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## ABOUT THE BRYAN FIRE DEPARTMENT

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The Bryan Fire Department serves the City of Bryan, Texas. Bryan is a city noted for its warmth and hospitality. It covers an area of 43.5 square miles and has a population of over 90,000. Situated in the center of the "Texas Triangle" formed by Houston, Dallas/Fort Worth and San Antonio, over 80% of the state's population is within a three-hour drive from Bryan. Bryan and its sister city, College Station, are also privileged to be the home of the Texas A&M University and the George Bush Presidential Library. The Bryan Fire Department has an operational budget of approximately \$22 million with 175 full-time employees operating out of five fire stations. The department provides fire protection and emergency medical services to the City of Bryan, as well as EMS to the northern half of Brazos County.

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## STARTING PAY

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- Firefighter Cadets make \$21.20 per hour during the recruit academy.
- Fully certified Firefighter/EMT Cadets make \$28.25 per hour during initial training.
- Starting Firefighter (base pay plus minimum FLSA overtime) salary is: \$62,400

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## BENEFITS

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- Shift schedule – Work 10 days per month, based on a 24 on/48 off shift schedule
- Longevity Pay – \$4.00/month for each year of service; maximum of \$1200/year
- Assignment Pay – Earn 20% of base pay per shift for an ambulance assignment.
- Certification Pay – Up to \$400/month, depending on certification(s)
- Sick Leave – 15 days (7 ½ 24-hour shifts) per year; unlimited accumulation
- Vacation – 15 days/year
- Holidays – 10 paid and 2 additional floating holidays/year
- Retirement plan with the Texas Municipal Retirement System. Employee contributes 7%, city matches 2:1. Retirement with 20 years of service any age, or at age 60 with 5 years of service.
- Group health insurance with deductible, flexible spending accounts, and Section 125 options
- Annual physical and cancer screening
- Life insurance, long-term disability and workers' compensation. Optional life insurance and deferred plans are also available.
- All uniforms and equipment provided
- College tuition exemption, per Texas Education Code, Section 54.014
- Annual physical and cancer screening
- Established mental health/peer support program
- Opportunity to attend training schools
- Employee Assistance Program

## MINIMUM REQUIREMENTS

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- United States citizen by birth or naturalization.
- Between the ages of 18 and 40 at the date of hire.
- Possess a High School Diploma or GED.
- Be able to read and write the English language.
- Be able to meet the physical standards for the position.
- If applicable, military service with honorable discharge as stipulated on DD-214 Form.
- Applicant must not have engaged in, received deferred adjudication, or pre-trial diversion for, or been convicted of: conduct that constitutes a Felony or Class A misdemeanor conviction under state or federal law, to include the Uniform Code of Military Justice (UCMJ); or received deferred adjudication or pre-trial diversion for, or been convicted of a Class B misdemeanor within the last 10 years.
- Possess a valid Texas driver's license at the date of hire and meet the City's evaluation criteria for the driver's license record; must be able to obtain a Texas Class B Driver's License within timeframe set by department.
- Good moral character, stable employment history, and no history of any conduct which may affect suitability for firefighter/paramedic work.
- Certification is not required at time of hire. Once hired, certification must be obtained within time frame set by the department.
- At time of hire, candidate shall sign a Repayment Agreement with the City to reimburse for tuition paid to attend Fire and EMT courses in the event the candidate voluntarily separates employment within four (4) years.

## APPLICATION PROCESS

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The application process to become a Bryan Firefighter involves several steps.

### 1. Written civil service exam

Successful applicants must score a 70 or higher on this exam to pass to the next step. Candidates that pass the written exam with a 70% or higher are placed on a hiring eligibility list. Successful candidates are ranked on the eligibility list in order of their final score on the written examination. Additional points are added to a passing score for applicants who meet the following criteria:

- Active military or honorably discharged veterans: Additional 5 points added to a passing score
- Texas certified Firefighter/Paramedic: Additional 5 points added to a passing score
- Texas Department of State Health Services certified Paramedic: Additional 3 points added to a passing score.

If applicants successfully complete all the remaining steps in the process, they will remain on the eligibility list for one (1) year from the date of the exam. Applicants will need to re-apply if the list expires.

### 2. Physical Fitness Assessment

All candidates must pass a physical fitness assessment that includes the following.

The candidate will have 12 minutes to run/walk one (1) mile. You can run, walk, or do a combination of each. However, you cannot stop forward movement. This task will be separate from all other tasks. Should you pass this assessment, you will report to the Bryan Fire Department drill field for the remaining tasks.

All exercises in the Fitness Assessment (listed below) are simulations of the actual tasks performed by Bryan Firefighters in the discharge of their duties. All tasks are to be performed with gloves, helmet, and air pack (except for the ladder climb). Tasks 1 – 8 will be performed continuously with no breaks between tasks. If the candidate initially fails a task, the candidate will complete the assessment and immediately retest the task failed without a break between the initial attempt and the retest attempt.

The candidate must pass tasks 1 – 8 and will only be allowed one re-test per task. If the candidate fails three tasks in any order on the initial test, the candidate will fail the overall test.

**TASK 1** Carry a 50 ft. rolled section of double-jacketed 3 inch hose from the base of the training tower up to the fourth floor and back down to the base.

**TASK 2** Using hand-over-hand technique, raise the fly of a 35 foot extension ladder to the maximum height.

**TASK 3** Pick up the nozzle end of a 1 ¾ inch hose and drag the hose 75 ft. to a pre-positioned drum. Make a 90° turn and continue an additional 25 ft. Place nozzle in box, kneel on one knee, and pull remaining 75 ft. across finish line.

**TASK 4** Standing at the fourth story of the training tower, pull a 35 pound equipment bag that is attached to a 1/2 inch rope to the top of the railing. You must use a hand-under-hand method. The rope cannot touch the railing. Once you start, you cannot stop upward movement of the equipment bag.

**TASK 5** Walk 25 yards, pick up a 165 pound rescue mannequin, and carry it back to your starting point without stopping. Buttocks must not touch the ground while carrying the mannequin.

**TASK 6** Using an 8 pound sledgehammer, move the Keiser slide to the opposite end in 22 hits or less.

**TASK 7** Pick up a positive pressure fan and walk 25 yards without setting it down.

### **3. Personal History Statement (PHS) & Background Check**

Applicants will be required to complete a Personal History Statement (PHS) Form. Applicants with Class B misdemeanor convictions (including deferred adjudication, pre-trial diversion, probation) in the past 10 years, or Class A misdemeanor or felony convictions at any time, are ineligible for hire.

### **4. Interview Panel**

Candidates will participate in an individual interview with a panel of various Bryan Fire Department personnel and a representative from the City of Bryan Human Resources Department.

### **5. Conditional Job Offer**

Conditional, pending a medical and drug screening.

### **6. New Hire Medical Exam and Drug Screen**

Basic medical exam and drug screening to assess if you are medically fit for duty.

Applicants must successfully complete the above criteria before a final job offer is made. Failure to meet the minimum requirements, false statements made in any material fact, any information intentionally withheld or omitted, or any deception or attempt of deception or fraud at any point during the employment process by the applicant shall result in immediate disqualification. Applicants may be disqualified at any phase of the process.

## LIMITATIONS ON SELECTION

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### ILLICIT SUBSTANCE USE

- Applicant must not have consumed marijuana or any substance under Texas Health and Safety Code Penalty Group 2-A (i.e. K2, "Spice", synthetic cannabinoids) within the last three (3) years.
- Applicant must not have engaged in unlawful consumption of paints, gases, or other abusable chemicals.
- Applicant must not have engaged in unlawful consumption of any Texas Health and Safety Code Penalty Groups 1 (i.e. opiates, heroin, cocaine, methamphetamine), 1-A (i.e. LSD, isomers), and 2 (i.e. Ecstasy, hashish) drugs.
- Applicant must not have engaged in unlawful consumption of any Texas Health and Safety Code Penalty Groups 3 (i.e. barbiturates) or 4 (i.e. Tylenol 3, prescription drug without prescription) drugs within the last ten (10) years.

### PROFESSIONAL APPEARANCE

#### **Tattoos/Brands/Body Art**

- The Fire Chief has the final authority on the appropriateness of any tattoo, brand, or body art.
- Tattoos/brands/body art that are discriminatory on the basis of race, color, national origin or ancestry, religion or creed, age, sex, or disability are strictly prohibited.
- Tattoos/brands/body art that are obscene, offensive, sexually suggestive, or profane are prohibited from being displayed on any part of the body.
- Tattoos/brands/body art deemed offensive, inappropriate, or unprofessional by the Fire Chief must be covered by department approved attire.
- Employees that have a tattoo/brand/body art on the face, head, hands, or neck must obtain the approval of the Fire Chief before date of hire.

#### **Dental Appliances and Contact Lenses**

- Elaborate, decorative or non-functional dental appliances, special effect contact lenses, or contact lenses of a color unnatural to the human eye are prohibited. If an applicant is hired, he/she will not be permitted to wear or use while on duty or otherwise representing the department.

#### **Body Modification**

- Body modifications such as: tongue-splitting, trans-dermal implantation of an object (unless medically necessary), abnormal shaping of the ears, eyes, nose, or abnormal filing of the teeth visible in an authorized uniform or attire are prohibited.

#### **Tunnels (large diameter ear piercing)**

- Tunnels (large diameter ear piercing) larger than ½" in diameter are prohibited. Tunnels that exceed ½" must be repaired/corrected prior to applicant's final offer of employment.