

COMPENSATION

The Nacogdoches Fire Department provides employees with a competitive compensation and benefit package.

Probationary Firefighters earn approximately \$36,000 their first year, increasing annually for the first 9 years of employment.

Promotional opportunities exist for Firefighters to advance to Driver/Engineer, Fire Captain, Deputy Fire Chief and Fire Chief.

The City of Nacogdoches offers tuition reimbursement of up to \$1,000 per year for courses taken toward a college degree.

Employee health insurance is paid by the City with optional family coverage. Additional group insurance is available including long-term disability and life insurance.

The City participates in the Texas Municipal Retirement System (TMRS). Employees contribute 7% of their gross salary and the City provides a 2:1 match. Employees are vested after five years and can retire with 20 years of service at any age. An optional deferred compensation plan (457) is available through the ICMA Retirement Corporation.



FIRE DEPARTMENT

(Department related inquiries only)

212 East Pilar Street
Nacogdoches, Texas 75961

Phone: 936/559-2541

Fax: 936/569-6662

Website: www.ci.nacogdoches.tx.us

HUMAN RESOURCES

(All employment related questions)

202 East Pilar Street
Nacogdoches, Texas 75961

Phone: 936/559-2567

Fax: 936/559-2915

Website: www.ci.nacogdoches.tx.us



FIRE & RESCUE
CAREERS

*PROTECTING THE
OLDEST TOWN
IN TEXAS
SINCE 1908*



THE FIRE DEPARTMENT

Firefighters have served their fellow man since the establishment of the Vigiles by Caesar Augustus in AD 6. In the United States, the first organized fire department was started in Philadelphia by Benjamin Franklin. The Nacogdoches Fire Department was organized in 1908 and by 1910 had paid drivers living in the fire station.

Today the Nacogdoches Fire Department serves the City from 5 fire stations. The Department employs 58 uniformed personnel and two civilians. The City is protected by three 24 hour shifts that begin and end at 7:00 AM. Each shift



is staffed by 17 firefighters and a Deputy Fire Chief who serves as

Shift Commander. Firefighters are certified by the Texas Commission on Fire Protection and as Emergency Medical Technicians or Paramedics by the Texas Department of State Health Services. The Department operates 4 engines, 1 quint (engine/ladder), 2 medium duty rescues and one wildland engine. The Department responds to over 3,000 calls for service each year, 65% of which are for medical emergencies.

EMPLOYMENT WITH THE NFD

The Nacogdoches Fire Department currently hires fully certified or certifiable personnel. All applicants must have completed a State Approved Basic Structure Firefighter Academy and a State Approved Emergency Medical Technician (Basic, Intermediate or Paramedic) certification program.

The application process includes completion of a City of Nacogdoches Employment Application and Background Information questionnaire. Applicants who meet the minimum requirements are contacted and a Written Examination is administered, generally once per year. Top candidates on the Written Examination then participate in a Physical Ability Test based on activities used on the fireground or in other emergency situations.

Following an Interview Board, complete background investigations are then completed and top candidates are placed in a hiring pool that remains active for one year or until the next test is given.

New recruits begin their career as Probationary Firefighters. After a six month field training program, recruits are assigned to a station. After successful completion of all field training and the one year probation period, recruits become a Nacogdoches Firefighter.

CERTIFICATION & TRAINING

Basic Structure Firefighter Academies are found around the State. The Texas Commission on Fire Protection (www.tcfp.state.tx.us) maintains a complete listing of all Approved Academies. Academies that Nacogdoches Fire Department members have attended include:



[Angelina College \(Lufkin\)](#)
936/633-5362

[Kilgore College \(Kilgore\)](#)
903/983-8662

[College of the Mainland \(Texas City\)](#)
409/938-1211 ext. 285

[Texas A&M University \(College Station\)](#)
979/862-2825



Emergency Medical Services training programs can also be found around the State. The Texas Department of State Health Services (www.dshs.state.tx.us) maintains a complete listing of all training providers. EMS Training Courses that Nacogdoches Fire Department members have attended include:

[Angelina College \(Lufkin\)](#)
936/633-5267

[Nacogdoches Memorial \(Nacogdoches\)](#)
903/568-8508

[Tyler Junior College \(Tyler\)](#)
903-510-2112