



Liberty Hill Fire
Williamson County
ESD No.4
**Benefits & Application
Process**

Job Title: Firefighter

Posted Date: 4/29/2024

FLSA Category: Non-Exempt

Close Date: 5/31/2024

SUMMARY: Full Time position with Liberty Hill Fire/ Williamson County Emergency Services District No.4. A person in this position will perform firefighting duties, medical first response, station duties, participate in physical fitness programs, training evolutions, select station and apparatus maintenance while residing on duty in a fire station with fellow firefighters and employees. Along with participating in a customer oriented, High-Performing Organization.

APPLICATION PROCESS: Certifications not required to test. Applicants must be certified by the Texas Commission on Fire Protection and Texas Department of State Health services both in Fire and EMS at the time of job offer. Applicants will be tested on Fire and EMS materials. Applications may be obtained from Liberty Hill Fire/Williamson County ESD No.4 Fire Administrative offices located at 301 Main St, Liberty Hill, Texas 78642 or from adminwcesd4@libertyhillfire.org or visit our website at www.libertyhillfire.org for information. Completed Applications for employment with original documents shall be mailed to the fire administration or hand delivered and will be accepted until **Friday, May 31, 2024**, at 5:00 pm. Mailed applications must be postmarked by **Friday May 31, 2024**. Mailed Packets not received by **5:00 pm on Wednesday June 5, 2024**, will be rejected. After a preliminary background check is performed, eligible applicants will receive an invitation to test either verbal or email for the written testing process on **June 8, 2024**. Physical agility testing will be held on **June 9, 2024**. For additional information, contact Williamson County Emergency Services District No.4 at 512-515-5165.

SALARY: \$57,500.00 Annually Base Pay (FLSA Overtime not included in base) Work Schedule is 48/96.

RETIREMENT: WCESD No.4 participates in the Texas County and District Retirement System (TCDRS) which currently requires the employee to contribute 7% into the retirement while WCESD No.4 will contribute a 2.5 to 1 match. TCDRS recognizes years of service with its sister companies, Texas Municipal Retirement System (TMRS) and Teachers Retirement System (TRS). Participation in the Retirement System is Mandatory.

VACATION: All shift employees will earn vacation according to the following schedule:

<u>Years of Service</u>	<u>Regular Full Time</u>
0-4 Years	12 days per year/144 hours
5-9 Years	15 days per year/180 hours
10-14 Years	18 days per year/216 hours
15 Plus Years	21 days per year/252 hours

HOLIDAYS: To provide a competitive paid-time-off benefit WCESD No.4 adjusts their Holidays annually and reflects closely with the schedule Williamson County Commissioners Court adopts. Currently we recognize thirteen (13) holidays which includes one (1) personal holiday. One Holiday is equal to 12 hours totaling 156 hours annually to employees benefit time.

SICK LEAVE: ESD employees receive three hours of sick leave per pay period. No sick leave is paid upon separation.

INSURANCE: Currently Full-Time employees are provided Medical, Dental and Vision Insurance by WCESD No.4. New Employees have a 30-day waiting period to be eligible for insurance. Spouse and family plans are available at cost to employees. Additional funds are deposited for each employee towards a Health Reimbursement Account (HRA).

UNIFORMS AND PROTECTIVE CLOTHING: Uniforms and PPE will be provided. Position is eligible for ESD Boot Program.

LICENSES, EDUCATIONAL OPPORTUNITIES AND CERTIFICATIONS: WCESD No.4 will reimburse or provide and maintain required licenses and certifications.

*** These benefits are subject to change upon adoption of changes by WCESD No.4 Board of Commissioners***



Williamson County Emergency Service District No.4

JOB DESCRIPTION

Job Title: Firefighter

Effective Date: 11/13/2014

FLSA Category: Non-Exempt

Revision Date: 09/26/2023

SUMMARY: Full Time position with Williamson County Emergency Services District No.4/Liberty Hill Fire. A person in this position will perform firefighting duties, medical first response, station duties, participate in physical fitness programs, training evolutions, select station and apparatus maintenance while residing on duty in a fire station with fellow firefighters and employees. Along with participating in a customer oriented, High-Performing Organization.

ESSENTIAL FUNCTIONS: Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:

- Responds to fires, emergency medical, hazmat, and other alarms.
- Ensures the maintenance and cleanliness of buildings, vehicles, grounds and equipment.
- Conduct inspections of businesses and district to ensure compliance with district ordinances pertaining to fire prevention and nuisance codes.
- Conduct training classes and drills for firefighting personnel and general public about fire prevention and safety.
- Maintain records and reports to assigned projects and special duty assignments.
- Completion of special projects as assigned.
- Assist in fire investigations as directed.
- Called back to duty for emergency incidents, special training, and other administrative reasons.
- Perform related duties such as participation in physical training, drills, and classes.
- Performs all job duties according to all approved safety rules and procedures.
- Serves in extension of current duties as required for emergency management, particularly in the areas of fire, rescue, communication, public warning, and hazardous materials.
- Maintain knowledge and physical condition to complete all assigned tasks.
- Participate in physical conditioning including annual physical testing and SCBA air consumption testing.
- Provides quality customer service to WCESD No. 4 staff, the public, and all other work contacts.
- Responds to requests for information from customers via e-mail, telephone or face-to-face conversations.
- Readily complies with departmental policies and procedures as needed for the safe operational activities.

MINIMUM QUALIFICATIONS:

Education, Training, Licenses, Certifications and Experience Guidelines

Required: High School Diploma or GED Certifications, Eighteen (18) years of age, TCFP Basic Fire Fighter Certification, TDSHS EMT-Basic, Valid Texas Driver's License. Legally able to work in the United States,

Preferred: TCFP Driver Operator, TCFP Basic Wildland Firefighter, Two years of firefighting operations or related work experience.

KNOWLEDGE/SKILLS/ABILITIES:

Knowledge of: The principles and practices of modern firefighting techniques and equipment; Know geographical layout of the WCESD 4 Fire District which encompasses the City of Liberty Hill and its Extra Territorial Jurisdictions (ETJ) including major street names and cross street names; Understand the operation and maintenance of various types of apparatus and equipment used by the Fire Department; Know the Incident Command System and scene accountability; Know building construction and collapse; Know different record keeping, report preparation, filing methods and records management techniques; Understand and use tactics and strategies for firefighting, extrication, hazardous materials, and technical rescue operations; Basic and advanced life support performed at the EMT or Paramedic level and infection control; Know of different techniques of fire prevention to include; inspection methods, fire hazards, and methods of eliminating hazardous conditions; Use standard business arithmetic, including percentages and decimals; Know the principles and practices of fire safety and inspection; Know and assist with the administration of staff and activities, either directly or through subordinate supervision; Understand applicable state, federal, and local laws, rules and regulations; Computer applications related to the work; Working knowledge of computer aided dispatch, E-911 system, and radio communication systems and equipment; Fire Service methodology for developing and implementing training programs; Understand Emergency Management operations; Know proper English, including spelling, grammar, punctuation, and vocabulary; Know basic budgetary principles and practices; Know methods and techniques of research, statistical analysis and report presentation; Know WCESD No.4 policies and procedures; have a good understanding of communication and the chain of command; Fire safety standards, building materials and methods of construction.

Skill in: Establish effective working relationship with coworkers in the Liberty Hill Fire Department and any surrounding departments; must be physically able to perform difficult tasks under stressful condition; must be able to take orders and follow them to the full extent under stressful conditions.

Has and demonstrates the following personal values: Commitment to the ESD, Department, the fire service profession, be a team member by positive actions and working well alongside other team members.

Compassion by understanding that the needs and wants of others are important to the success of the Department; Flexibility to accept change, direction and instruction as a positive force; Honesty; Integrity by always being honest, accountable, responsible, and trustworthy; Trust by always doing the right thing even when no one else will ever know. Supports and adheres to the ESD's Mission and Values statements.

Abilities:

Reading Operational manuals, Safety Procedures, MSDS Sheets, Training Manuals, and other materials to maintain certification.

Writing reports and record keeping.

Math accurately records time sheets, friction loss, water flows and budgeting.

Reasoning understands procedures and policies, decision making and problem solving.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

Standing, sitting, walking, lifting, carrying, pushing, pulling, reaching, climbing, kneeling, handling, fine dexterity, crouching, bending, vision, hearing, talking, use of foot controls.

Exposure to weather extremes may be exposed to hazardous conditions at construction sites, and byproducts of fire.

Equipment, Machines, Tools, and Work Aids: Vehicles, self-contained breathing apparatus (SCBA), Personal Protective Equipment (PPE), janitorial supplies, aerial device, chainsaws, smoke ejectors, generators, fire pumps, nozzles, axes, pike poles, ladders, ropes, hydraulic tools, pneumatic tools various detectors, fire hose, lawn maintenance equipment, computers, other specialized firefighting equipment

Environmental Factors and Safety Hazards: Exposed to extreme heat in burning structures; work outside in all types of inclement weather and high humidity. Exposure to chemicals, exhaust fumes, smoke, burning buildings, power lines, buildings with unsafe structural integrity, noise from truck engines, rescue tool, saws, sirens and air horns; vibrations when riding on trucks, operating power saws and rescue tool; work in wet, icy and/or muddy areas sometimes on slippery surfaces such as roof tops or ladders; possible exposure to infectious agents. Operations underwater or in swift water.

IRREGULAR HOURS

- Essential Personnel for Emergency Situations, hours are dependent on system needs.
- Day, Evening, Weekend and Holiday hours as needed for routine and relief staffing and special events.

EMPLOYMENT TESTING

- Successfully pass new hire evaluation process.
- Employment is contingent on passing post offer, pre-employment drug testing, Physical and comprehensive criminal and driving background investigations.

ORGANIZATIONAL RELATIONSHIPS

- Reports directly to Fire Lieutenants or Fire Captains
- Has contact with other WCESD No.4 employees, vendors and public.
- Supervises: NA