



MONTGOMERY COUNTY EMERGENCY SERVICES DISTRICT

Physical: 9430 S.H. 242 East, Conroe, Texas
Mailing: P. O. Box 8009, Spring, Texas
Office (936) 321-0999 Fax: (936) 273-9414

Job Posting for Full Time Firefighter/EMT-B

Montgomery County Emergency Services District (ESD) No. 4 is currently seeking applicants for Full Time Firefighter/EMT-B. Montgomery County ESD No. 4 is a TCFP regulated department and is also known as Needham Fire Rescue Co. We are located approximately 30 miles north of the City of Houston. We currently operate 3 shifts on the 48/96 schedule and run out of 3 stations. We offer a starting probationary annual salary of \$36,000.00 which will be subject to an increase, after the probationary period (six (6) months), to \$38,000.00. Then at one (1) year of employment, you will be subject to another increase to \$42,000.000 annual salary per satisfactory performance appraisal. Pay scale is subject to increase after new budget beginning October 1, 2018.

Benefits

- TCDRS State retirement participant.
- Department paid employee health care through Blue Cross Blue Shield.
- Department paid employee vision and dental through Humana
- Department contributes half of dependents/family dental and vision insurance.
- Paid supplemental Insurance including cancer policy.
- Paid Training for TCFP classes and college degree programs.
- Paid uniform allowance.
- PTO (sick/vacation) up to 194 hours for your first year with increases per years of service.
- 7 Holidays a year, if worked, accrues 12 hours extra hours of PTO.
- Veterans training benefits during first year while on Phase Training.

Job requirements

- You must be at least 18 years old.
- Current certification as a TCFP basic structural firefighter at the time of your application.
- Be a TDHS Certified EMT-B or higher.
- Must pass a background check.
- Must pass a driving record check.
- Must pass a drug test.
- Must be able to obtain a Class B Texas Drivers License within 1 year.

Hiring Process

- Submit an application for employment by going to www.mcesd4.com and clicking on the application or pick up an application from Station 61 located at 9430 SH 242 East, Conroe, TX 77385. All applications must be filled out correctly and turned in to Station 61 by September 14, 2018. (Hand in or email applications to wdicker@needhamfirerescue.com)
- Submit a complete Resume to Station 61 at the same time you turn in your application. (Copies of all certifications must be turned in with your resume)
- Submit a letter of intent in a word document to the Deputy Chief at wdicker@needhamfirerescue.com . This intent letter should state that you want this position and it needs to state why you want to work for Montgomery County ESD No. 4 and why you should be selected. The intent letters are due by September 14, 2018.
- **Written examination will be given at Station 61 on September 21, 2018 at 0900 hrs.**
- **The Physical Agility Test (PAT) will be September 22, 2018 for all Qualified Applicants. The test will be at Station 61 at 0700 hrs.**
- **Interviews for qualified applicants will be September 28, 2018 at Station 61. Times will be issued after the PAT test.**



MONTGOMERY COUNTY ESD NO. 4 IS AN EQUAL OPPORTUNITY EMPLOYER; WE ADHERE TO A POLICY OF MAKING EMPLOYMENT DECISIONS WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY OR AGE. WE ASSURE YOU, THE APPLICANT, THAT YOUR OPPORTUNITY FOR EMPLOYMENT DEPENDS SOLELY ON YOUR QUALIFICATIONS.

The PAT Test will include the following:

- 1 Mile run (13 minutes and the applicant can't stop or walk)
- Complete an hose carry up the drill tower in while wearing an SCBA.

The following steps will have a maximum time of 8 mins and requires the applicant to wear a SCBA, Helmet, and Gloves

- Ladder Climb (24 ft. extension)
 - 2-Man Pike Pole
 - Hi-rise pack
 - Hose Hoist
 - Equipment Carry
 - Victim Drag
 - Hammer Sled
 - Charged 2 ½ Hose Drag
- Once all qualified applicants have completed the PAT testing the District will send out dates and times for a board interview.
- After all interviews have been completed an eligibility list will be made and conditional job offers will be given for open positions.

The hiring process is based on a point system to access final positioning on the eligibility list. The list will remain active for one year or as the Fire Chief designates.

If you have any questions regarding this posting please contact Deputy Chief William Dicker at Station 61 (936) 321-0999.



MONTGOMERY COUNTY EMERGENCY SERVICES DISTRICT NO. 4

Needham Fire Rescue, Co.

9430 State Highway 242 East, Conroe, Texas 77385
Mail: P.O. Box 8009 Spring, TX 77387
(936) 321-0999 FAX: (936) 273-9414



MEMBERSHIP APPLICATION

Position Applying for:

Select One: Non-Paid Member Part-Time Employee Full-Time Employee

Instructions: Each question should be fully and accurately answered. No action can be taken on this application until all questions have been answered. Attach a sheet of paper if you need to add more to this application. If NOT applying online, PLEASE PRINT, except for signature at end of application. All information you give on this application will be held in strict confidence.

PERSONAL DATA

Last Name _____ First Name _____ Middle Name _____

Present Street Address _____ City _____ State _____ Zip _____

Home Phone _____ Mobile Phone _____ Social Security Number _____

Are you at least 18 years old? Yes No Date of Birth _____ Place of Birth _____

Email (for application communications) _____

GENERAL INFORMATION

Driver's License Number _____ State _____ Class _____ Restrictions _____

EMS Certification? Level _____ TDH No. _____ Fire Certification? Level _____ TCFP No. _____

Have you ever been convicted of a felony or misdemeanor, excluding a minor traffic violation? Yes No

If yes, give brief explanation:

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Needham Fire Rescue, Co.

WORK HISTORY

List names of employers in consecutive order with present or last employer listed first. Account for all periods of time including military service and any periods of unemployment. If self-employed, give firm name and supply business references. If you worked in any position under another name, please give name(s). Please give month and year of beginning and ending employment.

From _____ To _____

Name of Employer _____

Employer Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

From _____ To _____

Name of Employer _____

Employer Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

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Needham Fire Rescue, Co.

WORK HISTORY (continued)

From _____ To _____

Name of Employer _____

Employer Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

From _____ To _____

Name of Employer _____

Employer Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

MONTGOMERY COUNTY EMERGENCY SERVICES DISTRICT NO. 4
Needham Fire Rescue, Co.

WORK HISTORY (continued)

From _____ To _____

Name of Employer _____

Employer Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

From _____ To _____

Name of Employer _____

Employer Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

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Are you now or do you expect to be engaged in any other business or employment. Yes _____ No _____

If yes, explain:

EDUCATION

Name of Current School: _____

Address of Current School: _____

High School and Location: _____

Did you graduate? Yes _____ No _____

Name of College or University: _____

Major: _____

Degree: _____

Name of College or University: _____

Major: _____

Degree: _____

Additional Education / Vocational / Technical Training Completed:

School: _____ Training: _____

School: _____ Training: _____

School: _____ Training: _____

School: _____ Training: _____

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SKILLS

Please indicate briefly any job-related skills or additional information you feel may be helpful to us in considering your application:

REFERENCES

Give three (3) references, not relatives or former employers.

Name	Address	Phone	Occupation
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

FIRE DEPARTMENT EXPERIENCE

From _____ To _____

Name of Fire Department _____

Fire Department Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

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FIRE DEPARTMENT EXPERIENCE (continued)

From _____ To _____

Name of Fire Department _____

Fire Department Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

From _____ To _____

Name of Fire Department _____

Fire Department Address, City, State, Zip _____

Name of Last Supervisor _____ Title _____

Telephone: _____

Reason for leaving:

Duties:

MONTGOMERY COUNTY EMERGENCY SERVICES DISTRICT NO. 4
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AUTHORIZATION FOR RELEASE OF PERSONAL INFORMATION

I, _____, do hereby authorize a review of and full disclosure of all records concerning me by and duly authorized agent of, Montgomery County Emergency Services District No. 4 and/or Needham Fire Rescue Co., whether the said records are public, private, or of confidential nature. The intent of this authorization is to give my consent for full and complete disclosure of the records of educational institutions, financial or credit institutions, medical and psychiatric institutions.

PHYSICAL LIMITATION

I, _____, understand that I am applying for the position of _____, and am aware of the physical limitations associated with the position. Should I not be able to perform such duties, listed below is an explanation as to such limitations:

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CRIMINAL HISTORY BACKGROUND

Montgomery County Emergency Services District No. 4 and/or Needham Fire Rescue Co. conducts *Criminal Background and Driving Record Checks* on all Public Safety Personnel. Please fill in the required information, answer the questions, and return this form to the Fire Department. This information is required for the Criminal History Investigation. This Fire Department is an equal opportunity employer.

Full Name: _____ Attach a copy of Driver's License

1. ____ Yes ____ No Have you ever been **arrested**?

If yes, explain:

2. ____ Yes ____ No Have you ever been convicted of a **Class A Misdemeanor, Felony** or **Sex Offense**, including **Indecent Exposure**?

3. ____ Yes ____ No Have you been convicted of a **Class B Misdemeanor** within the last **10 Years**?

4. ____ Yes ____ No Have you receive **three (3) Written Citations**, tickets, within the last physical year?

5. ____ Yes ____ No In the past three (3) years, have you had more than **three (3) traffic accidents**?

6. ____ Yes ____ No Has your Driver's License ever been **suspended or revoked**?

If yes, explain:

I understand that this information is provided only for the purpose of conducting a *Criminal Background & Driving Record Check* and I authorize Montgomery County Emergency Services District No. 4 and/or Needham Fire Rescue Co. to conduct the check on my behalf. I understand that falsifying information on this form or during any part of the application process may result in rejection of my application.

Applicant's Signature

Date

Witness Signature

Date

MONTGOMERY COUNTY EMERGENCY SERVICES DISTRICT NO. 4
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Montgomery County Emergency Services District No. 4 and/or Needham Fire Rescue Co. does not discriminate in hiring of terms or conditions of employment on the basis of race color, creed, religion, sex, national origin, age, or any other basis upon which discrimination is prohibited by the municipal, state, or federal law. As part of the employment process, a background (DL and criminal) check will be completed. It is understood and agreed to that an employee will be subject to immediate dismissal if it is subsequently discovered, at any time during employment, that the information contained herein is untrue or that any information has failed to have been disclosed. It is understood that if employed by Montgomery County Emergency Services District No. 4 and/or Needham Fire Rescue Co., such employment will occur at will and no contract of employment, expressed or implied, is created and that no representative of Montgomery County Emergency Services District No. 4 nor Needham Fire Rescue Co. has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

Further, by my signature below, I certify that all answers and statements on this application are true and complete to the best of my knowledge. I understand that should an investigation disclose untruthful or misleading answers, my application may be rejected. In addition, I authorize previous employers and references to release information as necessary to verify my qualifications and further give my permission for the agency or their agent(s) to conduct the required background checks including a police records check.

Further, Montgomery County Emergency Services District No. 4 and/or Needham Fire Rescue Co. may require a pre-employment physical with a physician retained by the agency. Such physical may include a drug-screening test. My signature below serves as authorization to the physician to release all information relative to the pre-employment physical and drug testing results. if such results indicate inability to perform the job applied for or drug use, I understand my application may be rejected or my employment with the agency terminated.

Signature: _____

Date: _____

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Please scan and attach, if necessary as a separate document:

Current Driver's License
Social Security Card
Fire School Certificates

