



# Notice of Civil Service Examination

*City of Denton*

Fire Fighter

JCN: IA0009



## **Registration Deadline: January 5, 2018**

The City of Denton will conduct a Civil Service examination in accordance to the specifications of Chapter 143 of the Texas Local Government Code, City of Denton local rules, and meet and confer agreement in order to establish an eligibility list for the position of Fire Recruit. The eligibility period begins on the test date and remains in effect for one year, or until the list has been exhausted.

**Date:** Saturday, January 13, 2018

**Time:** Begins at 11:00 a.m. **NO ADMITTANCE TO THE TEST SITE AFTER 11:00 A.M.**

**Location:** Denton Public Safety Training Center, 719 E. Hickory Street, Denton, TX 76205

**Salary:** \$5,054.57/monthly or \$60,654.88/annually excluding FLSA overtime (see attached pay scale)

**Incentive:** Firefighters are eligible to receive incentive pay for education, TCFP certifications, and/or EMS certification (see attached list)

### **Minimum Qualifications:**

#### **Training and Experience**

- Must possess a high school diploma or GED
- Must comply with all applicable state civil service requirements and regulations
- Must hold a basic structural fire protection personnel certification from the Texas Commission on Fire Protection (TCFP) and an EMT-P Paramedic certification from the Texas Department of State Health Services (TDSHS) on the date that the conditional letter of employment is issued.

#### **Skills and Abilities**

- Must have sufficient muscular strength and coordination to respond effectively to departmental training programs
- Must possess the ability to maintain harmonious relationships with other employees and the public
- Must communicate clearly and accurately

#### **Conditions of Employment**

- Must be no younger than 18 years of age
- Must not have reached 36<sup>th</sup> birthday on the date the exam is administered
- Must be able to read, write, and speak English
- Must have no felony convictions or numerous misdemeanor convictions of such a number that would indicate a habitual law violator
- Must possess a valid Class B Texas driver's license within one year of employment
- Must pass a medical examination indicating fitness for duty
- Must have normal color vision and vision in both eyes must be correctable to 20/20
- Must pass a criminal history background check and drug screen prior to employment
- Must pass a polygraph examination
- Must pass a physical ability and psychological test

## How to Register

Applicants must register/apply online at [www.dentonjobs.com](http://www.dentonjobs.com). **Only applicants who have completed the registration/application online before the deadline are eligible to take the exam.** Registered applicants will receive an email confirmation.

## Test Information

1. Applicants **must** present valid picture identification (driver's license, ID card, etc.) to be admitted into the test room.
2. Personal items (hats, purses, briefcases, watches, calculators, cell phones, pagers, food, drinks, etc.) will not be allowed in the testing room.
3. Applicants who score a passing grade on the exam will receive five bonus points by presenting at the test site a copy of their DD-214 showing at least 180 days of active duty and an honorable discharge.
4. Upon request, accommodations will be provided to applicants in accordance with the Americans with Disabilities Act (ADA). If you need special arrangements please submit the following information to the Civil Service Director (located at 601 E. Hickory, Suite A, Denton, TX 76205) by the registration deadline:
  - A current letter from a licensed physician, optometrist, social worker, or psychologist (including title, address, and telephone number on professional letterhead)
  - A description of the functional limitation as it applies to taking a standardized multiple-choice examination
  - Specific accommodations needed for testing
5. Applicants scoring 70 or above will be included on the official commission list, subject to tiebreakers. The tiebreaker information may be viewed on our website under the folder, "Local Rules and Regulations."

**Those scoring 70 or above will move on the personal history statement (PHS) step of the hiring process. Applicants must bring the completed PHS to the test site on January 13, 2018. The PHS can be accessed [here](#) or go to <https://www.cityofdenton.com/CoD/media/City-of-Denton/Government/Fire/Personal-History-Statement-2018.pdf>. **Failure to bring a completed PHS to the test site will result in disqualification from the process.****

**Copies of the applicant's birth certificate, high school diploma, college transcripts, and all current certifications must be returned with the packet. Originals are not required.**

## Study Guide

Applicants may order the **CEB Candidate Orientation Guide** through the test developer for a fee by clicking the following link: <http://www.fpsi.com/fire-orientation-guide-download-disclaimer>. The **CEB Candidate Orientation Guide** *can be downloaded on the page following the instruction and disclaimer page that applicants must read and agree to. This will ensure the orientation guide is downloaded successfully.* Once the guide is in the FPSI shopping cart, applicants will be given the option to pay with a PayPal account or as a PayPal guest with credit card. The link will be located on the Order Received-Checkout Page that appears on the FPSI website as soon as payment is submitted and applicants are redirected from PayPal back to FPSI. Applicants must pay close attention to ALL instructions on both FPSI and PayPal's websites in order to download any guide properly.

For questions, contact Megan Schuth at (940) 349-8848 or [firerecruiter@cityofdenton.com](mailto:firerecruiter@cityofdenton.com).

EOE/ADA/ADEA

**Approved Date: September 27, 2017**

**Posted Date: September 28, 2017**



**City of Denton  
Civil Service Fire Pay Plan  
FY 2016-2017**

Effective March 25, 2017

Position ID	Title		Step A*	Step B* 2 Years	Step C* 3 Years	Step D* 4 Years	Step E* 5 Years	Step F* 7 Years
IA0010	Fire Fighter	Annual	\$60,654.88	\$64,390.56	\$68,126.24	\$71,859.84	\$75,595.52	\$79,333.28
		Monthly	\$5,054.57	\$5,365.88	\$5,677.19	\$5,988.32	\$6,299.63	\$6,611.11
		Shift Hourly ^	\$19.861	\$21.084	\$22.307	\$23.530	\$24.753	\$25.977
		40-Hr Hourly	\$29.161	\$30.957	\$32.753	\$34.548	\$36.344	\$38.141

Position ID	Title		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IB0010	Fire Driver	Annual	\$83,491.20	\$85,221.76	\$86,954.40
		Monthly	\$6,957.60	\$7,101.81	\$7,246.20
		Shift Hourly ^	\$27.338	\$27.905	\$28.472
		40-Hour Hourly	\$40.140	\$40.972	\$41.805
IC0010	Fire Captain	Annual	\$102,593.92	\$105,185.60	\$107,779.36
		Monthly	\$8,549.49	\$8,765.47	\$8,981.61
		Shift Hourly ^	\$33.593	\$34.442	\$35.291
		40-Hour Hourly	\$49.324	\$50.570	\$51.817
ID0010	Fire Battalion Chief	Annual	\$116,700.48	\$120,404.96	\$124,105.28
		Monthly	\$9,725.04	\$10,033.75	\$10,342.11
		Shift Hourly ^	\$38.212	\$39.425	\$40.637
		40-Hour Hourly	\$56.106	\$57.887	\$59.666

Position ID	Title		Step A*	Step B* 2 Years	Step C* 3 Years	Step D* 4 Years	Step E* 5 Years	Step F* 7 Years
IG0025	Fire Inspector Specialist I	Annual	\$60,654.88	\$64,390.56	\$68,126.24	\$71,859.84	\$75,595.52	\$79,333.28
		Monthly	\$5,054.57	\$5,365.88	\$5,677.19	\$5,988.32	\$6,299.63	\$6,611.11
		40-Hour Hourly	\$29.161	\$30.957	\$32.753	\$34.548	\$36.344	\$38.141

Position ID	Title		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IG0026	Fire Inspector Specialist II	Annual	\$83,491.20	\$85,221.76	\$86,954.40
		Monthly	\$6,957.60	\$7,101.81	\$7,246.20
		40-Hour Hourly	\$40.140	\$40.972	\$41.805
IG0045	Fire Protection Specialist	Annual	\$102,593.92	\$105,185.60	\$107,779.36
IG0071	Fire Community Services Officer	Monthly	\$8,549.49	\$8,765.47	\$8,981.61
		40-Hour Hourly	\$49.324	\$50.570	\$51.817
IG0050	Emergency Management Program Mngr	Annual	\$116,700.48	\$120,404.96	\$124,105.28
IG0065	Deputy Fire Marshal	Monthly	\$9,725.04	\$10,033.75	\$10,342.11
		40-Hour Hourly	\$56.106	\$57.887	\$59.666

The Fire Marshal and Assistant Fire Chief are appointed by the Fire Chief, as such salary will be determined by the Chief.

Position ID	Title		Minimum	P25	P50	Maximum
IG0080	Fire Marshal	Annual	\$127,524.80	\$131,705.60	\$135,886.40	\$144,248.00
IG0090	Assistant Fire Chief	Monthly	\$10,627.07	\$10,975.47	\$11,323.87	\$12,020.67
		Hourly	\$61.310	\$63.320	\$65.330	\$69.350

\* Step increases are based on anniversary date.

\*\* Time in Rank.

^ Shift Rate Calculation: (a\*d) + (b\*c\*d\*e) = annualized rate

a = 2928 annual hours worked including FLSA overtime hours (120 actual hours worked \* 18 pay cycles + 96 actual hours worked \* 8 pay cycles). The City adopted a 14 day work period. Per FLSA, the maximum hours worked before overtime is 106.

b = Number of pay cycles overtime is worked (18)

c = Number of overtime hours per 120 hour pay cycle (14)

d = hourly rate

e = overtime rate (1/2)



**City of Denton  
Civil Service Fire  
Assignment, Cellular, Certification and Education Pay  
FY 2017-2018**

Effective October 1, 2017

<b>Assignment</b>	<b>Annualized Rate</b>	<b>Monthly</b>	<b>Pay Period</b>
Community Service Officer	\$6,000.00	\$500.00	\$230.769
Emergency Management Program Manager	\$7,200.00	\$600.00	\$276.923
Emergency Medical Services Chief	\$7,200.00	\$600.00	\$276.923
Field Training Officer	\$900.00	\$75.00	\$34.615
Fire Inspector Specialist I	\$3,600.00	\$300.00	\$138.462
Fire Inspector Specialist II	\$4,800.00	\$400.00	\$184.615
Fire Prevention Deputy Fire Marshal	\$7,200.00	\$600.00	\$276.923
Fire Prevention Fire Marshal	\$7,200.00	\$600.00	\$276.923
Fire Protection Specialist	\$6,000.00	\$500.00	\$230.769
Logistics/Maintenance Captain	\$6,000.00	\$500.00	\$230.769
Operations Division - Assistant Fire Chief	\$7,200.00	\$600.00	\$276.923
Safety and Wellness Chief	\$7,200.00	\$600.00	\$276.923
Training Captain	\$6,000.00	\$500.00	\$230.769
Training Chief	\$7,200.00	\$600.00	\$276.923

<b>Cellular Phone</b>	<b>Annualized Rate</b>	<b>Monthly</b>	<b>Pay Period</b>
Depends on assignment and whether the employee chooses an allowance			

<b>Specialty Certification</b>	<b>Annualized Rate</b>	<b>Monthly</b>	<b>Pay Period</b>
Aircraft Rescue Firefighting (ARFF)	\$600.00	\$50.00	\$23.077
Bomb Technician	\$600.00	\$50.00	\$23.077
HAZMAT Team	\$600.00	\$50.00	\$23.077

<b>Fire &amp; EMS Certification<sup>1</sup></b>	<b>Annualized Rate</b>	<b>Monthly</b>	<b>Pay Period</b>
Intermediate - Fire	\$1080.00	\$90.00	\$41.538
Advanced - Fire	\$1800.00	\$150.00	\$69.231
Master - Fire	\$2520.00	\$210.00	\$96.923
Paramedic <sup>2</sup>	\$1200.00	\$100.00	\$46.154

<b>Education</b>	<b>Annualized Rate</b>	<b>Monthly</b>	<b>Pay Period</b>
30 hours toward degree	\$720.00	\$60.00	\$27.692
Associates Degree	\$1,080.00	\$90.00	\$41.538
Bachelor's Degree	\$1,800.00	\$150.00	\$69.231
Master's Degree	\$2,520.00	\$210.00	\$96.923

<sup>1</sup> Fire & EMS Certification and education pays are not cumulative. Employee will receive the higher of the amounts.

<sup>2</sup> Fire's Paramedic pay is cumulative with one fire certification or education level. Other certifications are not cumulative.