



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

We Are Growing, Join Our Team

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 – www.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): \$67,773 base pay annual or \$22.66 per hour.**

****Lateral Pay up to 5 year's credit may be considered for Engineer or higher rank: up to: \$72,637 base pay.**

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

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

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

- Combination department with 22 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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