

*** TEMPLE CIVIL SERVICE ANNOUNCEMENT ***

Entrance Examination for Firefighter

The TEMPLE CIVIL SERVICE COMMISSION announces an open competitive examination to fill position(s) in Temple Fire and Rescue.

Date: Saturday, September 12, 2026
Time: 8:00 a.m.
Location: Temple Junior College Pavilion
130 East Marvin R Felder Drive
Temple, TX 76504

Applicants who pass the written exam with a score of at least 70% will proceed to the physical agility assessment immediately following the exam, which will be conducted at:

**The Wilson Park Recreation Center
2205 Curtis B Elliot Drive
Temple, TX 76501**

Register online at: www.templetx.gov/jobs

- Online registration must be completed by 11:59 p.m. CST on Wednesday, September 2, 2026.
- Applicants will receive a maximum of five (5) additional points on their passing written exam score according to the following criteria:
 - Military Service (Minimum 1 year active service with honorable discharge) – 5 points
 - Passed TCFP Basic Fire Fighter Examination – 3 points
 - Current/Valid Paramedic License – 5 points

If applicable, the DD214, TCFP Basic Fire Fighter Certification, and/or Paramedic License must be uploaded at the time of registration.

******Applicants who pass the written exam and physical agility assessment will be provided a link and instructions to upload their completed Personal History Statement (PHS) and required supporting documentation by 5:00 p.m. CST on Friday, September 18, 2026.******

***RESIDENCY REQUIREMENT FOR EMPLOYMENT ***

Fire fighters must reside within 150 minutes travel time of the Central Fire Station as determined by the current version of the Fire Department Geographical Restriction map.

BASE SALARY: \$29.3643 hourly (\$61,077 /annually), uniforms furnished

Upon completion of the Cadet probationary period, the cadet will move to a probationary Fire Fighter position and receive a pay increase.

SIGN-ON INCENTIVE ELIGIBILITY:

Firefighter Candidates:

- (a) To receive a sign-on incentive, the firefighter candidate must be TCFP certified, have a minimum of one-year of paid firefighting experience, and must successfully complete the hiring process. The total eligible sign-on incentive for a firefighter candidate matching these criteria is \$1,000.00.
- (b) The candidate may be eligible for an additional sign-on incentive if the candidate is a certified EMT or paramedic. To receive this sign-on incentive, a candidate must be certified by the State of Texas or the National Registry of Emergency Medical Technicians as a Certified Emergency Medical Technician (EMT) or Paramedic at the time of hiring, must have one-year of paid EMS experience, and must successfully complete the hiring process. The total sign-on incentive for a candidate with one-year paid EMS experience with current EMT certification is \$500.00 and for a

candidate with one-year paid EMS experience with current Paramedic certification is \$3,000.00.

A firefighter candidate who meets the criteria of both Subsection 2(a) and 2(b) is eligible to receive both sign-on incentives.

The successful firefighter candidate will receive one half of the total eligible sign on incentive(es) if he/she completes the hiring process and is sworn in as a Temple Firefighter. This amount will be included in his/her first paycheck. The firefighter will receive the remaining half of the sign-on incentive(es) in the final pay period prior to the candidate successfully completing their probationary period under the civil service rules.

Upon completion of the required probationary period, the Firefighter receives **pre-set step increases** based on years of service within their current rank.

HOURS OF WORK: As assigned by the Chief of the department but not above the regular hours worked by the department unless compensated by overtime pay or compensatory time.

EXAMINATION ELIGIBILITY:

- 1) Must be a United States citizen
- 2) Must be at least 18 years old and cannot have reached their 36th birthday by the time the applicant is certified as eligible for a beginning position (an applicant is certified as eligible when the applicant passes the written examination and physical agility test)
- 3) No history of conviction of a felony offense
- 4) Be of good character and reputation
- 5) Must have a high school diploma or GED
- 6) Must possess a valid Texas Driver's License
- 7) Must be able to proficiently read, write and fluently speak the English language
- 8) Meet all the requirements of the Texas Commission on Fire Protection for licensing firefighters and the Texas Department State Health Services for Emergency Medical Technician or Paramedic licensing

ADDITIONAL INFORMATION:

THE LIST OF ELIGIBLE CANDIDATES ESTABLISHED AS A RESULT OF THIS EXAMINATION are considered for appointment to vacancies that may occur in the Temple Fire Department for a period of one (1) year unless the list is otherwise exhausted.

Applicants who pass the examination, and who are certified for appointment, are required to pass a physical examination designed to confirm the applicant's ability to perform the essential functions of a Firefighter. Polygraph Examination is also required (will cover application disclosures, truthfulness, and drug usage).

Any person requesting an accommodation under the Americans with Disabilities Act in taking the entrance exam must request the accommodation in writing and present the documentation to the Director of Civil Services at least three weeks prior to the closing date of registration.



Tammy Fennell
Director of Civil Service & Human Resources

I hereby certify that a true and correct copy of this notice was posted in a public place on July 20, 2026 at 5:00 pm.



Jana Lewellen
City Secretary, TRMC, CMC

THE CITY OF TEMPLE IS AN EQUAL OPPORTUNITY EMPLOYER.