

**CITY OF MCALLEN  
MCALLEN FIRE DEPARTMENT  
REQUIREMENTS FOR FIRE FIGHTER**

McAllen Fire Department is governed by  
Texas Local Government Code 143 (Civil Service Law and 174 Collective Bargaining)

**A. MINIMUM REQUIREMENTS TO TAKE WRITTEN ENTRANCE EXAMINATION (PROOF REQUIRED)**

1. Must be at least 18 years of age and not older than 35 years of age.
2. Must be a U.S. Citizen, Legal Permanent Resident Alien, or authorized by law to have U.S. residency.
3. Must have a high school diploma or G.E.D.
4. Must be able to read and write English.

**B. ADDITIONAL REQUIREMENTS**

1. Be subject to Local, State, and National records and/or files to disclose any criminal records and to verify driving records.
2. Once hired, applicants will be required to obtain within twelve months of employment, the following:
  - a) Texas Commission on Fire Protection – Structural Firefighter certification
  - b) Texas Driver License Class B Exempt
  - c) Department of State Health Services EMT (Emergency Medical Technician)

**NOTE:** Once hired, you must provide a copy of your immunization record to the Fire Department. If you have not had immunizations for Hepatitis B (there are three required), you should begin this immediately. The three-shot series is over a six-month period.

Failure to obtain the above requirements will cause the applicant to be terminated from employment.

3. Not have been convicted of a felony offense.
4. Not have executed at any time, a confession to a felony offense where such confession was admissible as evidence against another person in any criminal proceedings in any State or Federal Court.
5. Not have been convicted of a misdemeanor offense of a Class “A” or Class “B” grade or equivalent within the last 3 years.
6. Not be presently on probation for a criminal offense.
7. Not have more than (3) traffic violations within the last (3) years.
8. Be of good moral character.
9. Not have had a Firefighter Certificate from the Texas Commission on Fire Protection revoked
10. Must be between the ages of 18 and 35 at the time of hire.

**C. ENTRY LEVEL FIREFIGHTER WRITTEN ENTRANCE EXAMINATION INFORMATION**

1. The City of McAllen Civil Service Commission will provide competitive written entrance

examinations to create an Eligibility List for Beginning Positions for Firefighter. The examinations are open to each person who makes a proper application and meets the minimum requirements found in Section A of this document.

2. An independent testing agency will be contracted to provide the written entrance examination. The Civil Service Office will administer the examination.
3. The examination must be based on the person's general knowledge and aptitude and must inquire into the applicant's general education and mental ability.
4. An Eligibility List for a Beginning Position for Firefighter will be created as a result of the written entrance examination.
5. An additional (5) points will be added to the examination grade of an applicant who served in the U.S. Armed Forces, received an Honorable Discharge, and made a passing grade on the entrance examination. TO RECEIVE THE POINTS, DOCUMENTED PROOF (DD214) OF THE HONORABLE DISCHARGE MUST BE SUBMITTED TO THE CIVIL SERVICE OFFICE PRIOR TO THE ENTRANCE EXAMINATION.

D. SELECTION FROM ELIGIBILITY LIST

Applicants selected from the Eligibility List to be hired by the City for a Beginning Position of Firefighter will undergo and must pass:

1. Entry Level Physical Agility Test
2. A Background Investigation
3. Medical Examination per current edition of The National Fire Protection Association Standard 1582.
4. Psychological Examination

## **CITY OF MCALLEN FIRE DEPARTMENT BENEFITS FOR FIRE FIGHTER**

Benefits provided by the City of McAllen are as follows:

- A. Member of Texas Local Firefighter's Retirement Act (TLFFRA)
- B. Time and one-half paid for all approved overtime.
- C. Eight (8) City approved holidays and five (5) floating holiday.
- D. Longevity per year of service in excess of amount required by State Law.
- E. Individual hospitalization and life insurance paid by the City.
- F. Group Hospitalization available to family members, paid by employee.
- G. Fifteen (15) working days' vacation pay after one year of service.
- H. Fifteen (15) sick leave days paid per year, accumulative from year to year and unlimited.
- I. Uniforms and other necessary equipment furnished. Clothing allowance provided by the City.
- J. Texas Commission on Fire Protection Certification pay, upon completion of probationary

Period as listed below.

- K. Education incentive pay, upon completion of probationary period as listed below.
- L. Tuition and Book reimbursement for approved college courses leading to a fire science, fire administration, fire public administration or business administration degree.

Probationary period is one year. All salaries, benefits, certification and education pay are subject to change or elimination from time-to-time by action of the McAllen City Commission.

**SALARIES**

Cadet Firefighter (attending Fire Academy or In-service training)	\$32,148.27
Recruit Firefighter – assigned to Operations Division 1 <sup>st</sup> year	\$34,291.80
Firefighter pay after one-year probation	\$45,904.76

**CERTIFICATION PAY**

Applicable after successfully completing one year of service  
Texas Commission on Fire Protection Certification (Maximum of 6 TCFP certs paid)  
Department of State Health Services

**MONTHLY**

- \$ 50.00 mo. /Intermediate TCFP Certificate
- \$100.00 mo. /Advanced TCFP Certificate
- \$200.00 mo. /Master TCFP Certificate
- \$ 25.00 mo. /Level I Instructor TCFP Certificate
- \$ 25.00 mo. /Level I Inspector TCFP Certificate
- \$ 25.00 mo. /Level I Fire Officer TCFP Certificate
- \$ 25.00 mo. /Driver – Pump Operator TCFP Certificate
- \$ 150.00 mo. /Haz-Mat Technician TCFP Certificate
- \$ 150.00 mo./EMT Basic – Department of State Health Services
- \$ 200.00 mo./EMT Advanced – Department of State Health Services
- \$ 250.00 mo./EMT Paramedic – Department of State Health Services
- \$ 50.00 mo./EMT Instructor – Department of State Health Services

**EDUCATION PAY**

- \$150.00 mo. /Associates Degree
- \$250.00 mo. /Bachelor’s degree
- \$350.00 mo./Master’s Degree
- \$400.00 mo./Doctorate Degree

**LONGEVITY**

- 1-2 years \$145.83/mo.
- 3-4 years \$208.33/mo.
- 5-7 years \$375/ mo.

8-10 years	\$583.33/mo.
11-12 years	\$708.33/mo.
13-14 years	\$875/mo.
15-16 years	\$1,000/mo.
17-19 years	\$1,083.33/mo.
20-24 years	\$1,250/mo.
25+ years	\$1,375/mo.