	
College / Trade School	
Highest Level Completed	
Degree / Program	
Other Notes	



EMPLOYMENT HISTORY

Provide applicable employment history. Attach additional pages if needed.

Employer 1

Employer	
Address	
Supervisor Name & Title	
Phone	
Position Title	
Dates Employed	
Reason for Leaving	
May we contact?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments / Notes	

Employer 2

Employer	
Address	
Supervisor Name & Title	
Phone	
Position Title	
Dates Employed	
Reason for Leaving	
May we contact?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments / Notes	



EMPLOYMENT HISTORY CONTINUED

Employer 3

Employer	
Address	
Supervisor Name & Title	
Phone	
Position Title	
Dates Employed	
Reason for Leaving	
May we contact?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments / Notes	

Employer 4

Employer	
Address	
Supervisor Name & Title	
Phone	
Position Title	
Dates Employed	
Reason for Leaving	
May we contact?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comments / Notes	



FIREFIGHTER APPLICATION QUESTIONS

Typed responses are preferred. If printed, use the response boxes below or attach additional pages as needed.

1. Why are you applying for the Firefighter position with South Hays Fire Department, and what interests you about serving this community?

2. Describe your understanding of the firefighter's role in emergency response, public service, station life, and community trust.

3. Describe any fire academy, EMS, volunteer, paid fire service, public safety, or military experience that has helped prepare you for this position.

4. Describe your understanding of professional conduct, teamwork, accountability, and chain of command in the fire service.



FIREFIGHTER APPLICATION QUESTIONS CONTINUED

5. Describe a stressful, physically demanding, or high-pressure situation where you had to stay calm, follow direction, and complete the assigned task..

6. You are assigned as a firefighter on an engine company at a working residential structure fire. Under the direction of your officer, what safety priorities and firefighter duties would you focus on during the first 10 minutes?

7. Firefighting is physically demanding and requires members to maintain readiness for emergency response, training, equipment operations, and station duties. Describe how you currently maintain physical fitness and readiness, and how you would continue to meet department standards throughout employment.

8. Describe how you would approach probation, including learning South Hays Fire Department SOPs, apparatus, equipment, district geography, EMS expectations, and department culture.



BACKGROUND DISCLOSURES

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

Have you ever been disciplined, suspended, or terminated from a fire, EMS, law enforcement, military, or public safety position?

Yes No

Have you ever had a TCFP, EMS, or other public safety certification suspended, revoked, denied, restricted, or placed under investigation?

Yes No

Have you ever been determined by formal review to be at fault in a preventable vehicle or apparatus accident?

Yes No

Have you ever been convicted of a felony or Class A / Class B misdemeanor?

Yes No

Are you currently under any employment, criminal, licensing, or certification investigation that could affect your ability to serve as a firefighter?

Yes No

If you answer "Yes" to any item above, attach a written explanation. Disclosure 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.



APPLICANT CERTIFICATION

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

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

Appointment is contingent upon meeting applicable medical, physical, certification, and employment standards consistent with the essential job functions of the Firefighter position.

Application materials submitted as part of this process may be subject to applicable public information laws and records retention requirements. Nothing in this application or hiring process shall be construed as a waiver of governmental immunity under Texas law.

Applicant Signature: _____

Date: _____

Fire Chief / Designee Review: _____

Date: _____

Panel Chair / HR Review: _____

Date: _____

TCCFP minimum certification language should be reviewed against the current Texas Commission on Fire Protection rules before final publication.