



**Bulverde Spring Branch Emergency Services (BSBES)**  
**Full-Time Lieutenant Position**

Bulverde Spring Branch Fire & EMS is currently accepting applications to fill the position of Lieutenant.

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

**All applications must be submitted by email to [apply@bsbs911.com](mailto:apply@bsbs911.com) by 1700 hours on Friday, April 24<sup>th</sup>, 2026.**

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**Position Requirements:**

- Certified by the Texas Department of State Health Services (TDSHS) EMT-Basic or higher (enrolled in paramedic program within 12 months of job offer).
- Certified by the Texas Commission on Fire Protection (TCFP) as Intermediate Structural Firefighter or higher.
- Certified by the TCFP as a Driver Operator / Pumper.
- Certified by the TCFP as an Instructor I.
- Certified by the TCFP as a Fire Officer I.
- Currently hold, or have previously held, position of Driver Operator / Pumper.

**Preferred Education and Experience:**

- Associate degree or higher.
- TCFP Advanced Structural Firefighter with relevant supervisory experience.
- TDSHS EMT-Paramedic or Licensed Paramedic certification.
- Experience as a Fire and EMS Instructor.

**Salary and Benefits:**

- Salary range for Fire Lieutenant is **\$73,500 to \$89,298** depending on qualifications. Additional certifications and job-related experience will be taken into consideration.
- **100% Employee and 100% dependent Health, Dental, and Vision coverage** paid by the department.
- Annual Health screenings provided.
- 48 / 96 work schedule.

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- Established 20-year pay Step Plan.
- Additional pay for fire and technical certifications, college degree, and longevity with the department.
- Paid Time Off with regular increases in PTO accrual rate.
- \$250,000.00 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 \$1,000.00 based on calendar year.
- Reimbursement toward gym membership.
- Uniforms provided.
- Additional paid training opportunities.
- Department growth and promotional opportunities.
- Encouraged higher education and career development.

**Applicants must submit:**

1. Completed BSBES application – applications can be obtained at [www.bsb911.com/employment](http://www.bsb911.com/employment) **OR** upon email request to [apply@bsb911.com](mailto:apply@bsb911.com).
2. Copy of EMT-Basic, EMT-Advanced, or Paramedic certification with the TDSHS.
3. Copy of Structural Firefighter Intermediate or higher certification with the TCFP.
4. Copy of Driver Operator Pumper, Instructor I, and Fire Officer I certifications with the TCFP.
5. If applicant has a Texas Driver’s License, they will need to submit a Type 3A Certified driving record. Type 3A Certified driving record may be obtained from the Texas Department of Public Safety website. A copy can be obtained and printed from [www.texas.gov](http://www.texas.gov).
  - a. Click on the *Find Services* tab, then *Request Licensee Driver Records* link.
6. Copy of applicant’s valid Driver’s License.

**Application:**

Applicants who meet all the eligibility requirements must submit their application as an attachment by email to [apply@bsb911.com](mailto:apply@bsb911.com), Attention: Human Resources, no later than **Friday, April 24<sup>th</sup>, 2026, by 1700**. The supporting documentation listed above must be included in the email as a PDF attachment.

**Testing Process:**

The BSBES Lieutenant’s Promotional Process has four phases:

1. Physical Ability Test (PAT)
2. Written Examinations (Ergometric & Knowledge Based)
3. Assessment Center
4. Conditional Job Offer

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### **Physical Ability Test:**

All external applicants are required to pass a Physical Ability Test (PAT) prior to taking the written examinations. Practice sessions are available for applicants to attempt the PAT in advance.

Failing a practice attempt does not disqualify an applicant from continuing in the process. However, applicants who successfully pass the PAT during a practice session are still required to report and pass the PAT again on the scheduled testing day.

All practice sessions will be conducted at Station 73, located at 30475 Johnson Way, Bulverde, Texas 78163, from 0900 to 1200.

### **Practice Dates:**

- April 8<sup>th</sup>
- April 10<sup>th</sup>
- April 15<sup>th</sup>
- April 17<sup>th</sup>
- April 22<sup>nd</sup>
- April 24<sup>th</sup>
- April 29<sup>th</sup>
- May 1<sup>st</sup>

### **Physical Ability Test Date:**

**On Wednesday, May 6<sup>th</sup>, at Station 73, 30475 Johnson Way Bulverde, Texas 78163. Applicants are expected to arrive promptly at 0800 wearing physical training attire and appropriate footwear (athletic shoes).**

### **Written Examinations:**

Applicants that pass the PAT will be invited by email to participate in the written examinations.

All eligible applicants will take two written examinations:

1. Ergometric Examination
  - a. A video-based test that assesses the candidates' understanding of management actions and decisions.
2. Lieutenant Examination
  - a. A knowledge-based test that uses information taken from the following books:
    - i. Fire and Emergency Services Company Officer 6<sup>th</sup> Edition (ISBN 978-0879396503)
    - ii. Structural Firefighting: Strategy and Tactics Fourth Edition (ISBN 978-1284180299)

### **Assessment Center:**

Candidates that successfully complete the written examinations will be invited back by email to participate in the Assessment Center.

### **Conditional Job Offer:**

Candidates that qualify will be given a conditional job offer by the Division Chief of Operations.

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