



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: LIEUTENANT**

**FULL TIME POSITION, NON-EXEMPT -FLSA 7(k)**

**SHIFT SCHEDULE: 48 on / 96 off Schedule**

The Lieutenant position is part of the department's continued organizational growth and operational expansion. This is a full-time, shift-based front-line leadership position. Lieutenants will serve as the company officer. Lieutenants are expected to lead the engine company on calls for service, establish and maintain incident command in accordance with department policy until relieved by a higher-ranking officer. Responsible for overseeing daily trainings, station task assignments, and other duties as assigned.

**Applicants must e-mail the following documents:**

1. Submit Job Application
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](mailto:recruiting@southhaysfire.com)**

**\*Starting Pay for Lieutenant/Step 1 (2026): \$76,245.00 base pay annual/ \$25.50 per hour**

**\*\*Lateral Pay up to 5 years' credit may be considered, up to: \$81,720 base pay.**

- Eligible for Certification pay
- Eligible for Captain Step-up pay (If fully certified)

**Eligibility:** Applicants *must* possess and maintain the following

- High School Diploma or GED
- Five (5) years full-time career structural fire experience
- 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
- TCFP Driver/Operator
- TCFP Fire Officer 1
- TCFP Fire Instructor 1
- NIMS ICS 100, 200, 700, 800
- NWCG S-130/ 190 Wildland Firefighter

**Preferred Certifications:**

- NIMS 300 and 400
- TCFP Intermediate Structural Firefighter
- TCFP Incident Safety Officer
- TCFP Hazmat Technician
- NWCG Red Card
- NWCG Engine Boss
- Swiftwater Rescue Technician II
- Swiftwater Rescue Boat Operator

**Testing Process:**

1. Written Examination
2. Written Assessment (Outbox)
3. Oral Interview & Panel
4. Background Investigation
5. Final Interview
6. Conditional Offer & Medical Evaluation
7. Fit-For-Duty:

Pass/Fail –Department Physical/Agility Assessment

Pass/Fail -Drug Test

Pass/Fail –Medical evaluation consistent with NFPA 1582 Standards

**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 stipend

**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
- We value leadership, accountability, teamwork, and professional development