



Village Fire Department

901 Corbindale Road
Houston, Texas 77024
(713) 468-7941

Firefighter/Paramedic

- Anticipated start/hire date: **August/September 2026**
- Starting Annual **Base Pay** Range:
 - (2026 rates) Firemedic: \$76,124.18 – \$86,831.81 Top out pay \$112,267.48
 - **(2027 rates)** Firemedic: \$78,88.53 – \$89,870.92 **Top out pay \$116,196.84**
- * Lateral transfer of prior service with a full-time paid Fire and/or EMS department is available for qualified applicants as determined by the Department (up to 4 years of service).
- Annual Certification Pay (2026 rates):
 - Intermediate - \$810.00
 - Advanced - \$1,260.00
 - Master - \$1,929.00
- Annual Certification Pay (**2027 rates**):
 - Intermediate - \$1,215.12
 - Advanced - \$1,890.00
 - Master - \$2,893.68
- Effective **1/1/2027**, the department will implement annual **Degree Pay & Bilingual Pay**:
 - Associate's degree - \$1,215.12
 - Bachelor's degree - \$1,890.00
 - Master's degree - \$2,893.68
 - Bilingual - \$1,200.00
- Must possess current Texas certifications prior to receiving a job offer

Benefits:

- Medical, Dental, & Vision Insurance – Employee covered at 100%, dependent covered at 75%
- \$50,000 department-paid employee life insurance policy
- TMRS retirement – 7% employee contribution, 2 to 1 department match
- Nationwide 457(b) – annual employer contribution 4% of base pay after 1 year service requirement
- Longevity paid at \$4.00 per month, per year of service (2026 rate).
- Effective **1/1/2027**: Longevity paid at \$8.00 per month, per year of service
- Department-paid meal plan
- Annual paid leave hours: 72 sick, 120 vacation, 120 holiday
- Tuition reimbursement policy
- Social security
- Optional deferred compensation retirement
- Optional AFLAC policies
- Optional pre-paid legal services
- Regular rotation between medic, pumper, and ladder truck

Applications are accepted by email, mail, or in person Monday through Friday 8am to 3pm. Please email your application and supporting documents to careers@villagefire.org.

Applications for this posting are due no later than July 31, 2026.

Protecting and Serving the Cities of

Bunker Hill Village - Hedwig Village - Hilshire Village - Hunters Creek Village - Piney Point Village - Spring Valley Village

Village Fire Department Employment Application



Dear Applicant,

Thank you for your interest in employment with the Village Fire Department. We have prepared the following information to assist you in the application process and to answer any questions you may have. Continuation in the hiring process is contingent upon successful completion of all required information, documents, and testing. It is your responsibility to provide copies and other documents required. Applications are accepted by email, mail, or in person Monday through Friday 8am to 3pm.



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Prerequisites & General Information

Prerequisites

The prerequisites for the position of Firefighter and Firemedic are established by the Village Fire Department.

The following documents must be submitted for consideration. You are responsible for assuring that the copies are legible for review and that all certificates are current. Attach all copies of the required documents to your application submittal. If all required copies of documents are not attached, the application will not be processed. **You are responsible for your own copies. Staff cannot make copies for you.**

1. **Application** - Completely fill out the application. Do not leave any blanks. Use full names, addresses, zip codes, and telephone numbers. An incomplete application may slow down or terminate the application process.
2. **Waiver and Release** – It is very important that you read this form and write the statement indicated legibly in the space provided then sign. This form must be completed in order to participate in the physical assessment test.
3. **Valid Texas Driver's License**
4. **Social Security Card**
5. **Birth Certificate or Valid Passport**
6. **High School Diploma or GED**
7. **College Diploma, if applicable**
8. **Military Discharge, if applicable**
9. **TCFP, FIDO #, and NREMT#**
10. **Current Fire Certification issued by the Texas Commission of Fire Protection**
11. **Current EMS Certification issued by the Texas Commission of State Health Services**

General Information

- Work as a Firemedic is shift work: 48 hours ON, 96 hours OFF
- Time worked exceeding your scheduled 180 hours every 24 days is paid at 1.5 times your regular rate of pay.



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Testing & Eligibility List

Testing

There are three phases of testing: Written Exam, Physical Assessment, and Panel Interview. You will not be scheduled for any of these tests unless the prerequisites have been completed. **You must pass each phase before advancing to the next phase.**

1. Written Exam – August 13, 2026

The written test will be administered by Village Fire Department staff. You will be given three (3) hours to complete the exam. The exam may have up to 100 multiple choice questions. If there are any changes, you will be notified.

2. Physical Assessment – August 13, 2026

The physical assessment is administered at the Village Fire Department. The physical assessment will take approximately four (4) hours. You must complete all events. A copy of the scheduled events will be provided if you pass the written test. In case of inclement weather, contact the department at 713-468-7941.

3. Interview

This interview is coordinated by the Fire Chief. Questions will pertain to technical knowledge, attitude, general appearance, and relevance of past training and work experience. This will be an individual interview and will last no longer than thirty (30) minutes.

Eligibility List

An eligibility list will be established as soon as all testing has been completed.



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Application Instructions

- Please type or print in ink.
- All information requested must be completed on the application. Incomplete or illegible applications will not be processed.
- This application form and its attachments are the official property of the VFD and will not be returned, reused, or copied for you after being submitted. You should retain a copy of this application for future use or reference.
- If more space is needed to give full answers or explanations, attach additional sheets referencing the item number, your name, and the job title applied for.
- Only United States citizens or aliens who are legally entitled to work in the United States are eligible for employment. Village Fire Department is an equal opportunity employer.
- If you require accommodation during the application/interview process, please call Human Resources at 713-468-7941.
- Please make sure you meet the minimum qualifications and the application deadline.
- Applications are accepted by email, mail, or in person Monday through Friday 8am to 3pm.
- Please email your application and supporting documents to careers@villagefire.org.
- **Applications for this posting are due July 31, 2026.**

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: **Firefighter/Paramedic(Firemedic)**

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Previous Employment

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Disclaimer and Signature

Drug-Free Environment: The Village Fire Department is committed to providing a safe, efficient, drug-free work environment for all employees. In keeping with this commitment, finalists for all job openings will be required to provide body fluids (blood or urine) to determine the use of alcohol, illegal or controlled substances. Failure of the drug alcohol screen will result in denial of employment.

Falsification of Information: I hereby certify that all statements made on this application and attachments are true and correct to the best of my knowledge and belief. I understand that any false statement, misrepresentation, or omission made by me on this application or subsequent interview(s) could cause me to be ineligible for employment or terminated from employment., Further, I understand that I am required to abide by all rules and regulations of the Village Fire Department.

Verification of Information: I authorize the Village Fire Department and its agents to investigate and verify the facts claimed by me on this application. I further authorize my former employers to provide any information requested. I understand that employment processing may include a criminal background check, drug screening, and/or review of the driving record. I hereby release the Village Fire Department and its agents from all liability in making any investigation and inquiry relative to the information contained in the application form.

I understand that nothing in this application or in any prior or subsequent written or oral statement creates a contract of employment or any rights in the nature of a contract. I agree to submit to medical examination and drug screening if required.

Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. The City will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

I have read and agree to the above statements

Signature: _____ Date: _____



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Firemedic Waiver & Release

In consideration of my being permitted to take the Physical Assessment required in connection with my application for the position of **FIREFIGHTER / FIREMEDIC**, it will be necessary for me to demonstrate my strength, endurance, and physical ability in a series of tests.

I, _____ (print name) do hereby release the Village Fire Department and their respective official and employees from any and all claims, damages, liabilities, actions and causes of action whatsoever which may occur or arise as a result of any injury or damage that I may sustain as a result of participating in such examinations. I make this release for myself, my heirs, executors, and administrators.

PLEASE COPY THE FOLLOWING STATEMENT LEGIBLY AND IN YOUR OWN HANDWRITING:
"I CERTIFY THAT I HAVE READ THE FOREGOING WAIVER AND RELEASE AND UNDERSTAND ITS PROVISIONS."

Signature of Applicant

Date