# **Driver Operator Application**



# Dear Applicant,

Thank you for your interest in employment with Bexar County ESD # 10. Bexar County ESD 10. covers three (3) areas of un-incorporated Bexar County. We are located on the east side of Bexar County with station 1 covering between IH-10 East, Loop 1604 bordering up to Bexar County ESD #12 and China Grove Fire Departments and station 2 covering between Gibbs Sprawl Rd, Walzem, Miller, Crestway and San Antonio & Windcrest City Limits and station 3 & 4 covering the Southeast portion of Bexar County including the City of Elmendorf. We currently operate out of four fire stations, E. Houston Street, S. Foster Road and Gibbs Sprawl Rd and in the City of Elmendorf. We will have a uniformed staff of 37 paid firefighters, 14 paid officers, 6 volunteer officers and about 20 volunteer firefighters. We run approximately 4900 calls annually. You have chosen a career that is full of a wide variety of call types. Full-time pays \$16.25 per hour. We also offer incentive pay for Advanced EMT of \$.75 per hour above base and Paramedic of \$1.50 per hour above base for both full and part time TCFP firefighter rates. Full-time staff receive 100% paid medical, dental and vision plans and the District will pay 100% dependent coverage. Full-time staff receive 144 hours of paid time off and time and a half for 11 core holidays. All paid employees are also required to participate in a retirement program which is currently set at 5% of your pay with a 1.5 to 1 match (effective January 1, 2022 retirement will change to 7% with a 2.5 to 1 match).

We have prepared the following information to assist you in the application process to answer any questions you may have. Continuation in this process is contingent upon successful completion of all required information, documents and testing. It is your responsibility to provide copies and other documents requested, incomplete applications are subject to rejection. This application packet should contain a job application, a waiver form, release form, copies of your driver's license and current certifications. Completed applications must be returned to the Bexar County ESD #10 office addressed to:

Robert Hogan Attn Fire Chief 6658 E. Houston Street San Antonio, TX 78220

The application deadline is 11/26, 2021 by 5 pm. Applicants who meet the required qualifications set forth will be contacted via email or phone that is listed in the application packet for scheduled test. Applicants who move on to the panel interview portion will be scheduled for an interview as positions become available.

Thank you and we look forward to meeting you,

Robert Hogan, Fire Chief

# PRE-REQUISITES

The Bexar County ESD # 10 establishes the prerequisites for the position of Driver Operator..

Copies of documents and completed forms along with the completed application must be provided for all the items listed below before you enter the application process.

- High School Diploma or GED You must provide a copy of either a high school diploma or General Equivalency Diploma.
- TCFP Firefighter Certification and or any other related TCFP certifications- TCFP certifications must not be expired and applicants must be in good standings with TCFP.
- Texas Department of State Health Services EMS certification- minimum EMT-B or higher. TDSHS certification must not be expired
- TXDPS Driver's license- minimum of class C license required. Class B license are preferred.
  TX issued DL must not be expired. Applicants who do not hold a Texas DL shall submit their currently issued DL from the registered State.
- **Waiver and Release** It is very important that you read this form and write the statement indicated legibly in the space provided then sign. This form must be completed in order to participate in the physical assessment test.
- Application: Completely fill out the application. Do not leave any blanks. Use full names, addresses, zip codes and telephone numbers. An incomplete application may slow down or terminate the application process.

Attach all copies of specified documents to the application and bring the completed packet to the Human Resources Office. If all required copies of documents are not attached, the application will not be processed.

Copies: You are responsible for your own copies. Staff cannot make copies for you. If you cannot obtain and/or complete these items, your application will be removed from the process, and you will not be considered for employment as a Firefighter at this time.

# **TESTING**

There are three phases of testing: Physical Assessment, Written Exam and Panel Interview. You will not be scheduled for any of these tests unless the prerequisites have been completed. There will be no make-up tests.

# 1) Written & Skills Test

The Bexar County ESD # 10 chief and/or an assistant chief will administer the written & skills test. This test will last approximately one (1) hour depending on the number of applicants. If there are any changes, you will be notified. You will be called and notified if you are scheduled for a panel interview.

# 2) Physical Assessment

Bexar County ESD # 10 administers the physical assessment for all external applicants. The physical assessment will take approximately one (1) hour depending on the number of applicants. In case of inclement weather, contact the Fire Chief Robert Hogan.

### BEXAR COUNTY ESD #10 PHYSICAL ASSESSMENT

**ALL EVENTS MUST BE COMPLETED.** A score will be determined by the overall time of completion and events completed.

Once you have started the assessment exercises, all events must be completed in a continuous motion. ANY STOPS except in the designated rest areas will result in a disqualification.

Step 1-25 push-ups

Step 2- 1/2-mile run

Step 3- Don SCBA air pack (excluding face piece) firefighter helmet and work gloves.

**Step 4-** Pull 100 feet of 3 inch hose from cone to cone.

**Step 5-** Drag 160 pound dummy 100 feet from cone to cone.

**Step 6-** Single man carry of a 14 foot roof ladder 100 feet from cone to cone.

**Step 7-** 5 inch 100 foot section shall be deployed 100 feet from cone to cone.

# 3) Panel Interview

Bexar County ESD # 10 chief and/or an assistant chief or designee will coordinate this interview. A three to five member panel will conduct the interview. Questions will pertain to technical knowledge, attitude, general appearance and relevance of past training and work experience. You will be called and scheduled for the interview.

# **ELIGIBILITY LIST**

An eligibility list will be established as soon as all testing has been completed. Ranking will be according to a cumulative score (of the written and physical test) from high to low. This list will be used to fill all vacancies until the next testing cycle.

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### GENERAL INFORMATION

- 1) Work as a Firefighter/FAO is shift work.
- 2) Work as a Firefighter/FAO involves continual study and training.
- 3) Overtime is paid at the rate of 1 1/2 times the regular hourly rate if 106 hours is exceeded in a pay period.
- 4) A new FAO is considered a probationary FAO and on probation for the first 6 months of employment. Failure to not complete the entire process may result in being moved to a firefighter position.
- 5) The employee must have the ability to drive/operate vehicles;
- 6) operate a computer; read and small print on documents and maps;
- 7) detect subtle shades of color;
- 8) hear and speak well enough to communicate over the telephone, radio, in person up to 50' in distance and over equipment noise;
- 9) must be physically fit enough to carry fire equipment as needed, walk over rough terrain, climb hills, open and close gates;
- 10) load and unload vehicles;
- 11) work outdoors for long periods of time in all types of weather conditions;
- 12)safely wear and work in a SCBA without medical or physical restrictions.

# **REASONS FOR REJECTION**

The following are some areas or activities that may cause an application to be denied.

- 1) The applicant is physically or mentally unfit to perform the duties of a Firefighter.
- 2) The applicant has a recent history of excessive use of alcohol, or use of narcotics or other drugs that may affect job performance.
- 3) The applicant has a history of convictions that relates to fitness to perform the required duties of a Firefighter, or a record of conviction for any crime involving moral turpitude.
- 4) The applicant has a record of unsatisfactory employment.
- 5) The applicant has made false statements of any material fact or has practiced or attempted to practice deception or fraud in the application.
- 6) The applicant has used political pressure or bribery to secure an advantage in employment.
- 7) The applicant advocates or knowingly belongs to any organization, which advocates the overthrow of the U.S. Government by force or violence.
- 8) The applicant fails to meet minimum expectations set forth by the department.

# **Bexar County ESD # 10 is an Equal Opportunity Employee**



# Bexar County ESD #10

Job Title:	Fire Apparatus Operator	Job Category:	Suppression	
Department/Group:	Bexar County ESD # 10	Job Code/	FAO	
Location:	6658 E. Houston Street San Antonio Tx 78220	Travel Required:	Occasional	
Level/Salary Range:	\$16.25 plus incentive medica certification pay	Position Type:	full-time	
Contact:	Robert Hogan	Date posted:	11/15/2021	
Will Train Applicant(s		Posting Expires:	11/26/2021	
•	Advanced EMT \$0.75 above bhourly.	ase hourly, Paran	nedic \$1.50 above base	
FAX OR E-MAIL:	1	MAIL:		
(210) 661-3144 or		Robert Hogan		
rhogan@bcesd10.org	66		# 10 reet 220	
Job Description				

## **DEFINITION**

Under the supervision of the Fire Captain or Lieutenant, performs all the duties of a firefighter, is responsible for the safe and efficient operation/maintenance of department vehicles, apparatus and equipment and performs other duties as required.

# SUPERVISION RECEIVED AND EXERCISED

- Receives general direction from Officers of the Department and/or the Officer in Charge
- May exercise supervision of personnel assigned to the unit
- May act as the Officer in Charge in the absence of an Officer as designated

# **ESSENTIAL FUNTIONS** – Essential responsibilities and duties may include, but are not limited to:

- Fulfills all responsibilities of the Firefighter and Fire Apparatus Operator during fire attack
- May assume the responsibilities of the fire officer when assigned
- Operates and drives vehicles, apparatus, and equipment in a safe and professional manner
- Performs apparatus/equipment checks and preventative maintenance per Department guidelines
- Ensures all apparatus and equipment are in good working order
- Determines and responds in the most expedient route to the emergency scene
- Sets a positive example in the performance of all daily duties
- Operates pumps, aerial devices, and other equipment specific to the assigned fire apparatus
- Performs minor preventative maintenance and vehicle inventory in accordance with Department guidelines, including maintenance records
- Makes specific requests, suggestions, or recommendations
- Assist with training of firefighters in the knowledge, skills and duties of the Fire Apparatus
   Operator and Firefighter
- Acts as a liaison between other department members, other agencies and new employees when necessary
- Provide a safe means of transport for all crew members assigned to the apparatus, provides attack and supply support during fire operations
- Performs related duties as required

# **QUALIFICATIONS**

Any combination of education, training and/or experience, which demonstrates competence in each of the following:

- One (1) as a firefighter
- Valid Texas Driver's License Class B Exempt
- TCFP Driver Operator
- TCFP Instructor preferred but not required
- DSHS EMT B or higher

# Knowledge of:

- Operation, maintenance and use of rescue and firefighting equipment and apparatus
- Employee policies, rules, regulations and standard operating guidelines
- Principles of supervision, training and performance evaluation
- Pertinent Federal, State and local laws, codes and regulations

# Ability to:

- Perform technical firefighting and fire apparatus operator duties with a degree of accuracy
- Understand and effectively handle/manage emotional and psychological emergencies
- Maintain a professional and objective approach to the care of ill/injured persons
- Perform a variety of limited mechanical work involved in the use, testing and maintenance of rescue medical and firefighting equipment
- Understand and follow verbal and written instructions and orders
- Maintain a professional attitude when representing the Department
- Establish and maintain effective working relationships with other employees, other agencies, hospital personnel and the general public
- Drive and operate emergency units
- Author reports with narrative and numeric information
- Exercise tact and diplomacy
- Write clearly and logically
- Prepare clear and concise reports
- Understand maps and geographic concepts

Incumbents must maintain a high degree of academic and practical knowledge in firefighting and rescue techniques and must attend sufficient continuing education classes, courses and seminars both on and off duty to maintain their knowledge and understanding with firefighting and rescue operations in order to maintain their TCFP certification.

# **OTHER REQUIREMENTS**

The work requires the incumbent to operate emergency medical vehicles, move firefighting equipment, and extract injured persons from a wide variety of situations. Situations can involve vehicular, industrial, and residential accidents, injuries or illness and occur anywhere in our response area. At times, the work requires movement over various types of terrain (hilly, steep, rocky, rough and/or wet/slippery surfaces). The incumbent must see, hear and communicate with the injured party.

The employee will be issued and must wear department issued uniforms while on duty. Additionally, the employee will be responsible for the maintenance and cleaning of the uniforms and other assigned equipment.

\*\*PLEASE NOTE: Bexar County Emergency Services District #10 reserves the right, at the discretion of the appropriate appointing authority, to waive any of the minimum qualifications for those applicants whose general or specific qualifications would otherwise qualify the applicant for the position or lead the appointing authority to believe that the applicant is capable of performing the assigned duties and fulfilling the assigned responsibilities.



# Bexar County Emergency Services District No. 10 Employment Application

An Equal Opportunity Employer

# Important Instructions for completing the application:

- Please TYPE or PRINT in INK
- Applications are accepted only for job titles for which recruitment is currently being conducted.
- All information requested must be completed on the application. Incomplete or illegible applications will not be processed.
- This application form and its attachments are official property of the Bexar County Emergency Services District No. 10 and will not be returned, reused or copied for you after being submitted. You should retain a copy of this application for future use or reference.
- The Bexar County Emergency Services District No. 10 affords equal employment opportunity to all individuals regardless of race, color, national origin, sex, religion, age, qualified disability status or veteran status.
- If you require an accommodation during the application/interview process, please call 210-661-3144.
- Reimbursement for travel expenditures during a testing or interview process is not available and will be completed when not on shift.
- Please make sure you meet the minimum qualifications and the application deadline.
- Applications must be submitted by mail or Email to our office.

Section A: Answer all questions.				
1. Official Job and Title		2. Date of Application		
3. Social Security #		4. Date of Birth		
5. Last Name	5. Last Name 6. First			7. Middle Name
8. Mailing Address	9. City		10. State	11. Zip

12. Cell Phone #	13. Home Phone #	14. Email Address

15. Driver's License#	16. State Is	suing License	17. Class or Type of License		
18. Can you, upon employn	ent, submit docume	entation verifying your ide	entity and your legal right to work		
in the United States?					
☐ Yes ☐ No					
19. Check the schedules yo	u are willing to work	:			
☐ Other than 9AM-6PM ☐	l Weekends/Holiday	s □ Full Time □ Part T	ïme		
20. Are you presently emplo	oyed? If yes, specify	where			
☐ Yes ☐ No Spec	cify:				
21. Have you ever been terr	ninated or asked to I	esign from a previous em	nployer?		
☐ Yes ☐ No					
22. Are you over the age of	18? If yes, can you բ	rovide proof of your eligi	ibility to work?		
☐ Yes ☐ No					
23. If you are related to any	BCESD 10 employee	es? If yes, specify names,	relationship and department:		
24. Are you able to perform	all the essential fun	ctions of the job for which	h you are applying, with or		
without, reasonable accomi	modation?				
☐ Yes ☐ No					
25. If you have been employ	red or attended scho	ol under other names, lis	t names and dates of use:		
26. Dates of Military Service		Branch of Service			
From: To					
Section B: Answer all question	ons.				
27. Have you ever been convicted of a crime (misdemeanor, felony, or military court martial)?					
☐ Yes ☐ No					
28. Have you ever been placed on probation?					
☐ Yes ☐ No					
29. Have you ever been placed on deferred adjudication?					

☐ Yes ☐ No							
30. Are there criminal charges of	currently pending	g against	you?				
☐ Yes ☐ No							
31. For any yes answer to quest Convictions do NOT necessarily							eceived.
Section C: Education, Certification	n Licenses & Ado	ditional Sk	rille				
Section 6. Education, Certification	II, LICEIISES & Auc	altional or	uiis				
Do you have a High School Dip	loma or GED?	Check	nighes	st level of comple	etion:		
☐ Yes ☐ No		☐ Son	ne HS	☐ HS/GED ☐	Some C	College [	Associate
				☐ Master ☐ De		J	
							-
College or University Name	From	То		Major	Degree	earned	Sem. Hours
1.							
2.							
3.							
License or Certifications			Date	Earned		Expirat	ion Date
1.							
2							
3.							
	4.						
5.							
In what language(s) other than English are you proficient?							
1. □ Speak □ Read □ Write							
2. □ Speak □ Read □ Write							
Additional Skills: List equipment, software, specialized systems or other skills that are related to the job for							
which you are applying.							

Section D: List jobs in reverse order s				
including volunteer, part-time, tempora duties preformed. Do NOT substitute a				
the same format if more space is need		<b>-</b>		y anaton anamonan pagee an
Employer	Address		City,	State and Zip Code
Job Title		From (Month/Year)		To (Month/Year)
Hourly or Salary Rate	Hours per V	Veek	Reas	on for Leaving
Supervisor's Name	Supervisor	Phone #	May	we contact this supervisor?
			ПΥ	es 🗆 No
Duties:				
Employer	Address		City,	State and Zip Code
Job Title		From (Month/Year)		To (Month/Year)
Hourly or Salary Rate	Hours per V	Veek	Reas	on for Leaving
Supervisor's Name	Supervisor	Phone #	May	we contact this supervisor?
			ПΥ	es 🗆 No
Duties:				

Employer	Address		City, State and Zip Code	
Job Title		From (Month/Year)		To (Month/Year)
Hourly or Salary Rate	Hours per V	Veek	Reas	on for Leaving
Supervisor's Name	Supervisor	Phone #	May	we contact this supervisor?
			□ Y	es 🗆 No
Duties:	<u>'</u>			
Employer	Address		City, State and Zip Code	
Job Title		From (Month/Year)		To (Month/Year)
Hourly or Salary Rate	Hours per V	Veek	Reason for Leaving	
Supervisor's Name	Supervisor Phone #		May we contact this supervisor?	
			☐ Yes ☐ No	
Duties:				

Employer	Address		City,	State and Zip Code	
Job Title		From (Month/Year)		To (Month/Year)	
Hourly or Salary Rate	Hours per V	Veek	Reas	on for Leaving	
Supervisor's Name	Supervisor	Phone #	May we contact this supervisor?		
			☐ Yes ☐ No		
Duties:					
References: Name	Relationship/ Occupation		Phone #		
1.					
2.					
3.					

Signature:	Date:			
☐ I have read and agree to the above statements				
I understand that, if accepted, this application does not constitute a contract of employment for any specific period of time. I further understand that all employment is at will and may be terminated by notification from either party at any time, with or without cause, and without prior notice.				
Bexar County ESD #10 participates in all State and Federal law, requiring all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Bexar County ESD #10 will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.				
I understand that nothing in this application or in any prior or subsequent written or oral statement creates a contract of employment or any rights in the nature of a contract. I agree to submit to medical examination and drug screening, if required.				
<b>Verification of Information:</b> I authorize Bexar County ESD #10 and its agents to investigate and verify the facts claimed by me on this application. I further authorize my former employers to provide any information requested by Bexar County ESD #10. I understand that employment processing may include a criminal background check, drug screening and/or review of the driving record. I hereby release Bexar County ESD #10 and it agents from all liability in making any investigation and inquiry relative to information contained in the application form.				
Falsification of Information: I hereby certify that all statements made attachments are true and correct to the best of my knowledge and bel statement, misrepresentation or omission made by me on this applicate could cause me to be ineligible for employment or terminated from enthat I am required to abide by all rules and regulations of Bexar Countries.	lief. I understand that any false ation or subsequent interview(s) mployment. Further I understand			
<b>Drug Free Work Environment:</b> Bexar County ESD #10 is committed drug-free work environment for all employees. In keeping with this cor openings will be required to provide body fluids (blood or urine) to determ or controlled substances. Failure of the drug/alcohol screen will result	mmitment, finalists for all job termine the use of alcohol, illegal			
During Free World Free month Doyor County FCD #10 is committed	to providing a sefe efficient			

# **WAIVER AND RELEASE**

In consideration of my being permitted to take the F my application for the position of Firefighter/Officer, assessment, it will be necessary for me to demonst in a series of tests.	and having been advised that as a part of this
I,(print name and their respective officials and employees from an and causes of action whatsoever which may occur that I may sustain as a result of participating in such my executors, administrators, and myself.	or arise as a result of any injury or damage
PLEASE COPY THE FOLLOWING STATEMENT LEGIB	BLY AND IN YOUR OWN HANDWRITING:
"I CERTIFY THAT I HAVE READ THE FOREGOING UNDERSTAND ITS PROVISIONS."	NG WAIVER AND RELEASE AND
 DATE	SIGNATURE OF APPLICANT