

- 48/96 Schedule

**- Aggressive
Protocols**

- 401k 2:1 (up to 7%)



**- 100% Health,
Dental, & Vision
for Employee +
Family**

**- For more info,
visit:**

www.bsb911.com/employment

NOW HIRING

**FIREFIGHTER OR PARAMEDIC
EMTB/EMTP ONLY**

**PAID TCFP BASIC
STRUCTURE FIREFIGHTER
TRAINING (OPTIONAL)**

Salary Ranges

FF/EMTB

\$61,200-\$65,906

FF/EMTP

\$71,300-\$76,782

EMTP ONLY

\$67,905-\$74,695



Bulverde Spring Branch Fire and EMS seeks

EMT - Paramedic ONLY

We are currently accepting applications to fill several full-time Firefighter / Paramedic **and** Paramedic Only positions due to rapid growth and expansion.

Completed applications with all required documents will be accepted until 1700 on **Thursday, July 31st, 2025**.

You may **obtain** an application by visiting www.bsb911.com/employment or by requesting an application by emailing apply@bsb911.com.

To apply, email your application and required documents to apply@bsb911.com.

All Paramedic Only hires will have the opportunity to obtain their TCFP Basic Structural Firefighter certification.

Position Requirements:

- Certified by the Texas Department of State Health Services – EMT-Basic, EMT-Advanced, or Paramedic.
- Minimum of Class “B” driver’s license, or the ability to obtain one within the probationary period of employment.
- No history of felony convictions, convictions of family violence, or crimes of moral turpitude.
- No DWI, DUI, or drug related offenses within the last 10 years of application date.

To advance in the hiring process, each candidate must pass the Candidate Physical Agility Test (CPAT), video-based entry level Fire Team test, pre-employment background & driving record check, and drug screening.

Applicants Must Submit:

- 1) Completed Department application.
- 2) Copy of EMS certification (EMT-B, EMT-A, or Paramedic) with the Texas Department of State Health Services.
- 3) Copy of a valid driver’s license.
- 4) If an applicant has a Texas Driver’s license, they will need to submit Type 3A Certified driving record, obtained from the Texas Department of Public Safety website.
 - a. A copy can be obtained and printed from www.texas.gov; select *Find Services* tab, then *Request License Driver Records* link.

Failure to submit all the *required* documentation will result in the suspension of the application process until the *required* documentation is received. Any questions should be emailed to apply@bsb911.com for further clarification or assistance. Please refrain from submitting and additional certifications that are not requested.

Application Process

- July 31st: Application Close
- CPAT Practice Dates: 7-22, 7-24, 7-29, 7-31, 8-5
- August 7th & 8th: CPAT & Ergometric Test
- August 20-22: Interviews
- Projected Start Date: September 15th

Salary & Benefits:

- Base salary range for Paramedic ONLY **\$67,905 to \$74,695** depending on qualifications.
- **100% Employee and 100% Dependent Health, Dental, and Vision coverage paid by the Department.**
- 48/96 work schedule.
- Established 20-year step plan.
- Additional pay for fire and technical certifications, college degrees, and longevity with the Department.
- Generous Paid Time Off (PTO) with regular increases in PTO accrual rate.
- Cash out up to %50 of accumulated PTO once per calendar year.
- \$250,000 Life Insurance Policy – Department Paid.
- Free “Tele-doc” service for access to doctors 24/7.
- Agency provided Short and Long-term Disability Insurance.
- Retirement Plan – 401(k) with 2:1 match up to 7%.
- Tuition Reimbursement of \$1,000 per calendar year.
- Gym Membership Reimbursement.
- Uniforms provided by Department.
- Firefighter TCFP certification education provided and required for Paramedic ONLY applicants.
- 5 stations with 7 projected future stations.
- Career & Professional Development Programs.
- Paid Training Opportunities.

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