



WATAUGA FIRE DEPARTMENT APPLICANT REQUIREMENTS

ELIGIBILITY REQUIREMENTS

An applicant may not take an entrance examination for a beginning position in the fire department unless the person is at least eighteen (18) years of age, but have not attained forty (40) years of age or older.

The applicant must possess a high school diploma/Graduate Equivalency Diploma (GED), must be able to speak, read and write the English language, and meet at least one (1) of the following qualifications:

1. Possess a current Texas Paramedic License/Certificate issued by the Texas Department of State Health Services and a Basic Structural Firefighter Certificate issued by the Texas Commission on Fire Protection (PREFERENCE MAY BE GIVEN TO CANDIDATES WHO ALREADY POSSESS THESE CERTIFICATIONS); or
2. Possess a current Texas Paramedic License/Certificate issued by the Texas Department of State Health Services.

Applicants who are hired as Paramedics will be required to successfully complete a Structural Firefighter Certification Program approved by the Texas Commission on Fire Protection within one (1) year of employment at the City's expense. An extension may be granted by the City Manager, if warranted, due to class availability.

HIRING PROCESS

All individuals seeking employment as a Firefighter will undergo the following:

- Open, competitive and free Civil Service written examination, which will test general knowledge and aptitude.
- Physical Ability Test
- Background Investigation
- Oral Interview Board
- Polygraph Examination
- Psychological Examination
- Medical Examination and Drug Screen

WRITTEN EXAMINATION

Applicants will have 2 hours to complete the written examination. It will consist of 100 multiple-choice questions. All applicants will receive an identical examination.

PHYSICAL ABILITY EXAMINATION

The physical ability test is designed to simulate the activities typically performed on the fire ground. The overall test is designed to test the candidate's ability to perform the essential functions of a firefighter. All applicants will be required to wear the following firefighting gear: helmet, turnout coat, gloves and SCBA. Long pants of the candidate's choice (bunkers, jeans, sweats, etc.) and closed toe shoes (boots, tennis shoes, etc.) will be required. Helmet, coat, and gloves will be provided, if needed. This is a Pass/Fail Event. The maximum time allowed is 6:00 minutes.

Event 1 *Supply Line Pull*

- Applicant walking forward in a continuous motion will advance a 5" supply line a distance of 100 feet and gently set the coupling on the ground

Event 2 *Charged Hose Advance and Flowing Line advance*

- Applicant will advance a charged 1.75" attack line 50 feet
- At the 50 foot mark candidate will open the nozzle fully and advance the flowing line a distance of 25 feet and shut the line down
- Applicant will then advance the charged line an additional 25 feet, open the nozzle fully and flow water for a period of one [1] minute
- At the end of the one-minute flow, the candidate will shut the nozzle down and pull the charged line back 50 feet.
- Note: When applicant is advancing the line he/she may place the nozzle on the ground and drag additional line. At no time should the nozzle be dropped.

Event 3 *Hose Loading/ Stacking*

- Applicant shall pick up five sections of rolled 1.75-inch hose one at a time and stack it on the tailgate of a truck.
- Applicant shall then in the same manner return them to their original position on the ground.

Event 4 *Chopping/Forcible Entry*

- Using the provided 9-pound dead blow hammer, strike the beam on a Kaiser Sled and move it down the rail approximately 5 feet.

Event 5 *Ladder Carry*

- Applicant shall remove a 14-foot roof ladder from a parked fire apparatus and carry the ladder around a marker 25 feet from the start, turn around and return the ladder to its original position on the fire apparatus.
- At no time may the ladder touch the ground

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Event 6 Body Carry

- Applicant shall move a stokes basket with an approximately 185 pound manikin from the start point, around a cone 25 feet away, and back to the start point.

Total Time will end when the last portion of the basket crosses the finish line. No running will be allowed during any portion of the events, a brisk walk is the maximum allowed speed to complete the series of events.

ELIGIBILITY LIST

The names of those candidates who pass the exam will appear on the Eligibility Roster, which will remain in effect for 12 months from the date of the exam unless exhausted sooner. Applicants are ranked by the total score of the written exam plus applicable military points.

Pursuant to Local Government Code Chapter 143 Municipal Civil Service for Firefighters and Police Officers, Section 143.025(j), "each applicant who is either a natural-born or adopted child of a fire fighter who previously suffered a line-of-duty death while covered by this chapter shall be ranked at the top of any eligibility list in which said applicant receives a minimum passing grade on that respective eligibility exam. The deceased fire fighter's applicant child must otherwise satisfy all of the requirements for eligibility for a beginning position in a fire department contained in this chapter."

MILITARY EXPERIENCE

Applicants must score 70 or better on written test. Five (5) points are added to passing score for military experience with honorable discharge. DD214 must be provided by the exam date.

PERSONAL HISTORY STATEMENTS

All applicants must complete a City of Watauga Fire Department Personal History Statement, which will be used in conducting a thorough background check.

CRIMINAL HISTORY

1. The applicant must not have been convicted or have ever been placed on court-ordered community supervision, probation, or deferred adjudication for any criminal offense of the grade of a Class B misdemeanor within the last 10 years from the date of the court order.
2. The applicant must not have been convicted of, or have pending charges or have ever been placed on court-ordered community supervision, probation, or deferred adjudication for any criminal offense above the grade of a Class B misdemeanor; or an offense involving theft, sex crimes, possession of drugs; or under indictment for any of the same; or having executed a confession admitting to any of the same. (Additional limitations are placed on firefighters as established by the appropriate licensing agency.)

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3. The applicant must not have any current pending criminal charges, or civil litigation actions or have any active warrants.
4. The applicant must not have been convicted of the offense of driving while intoxicated or driving under the influence of drugs or reckless driving conviction in the preceding ten (10) years from the date of the Civil Service examination.
5. The applicant must never have been convicted of any felony grade offense. The applicant must never have been convicted of an offense under Texas Government Code, Chapter 419, as now or hereafter amended.
6. The applicant must never have been convicted of offenses under Texas Insurance code of 1951, Chapter 5.43-1, 5.43-2, and 5.43-3, as now or hereafter amended.
7. The applicant must not have been convicted of any class "C" misdemeanor for family assault within the three (3) years prior to the date of the entrance examination, or convicted of any other family violence offense at any time.
8. The applicant must not have ever been convicted of failure to stop and render aid, within the past three (3) years from the date of the entrance examination.
9. The applicant must not have ever been convicted of leaving the scene of an accident, within the past three (3) years from the date of the entrance examination.
10. The applicant must not have ever been convicted of driving with license suspended, within the past three (3) years from the date of the entrance examination.
11. The applicant must not have had their driver's license suspended within the past (3) years from the date of the entrance examination.
12. The applicant must not have been convicted of or admitted to:
 - a. the possession, use, manufacture, or delivery of any Penalty Group 1, 2, 3 or anabolic steroids after February 27,1991;
 - b. possession or use of marijuana within the last four (4) years;
 - c. abuse of inhalants within the last five (5) years;
 - d. any use, possession, or distribution of any prescription drug in a manner not specifically ordered by a licensed physician; this requirement will be analyzed on a case by case basis;
 - e. selling any illegal or prescription drug for profit during their lifetime.
(Penalty Groups are defined by the Chapter 481 Texas Controlled Substance Act.)
13. A violation of the law of another state, federal law, the laws of a foreign country, or the Uniform Code of Military Justice for or based on the violation of an offense containing elements that are substantially similar to the elements of an offense listed in Paragraph 1 through Paragraph 12 above shall be treated the same as comparable violations in Texas.

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DRIVING RECORD

1. The applicant must possess a valid driver's license;
2. The applicant must not:
 - a. have more than three convictions, pleas of guilty, or pleas of nolo contendere for hazardous moving violations in the last two years; or
 - b. have more than five convictions, pleas of guilty, or pleas of nolo contendere for hazardous moving violations in the last five years;
 - c. have pending or unresolved traffic citations from any agency or jurisdiction whose conviction would create a minimum standard violation;
 - d. have more than two at-fault vehicle accidents in the last two years; and
 - e. have any license suspensions in the last two years.

OTHER STANDARDS

1. The applicant will submit to a search of local, state and national records and fingerprint files, if a search of such files discloses any identity falsification or criminal record that disallows the candidate from employment.
2. An applicant must meet all the requirements for certification as a structural Firefighter as specified by the Commission on Fire Protection Personnel Standards and Education.
3. An applicant must meet all the requirements for certification as a Paramedic as specified by the Texas Department of Health.
4. An applicant must be able to obtain any license or permit required for the position sought, for any reason. (i.e. The applicant must possess a valid driver's license with an acceptable driving record and must not be prohibited by State or Federal law from operating a motor vehicle.)
5. Applicant must not have intentionally or knowingly falsified any information or presented the application with any significant omissions of information in the application form.
6. Applicants must complete and return their Personal History Statement by the due date established by Civil Service Director. Applicants will be disqualified for failure to fill in all blanks, failure to provide notary seals as required, failure to attach requested documents or failure to cooperate fully with and keep scheduled appointments unless prior arrangements have been made. Applicants shall not contact Fire Department Administrators, Background Investigators, or Human Resource Personnel to inquire about the status of their application. Applicants may contact the Human Resource Department if they have specific questions regarding the application process.
7. Applicant must not have a history of unstable work, i.e., including short terms of employment over his/her employment history; difficulty receiving orders or working with coworkers, etc. Due to the variables involved, each situation shall be considered on a case-by-case basis. Rejection under

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this provision shall be temporary in nature and an applicant shall be eligible for reapplication after a five (5) year period.

8. Applicant must not have been dismissed or resigned in lieu of dismissal from any employment for inefficiency, delinquency, or misconduct. Said dismissal or termination shall be considered on a case-by-case basis. Rejection under this provision shall be considered permanent.
9. Applicant must not have demonstrated a failure to pay just debts. Due to the variables involved, each situation shall be considered on a case-by-case basis. Factors which shall be considered include, but are not limited to: type and number of debts, reasons for the bad credit, extenuating circumstances, and the potential for the credit-related problems impacting the applicant's judgment and integrity. Resolution of bad credit may result in re-qualification.
10. Applicants must not have been disciplined by the Texas Department of State Health Services within the past two (2) years for:
 - a. engaging in any activity that betrays the public trust and confidence in EMS; or
 - b. delaying proper patient care and jeopardizing the health or safety of a person.

MILITARY HISTORY

The applicant must not have been discharged from any military service under less than honorable conditions including, but not limited to:

1. other than honorable conditions;
2. bad conduct;
3. dishonesty; or
4. any other characterization of service indicating bad moral character.

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