

Montgomery County ESD 1

Notice of Certified Firefighter Exam

www.mcesd1.org

Montgomery County ESD 1 is located in and provides emergency services to the northern portion of Montgomery County, Texas. Montgomery County ESD 1 currently consists of 140+ employees and staffs seven stations with 37 firefighters per shift. Montgomery County ESD 1 averages over 10,000 emergency calls per year in a 200 square mile district with approximately 120,000+ civilians.

Montgomery County ESD 1 is looking for qualified, self-motivated individuals to join and help grow our team. We have a long-standing tradition of excellent service and dedication to the residents of Montgomery County. If you are interested in becoming a part of our team, we invite you to submit your Letter of Interest (last page in this document) to test.

Minimum Qualifications

- Applicant must be a minimum of 18 years old and have a high school diploma or GED.
- Applicant must complete a Montgomery County ESD 1 employment application after completion of written and physical ability test.
- Applicant must be **certified** for Basic Structure Fire Protection by the Texas Commission on Fire Protection before the Fire Chief makes a conditional job offer.
- Applicant must have a current **EMT-Basic certification** through the Texas Department of State Health Service before the Fire Chief makes a conditional job offer.
- Applicant must have a current Texas Driver's License and be able to obtain a Class B Exempt license within 60 days of employment.
- Applicant must be able to pass a department written test over the ***Fundamentals of Fire Fighter Skills and Hazardous Materials Response by IAFC Fourth Edition (ISBN: 9781284151336)*** and a Department physical ability test.
- If applicable, DD-214 must be provided to verify honorable or general under honorable discharge from armed services.
- Applicant must successfully pass an oral interview, physical exam, drug screening, extensive background, and driving record check.

Salary Structure

- \$64,994.50 minimum/FF1
- \$96,775 minimum/FF1 (Including Benefits)
- \$71,021 maximum/FF4
- \$109,820 maximum/FF4 (Including Benefits)
- **Opportunity of lateral placement depending on years of experience and certifications.**

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Incentive Pay

- Water Team
- FEMA Dive Team
- FEMA Structural Collapse Team
- Longevity pay structure

Benefits:

- Montgomery County ESD 1 provides:
 - Medical Insurance
 - Employee paid at 100% and a portion of dependent coverage up to 90%
 - Dental Insurance
 - Employee paid at 100% and a portion of dependent coverage up to 90%
 - Vision Insurance
 - Employee paid at 100% and a portion of dependent coverage up to 90%
 - Employer paid basic Life Insurance and AD&D of \$100,000.00
 - Additional Life and AD&D available up to 5 times annual salary
 - Spouse and Dependents Life Insurance available
 - Accidental Death & Dismemberment Policy – Provident
 - Accident and Health Policy – Provident
- Montgomery County ESD 1 employees receive:
 - Holiday Leave
 - 192 hours holiday leave per year
 - Vacation
 - 72 hours vacation after first year
 - 144 hours vacation after fourth year
 - 192 hours vacation after sixth year
 - 240 hours vacation after tenth year
 - Sick Leave
 - 72 hours sick leave per year
 - TCDRS Retirement
 - Employer matching 250%
 - Employee contribution 7%
 - 457B Retirement
 - Employee contribution - max set annually by the IRS

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Hiring Process:

1. A signed letter of intent must be turned in by Thursday June 4, 2026.
2. The letter of intent to test shall include the applicant's full name, address, phone number and current email. An incomplete letter will disqualify an applicant.
 - a. Emailed Letter of intent shall be sent to hr@mcesd1.org
 - b. Mail letter of intent to:
 - i. Montgomery County ESD 1
310 N. Danville Street, Suite A
Willis, TX 77378
 - c. Deliver in person to:
 - i. Montgomery County ESD 1
310 N. Danville Street, Suite A
Willis, TX 77378
3. Written & Physical Ability Test:
 - a. **70% Score required to pass**
 - b. **Testing Material – *Fundamentals of Fire Fighter Skills and Hazardous Materials Response by IAFC Fourth Edition (ISBN: 9781284151336)***
 - c. **Bring copy of TCFP Fire, TDSHS EMS Certification, Valid Driver's License and clothing for physical ability test.**
4. Application Packet - Will be given after physical ability test on June 6th.
5. Completed Application Packet due to HR on Thursday, June 11th
6. Background investigation
7. Panel Interview – Date TBD
8. Hiring list is created after the written test, physical ability test and interviews
9. Fire Chief review process
10. Fire Chief's conditional job offer
11. Physical exam and drug test
12. Fire Chief's final job offer with tentative start date of July 20th, 2026

Montgomery County ESD 1

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Physical Ability Test:

Applicants should bring suitable clothes to change into before the physical ability test (Shorts, T- Shirt, and athletic shoes).

Test #1

Timed: 6 Minutes or Less

- The applicant shall complete a ½ mile distance within the allotted time.
- Passing applicants shall proceed to Test #2.
- Points will be awarded as follows:
 - 6:00 to 5:31 = 4 points
 - 5:30 to 5:01 = 7 points
 - 5:00 to 4:31 = 10 points
 - 4:30 to 4:01 = 13 points
 - 4:00 to 3:31 = 16 points
 - 3:30 to 3:01 = 19 points
 - 3:00 to 2:31 = 22 points
 - 2:30 or less = 25 points

Test #2

Timed: 7 Minutes or Less

Members will don the training air pack for the duration of the assessment. Time starts when applicant announces to instructor, he/she is ready, and the instructor says go.

- Forcible Entry: Using a 9-pound shot mallet and the “Keiser Force Machine” the applicant must strike and drive the block weight 5 feet.
- Stair Climb: The applicant will pick up a 50’ section of 3” hose and carry it while performing a five (5) story stair climb at the ESD 1 Training Facility.
- Stair Descent: The applicant will carry the same 50’ section of 3” hose down the five (5) stories of the training tower and place it in the same designated location.
- Dummy Drag: The applicant will move the MCESD 1 training dummy from a designated starting point to a designated stopping point. (50 feet)
- Hose Drag Simulation: The applicant will advance the force machine 150’ using the provided rope. The force machine will be set to the maximum resistance.

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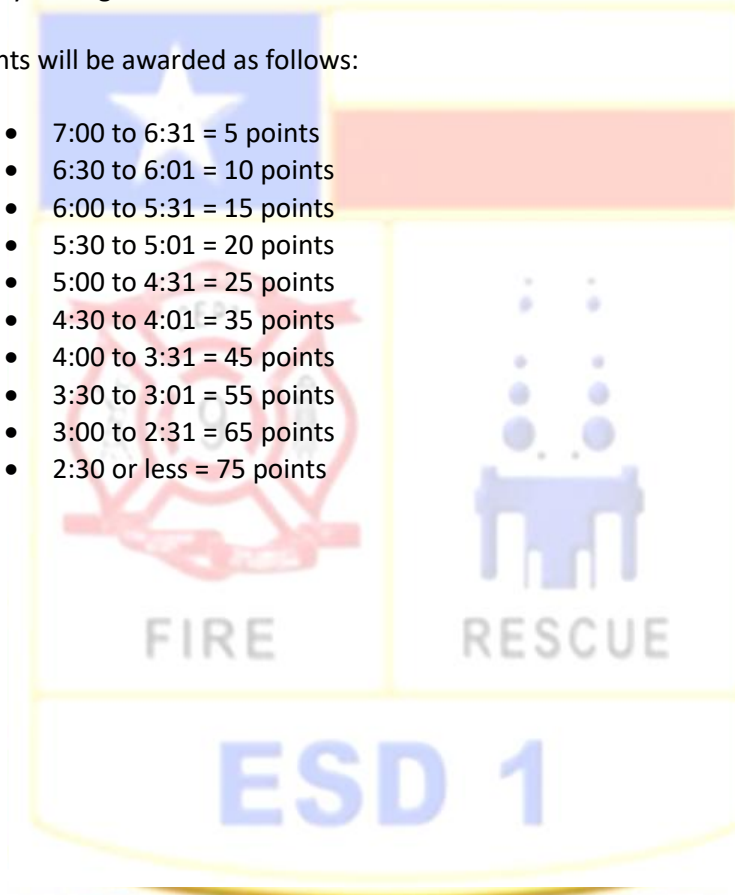
Notice of Certified Firefighter Exam

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- **Hose Carry:** The applicant will pick up two sections of 3-inch hose (straight rolled) and walk a distance of 100 feet, weaving in and out of road cones and place the hose back at starting point. (50 feet)
- **Hose Hoist:** The applicant will grasp a rope located on the ground next to the training tower. The rope runs through a pulley system mounted at the top of the tower, with a section of 3" hose attached to the opposite end. Members will hoist the hose to the top using a hand-over-hand method, then lower it in a controlled manner, ensuring the rope does not slide freely through their hands.

- Points will be awarded as follows:

- 7:00 to 6:31 = 5 points
- 6:30 to 6:01 = 10 points
- 6:00 to 5:31 = 15 points
- 5:30 to 5:01 = 20 points
- 5:00 to 4:31 = 25 points
- 4:30 to 4:01 = 35 points
- 4:00 to 3:31 = 45 points
- 3:30 to 3:01 = 55 points
- 3:00 to 2:31 = 65 points
- 2:30 or less = 75 points



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Letter of Intent to Test for Certified Firefighter Position

****PLEASE NOTE THIS IS NOT FOR OUR IN-HOUSE FIRE ACADEMY****

This is a letter of intent to attend the Montgomery County ESD 1 certified firefighter exam on **Saturday, June 6th at 8:00 AM.** No late entries will be accepted.

I understand I need to bring a Texas Valid Driver's License and must be **TCFP and EMT certified**. I must also bring a copy of my TCFP Fire Certification and TDSHS EMT Certification to be turned in before the written test. I also understand that if I have not yet obtained my TCFP Fire Certification or TDSHS EMT Certification, I must have both certifications prior to the Fire Chief's conditional job offer.

I understand that both the **written and physical ability test** will take place on Saturday, June 6th, 2026, at the Montgomery County ESD 1 Training Facility located at: **11111 Calvary Road, Willis, TX 77318**

The physical ability test will take place on the same day after passing the written test.

Print Name: _____ Date: _____

Address: _____

E-Mail: _____

Phone Number: _____

I acknowledge that I am TCFP and EMT Certified.

Signature: _____

Please email this completed form to hr@mcesd1.org by Thursday, June 6th at 5 PM.

Any questions, contact Human Resources via email or at 936-856-5111.