

Montgomery County
ESD 1

Class 004

In-House Fire / EMT
Academy
April 2026



*Welcome...Meet some of our
administration team:*



*Fire Chief
Jason
Oliphant*



*Assistant
Chief
Kirk Bailey*



*Deputy Chief
of Training
Mike
Romagus*



*Deputy Chief
of Emergency
Preparedness
Michael Olson*



*Deputy Chief
of Logistics
Eric Rodriguez*



*HR / Office
Administrator
Crystal LaCaze*



**Just a few of the members that keep
our organization strong and running!**



Who are we?

- Emergency Services District – ESD is a local government agency created by a vote of the public to provide fire protection and/or emergency medical services in specific areas. We are funded through property and sales tax collections.
- Montgomery County ESD 1 responds to over 10,000 emergency calls per year in a 200 square mile district with an estimated 220,000 civilians.
- Our community is rapidly growing.
- Currently when fully staffed we consist of 129 employees that staff six stations with 37 firefighters per shift.



- 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



What are we doing this for?



Benefits:

- Medical, Dental and Vision – Employee paid at 100% and a large 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 up to \$500,000.
- Spouse and Dependents Life Insurance available.
- Accident Health Policy
- TCDRS Retirement at 20yrs
Employer matching 250%
Employee contribution at 7%
- 457 Retirement
Employee contribution



Holiday Leave

- 192 hours leave per year (credited after 6 months of service & successful completion of 2 phase tests)

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 (credited after 6 months of service & successful completion of 2 phase tests)

The Big Question...

WHAT WILL I GET PAID?

While in the Academy:

Single person: Net \$1,300.00 Biweekly

Married(filing jointly): Net \$1,371.00 Biweekly

Married: Net \$1,187.00 Biweekly (after 60 days with family insurance)

After 6 months:

Single person: Net between \$1737-\$2263.00 Biweekly

Married(filing jointly): Net between \$1812-2351.00 Biweekly

Married: Net \$1,628- \$2171.00 Biweekly (with family insurance)

****These figures are ONLY approximate figures and can change based on Employee's W-4 Withholding selections, Medical and Life selections etc.**



Is this for me?

- The Good...
 - Helping/Serving Others
 - Becoming part of our family
 - Great benefits
 - Work 9 to 10 Days per month
- The Bad...
 - 6 Months of Paid Schooling
 - Stressful
 - Constant Training
 - Daily Duties
 - 24 Hour Shifts
 - 48 Hours Away from your family at a time.
 - Physically & Mentally Demanding
- The Ugly...
 - Dangerous
 - Trauma & Death
 - Family Time



THE
GOOD
THE
BAD
& THE
UGLY

ACADEMY SELECTION/HIRING PROCESS...

- ✓ Step 1: Submit Letter of Interest
- ✓ Step 2: Attend Mandatory Information Session



Congratulations!

➤ Step 3: Aptitude Test – Saturday, November 22nd at North Montgomery County Community Center

- Numerical/Logical Sequence
- Reading
- Grammar
- Math
- Spelling
- Vocabulary
- **ONE HOUR 100 QUESTION TEST**



Study Guide can be found on our website
www.mcesd1.org:

Under the Resources tab by clicking on
Fire/EMT Academy

Must pass aptitude test to move on to the next step



➤ Step 4: Physical Ability Test

- 1st Attempt - Saturday, December 6th
- 2nd Attempt – Saturday December 13th
- Walk through after meeting
- Two chances to pass and move on to the next step.

**DO YOU HAVE
WHAT IT TAKES?**



- **Step 5:** Top applicants will receive Application via email after passing physical ability
- **Step 6:** Submit Application & Background Check
- **Step 7:** Panel Interview & Possible Fire Chief Interview
- **Step 8:** Conditional Academy Job Offer from Fire Chief
 - pending medical physical and drug screening



Criminal History Disqualifications

What would prevent me from being eligible for my Texas EMS Certification?

<https://www.dshs.state.tx.us/emst/raumasytems/qicriminal.shtm#1>

Access this link on our website under the resources tab.

Paperwork that must be turned in along with your Application:

- Vaccination Records
 - Required Vaccines:
 - MMR, TD, Varicella, TB, Hep B, Influenza
 - Not required, but strongly recommend: Hep A, Meningitis

➤ Step 9:

- New Hire Paperwork
 - 2 Year Contractual Period
 - Responsible for reimbursing ESD Cost of the Academy
 - Approx. \$4,200
- Gear and Uniform Fitting



THE BEST THING AN OLD FIREMAN CAN DO



**IS TEACH A YOUNG FIREMAN HOW TO BECOME AN
OLD FIREMAN**

Grading criteria for the selection process will be weighted as follows:

Aptitude Test: 40%

Physical Ability Test: 20%

Panel Interview: 40%



What to expect in the next 6 months?

- **EMT Start Date** – Late March/Early April
- **Fire Start Date** – Beginning of June
- **Final 2 Months** – ESD 1 Phase Training / Orientation



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Oct 27	28	29	30	31	Nov 1	2
		<ul style="list-style-type: none"> Ch. 22 Toxicology Ch. 23 Behavioral Health Emergencies 	<ul style="list-style-type: none"> Ch. 24 Gynecologic Emergencies Ch. 34 Obstetrics & Neonatal Care RC Heath Instructor 	<ul style="list-style-type: none"> Medical Exam Review Medical Skills RC Heath Instructor 	<ul style="list-style-type: none"> Ch. 25 Trauma Overview Ch. 26 Bleeding MCHD Medical Exam 1 Nielsen 	<ul style="list-style-type: none"> Clinicals
3	4	5	6	7	8	9
<ul style="list-style-type: none"> Clinicals 	<ul style="list-style-type: none"> Ch. 27 Soft-Tissue Injuries Ch. 28 Face & Neck Injuries Clinicals 	<ul style="list-style-type: none"> Ch. 29 Head & Spine Injuries Ch. 30 Chest Injuries Clinicals James Briggs 	<ul style="list-style-type: none"> Ch. 31 Abd. & Genitourinary Injuries Ch. 32 Orthopedic Injuries RC Heath Instructor 	<ul style="list-style-type: none"> RC Health Instructor Trauma Review Trauma Skills 	<ul style="list-style-type: none"> Ch. 33 Environmental Emergencies Ch. 35 Pediatric Emergencies Clinicals Fischer MCHD Trauma Exam 	<ul style="list-style-type: none"> Clinicals
10	11	12	13	14	15	16
<ul style="list-style-type: none"> Clinicals 	<ul style="list-style-type: none"> Ch. 38 Transport Operations Ch. 39 Vehicle Extrication & Special R... Crumpton Jurisprudence Exam Trauma Exam Trauma Skills 	<ul style="list-style-type: none"> Ch. 36 Geriatric Emergencies Ch. 37 Pts with Special Challenges Psychomotor Skills 8:00am Krusleski 	<ul style="list-style-type: none"> Psychomotor Skills RC Heath Instructor Special Populations & EMS OPS Exam 	<ul style="list-style-type: none"> Psychomotor Testing (Spring Office) 	<ul style="list-style-type: none"> Amaya Ch. 40 Incident Management Ch. 41 Terrorism Response & Disaster ... MCHD Medical Exam 2 MCI Exercise Swanson Off 	<ul style="list-style-type: none"> Clinicals
17	18	19	20	21	22	23
<ul style="list-style-type: none"> Clinicals 	<ul style="list-style-type: none"> Amaya MCHD Final Nielsen Oral Board Day 1 5:30am Fit Testing 	<ul style="list-style-type: none"> JBL Final Exam National Registry Prep Oral Boards Day 2 	<ul style="list-style-type: none"> National Registry Testing Oral Boards Re-Test 	<ul style="list-style-type: none"> National Registry Testing Pre-Coarse Work TCFP 	<ul style="list-style-type: none"> National Registry Testing Pre-Coarse Work TCFP 	
	25	26	27	28	29	30
	<ul style="list-style-type: none"> Ch. 1 The Fire Service Mask Fit Testing Orientation 	<ul style="list-style-type: none"> Ch. 2 FF Health & Safety Ch. 20 FF Rehabilitaion 	<ul style="list-style-type: none"> 3 Instructors Ch. 3 PPE 	<ul style="list-style-type: none"> Thanksgiving 	<ul style="list-style-type: none"> 1 Instructor Ch. 22 Establishing & Transferring Command Ch. 4 Fire Service Communications Swanson Off 	



What if I already have
one or the other?

TCFP Certification or EMT License



Three firefighters in full gear, including helmets and jackets with reflective stripes, stand in front of a large American flag. The firefighter on the left has a helmet with the number '9'. The firefighter in the middle has a helmet with the number '9' and 'ESD 11'. The firefighter on the right has a helmet with the number '9'. The text 'Physical Ability Walk-Thru' is overlaid in the center of the image.

Physical Ability Walk-Thru

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: 6 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.
- 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.
- 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:
 - 6:00 to 5:30 = 10 points
 - 5:30 to 5:00 = 20 points
 - 5:00 to 4:30 = 30 points
 - 4:30 to 4:00 = 40 points
 - 4:00 to 3:30 = 50 points
 - 3:30 to 3:00 = 60 points
 - 3:00 to 2:30 = 70 points
 - 2:30 or less = 75 points



A photograph of three firefighters in full protective gear, including helmets and jackets with reflective stripes, standing in front of a large American flag. The image is semi-transparent and serves as a background for the text.

QUESTIONS?

All updates and communication during this process will come from HR via email. To make sure you don't miss anything, please verify that hr@mcesd1.org is not blocked or going to your junk folder.