

**- 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](http://www.bsb911.com/employment)**

**NOW HIRING**

**FIREFIGHTER  
EMTB/EMTP**

**OR**

**PARAMEDIC  
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**

### **Full-Time Firefighter – EMT or Firefighter – Paramedic**

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

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

You may **obtain** an application by visiting [www.bsb911.com/employment](http://www.bsb911.com/employment) or by requesting an application by emailing [apply@bsb911.com](mailto:apply@bsb911.com).

To apply, email your application and required documents to [apply@bsb911.com](mailto:apply@bsb911.com).

#### **Position Requirements:**

- Certified by the Texas Department of State Health Services – EMT-Basic, EMT-Advanced, or Paramedic.
- Certified by the Texas Commission on Fire Protection as a Basic Structure Firefighter or higher.
- 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 Basic Structure Firefighter with the Texas Commission on Fire Protection.
- 4) Copy of a valid driver’s license.
- 5) 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](http://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](mailto:apply@bsb911.com) for further clarification or assistance. Please refrain from submitting and additional certifications that are not requested.

## Application Process

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

## Salary & Benefits:

- Base salary range for Full-Time Firefighter / EMT – Basic **\$61,200 to \$65,906** depending on qualifications.
- Base salary range for Full-Time Firefighter / EMT – Paramedic **\$71,300 to \$76,782** 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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