

CERTIFIED FIREFIGHTERS / EMT-B  
ANNUAL SALARY

\$64,994.50-\$71,021.25

based on years of experience and certifications

**Lateral Transfers Available Up to FF4**

**\$96,775-\$109,820** (Including Benefits)

**INCENTIVE PAY:**

- Water Team
- FEMA Dive Team
- FEMA Structural Collapse Team
- Longevity Pay



THE DESIRE TO SERVE  
THE COURAGE TO ACT

THE ABILITY TO PERFORM



# MCESD 1

Montgomery County ESD 1

## Contact Us:

310 N. Danville, Suite A

Willis TX 77375

936-856-5111

936-856-8427 – Fax

Email: [hr@mcesd1.org](mailto:hr@mcesd1.org)

[www.mcesd1.org](http://www.mcesd1.org)

Follow Us On Social Media:

 [@mcesd1.org](https://www.facebook.com/mcesd1.org)

 [@north\\_montgomerycounty\\_fire](https://www.instagram.com/north_montgomerycounty_fire)

# Minimum Qualifications

- 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 be a minimum of 18 years old and have a high school diploma or GED.
- 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 Fire Knowledge – *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 and drug screening, background and driving record check.

# How to Apply:

The letter of intent to test form can be found on our website in the message center [www.mcesd1.org](http://www.mcesd1.org).

**A signed letter of intent must be turned in by 5PM on Thursday, June 04, 2026.**

- Email Letter of Intent to Test to: [HR@mcesd1.org](mailto:HR@mcesd1.org)
- Letter of intent can be mailed or delivered in person to:  
**Montgomery County ESD 1**  
**310 N. Danville Street, Suite A**  
**Willis, TX 77378**

# Shift Schedule:

## 48/96 Rotation

JUNE						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

# Written Test:

**Saturday, June 06<sup>th</sup> @ 08:00 AM**

- You must pass the written exam with a 70% or above
- Testing material – *Fundamentals of Fire Fighter Skills and Hazardous Materials Response by IAFC Fourth Edition* (ISBN: 9781284151336)
- You must provide us with a valid driver's license
- TCFP Fire & TDSHS EMS Certification if available at the time of test.

# Physical Ability Test:

**Immediately Following Written**  
**Specific details of each test are included on our website, in the Message Center, with the Letter of Intent to Test.**

It is recommended you wear appropriate work out attire for the physical ability test.

- Complete a 1/2 mile distance within the allotted time.
- **Remainder of the test will be performed while wearing an air pack.**
- Forcible Entry: Drive a Keiser Force Machine using a 9lb shot mallet. Must strike and drive the block weight 5 feet.
- Stair Climb & Stair Descent: (5) story stair climb & descent while carrying a 50' section of 3" hose.
- Dummy Drag: Move the Dummy from a from a designated starting / stopping point (50 feet).
- Hose Drag Simulation, hose carry, and 3-inch hose hoist.

**Application Packet will be provided to you after the physical ability test.**

### Oral Interview process

- Hiring list is created after oral interview
- Thorough background investigation

### Fire Chief review Process

- Fire Chief's conditional job offer
- Physical exam and drug test
- Fire Chief's final job offer with start date

# Benefits

- **Medical, Dental and Vision** – Employee paid at 100% and a large portion of dependent coverage up to 95%.
- **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**
- **Accident and Health Policy**
- **TCDRS Retirement at 20 Years**
  - Employer matching 250%
  - Employee contribution 7%
- **457B Retirement** ▪ Employee contribution



- All Hazard and Wildland Deployment Opportunities with Texas Intrastate Fire Mutual Aid System

- Specialized training opportunities, which include but are not limited to structural collapse, wildland firefighting, swift water rescue, and rescue diver operation.



- Various Advancement Opportunities



## Join Our Growing Team

Montgomery County ESD 1 is looking for qualified, self-motivated individuals to join our growing team as we open additional stations and transition to 4-man staffing. We have a long-standing tradition of excellent service and dedication to the residents of North Montgomery County.

If you are interested in becoming a part of our team, we invite you to submit your letter of intent.

## About Us:

Montgomery County ESD 1 is located in the northeastern portion of Montgomery County, Texas. MCESD 1 currently consist 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 120,000+ civilians. Our community is rapidly growing, which will require more stations and more manpower.

### Holiday Leave

- 192 hours leave per year

### Vacation

- 72 hours after first year
- 144 hours after fourth year
- 192 hours after sixth year
- 240 hours after tenth year

### Sick Leave

- 72 hours leave per year