

CIVIL SERVICE COMMISSION
CITY OF BIG SPRING, TEXAS
NOTICE OF EXAMINATION



Job Class Title:	Certified Firefighter/EMT and Non-Certified Cadet
Starting Salary:	\$51,045 - \$64,556 DOQ* <i>*Additional pay is provided for those employees who hold certificates from the Texas Commission on Fire Protection (TCFP) and/or the Department of State Health Services (DSHS)</i>
Testing Date:	March 27, 2026, at 9:00 A.M.
Written Test Location:	Howard College, Room 100, 1001 Birdwell Lane, Big Spring, Texas 79720
Physical Agility Test Site:	BSFD Station 1, 1401 Apron Drive, Big Spring, Texas 79720
Application Deadline:	March 24, 2026

The City of Big Spring Fire Department is accepting applications to establish a Civil Service eligibility list for Certified Firefighter/EMTs and Non-Certified Cadets. Individuals who meet the qualifications listed below are eligible to apply for the position. Applicants who do not meet the minimum qualifications will not be allowed to take the test. Please apply online at www.governmentjobs.com/careers/mybigspring.

MINIMUM QUALIFICATIONS

- Be a United States citizen or meet an employment authorization requirement as mandated by the Immigration Reform and Control Act of 1986.
- Must have reached at least eighteen (18) years of age as of the date of the written test and not have reached thirty-six (36) years of age as of the date of appointment.
- Must possess a high school diploma or GED equivalency certificate.
- Must possess a valid state-issued driver's license and, on date of hire or within three (3) months of date of hire, must obtain a Commercial Texas Driver's License, either Class A or Class B, for the type of vehicle or equipment operated.
- All applicants must pass the written Civil Service examination with a minimum score of 70%.
- All applicants must satisfactorily complete the physical agility course set out by the department in one (1) attempt.
****APPLICANTS MUST SUBMIT THE PHYSICIAN'S CERTIFICATION FOR PHYSICAL AGILITY TESTING, COMPLETED BY THEIR MEDICAL PROVIDER, WITH THE ONLINE APPLICATION.**
- All applicants must pass a comprehensive background investigation and not have any of the disqualifiers established by the department.
- If applicable, you must submit a Form DD-214-4 (long form) to verify an honorable or general discharge under honorable conditions from the military.
- Possession of or ability to obtain basic structural firefighter certification from the Texas Commission on Fire Protection (TCFP).
- Possession of or ability to obtain Emergency Medical Technician (EMT) basic or higher certification from the Texas Department of State Health Services (DSHS).

Applicants who pass the entry-level test will be placed on the Civil Service Eligibility List. The eligibility list shall be in effect for one (1) year from the date of the examination, until March 27, 2027, unless exhausted earlier. Applicants must complete all phases of the application process, without being disqualified, to be considered for employment with the Big Spring Fire Department. The official eligibility list will be posted online and at City Hall by 5:00 p.m. on Monday, March 30, 2026.

COMPENSATION AND BENEFITS

Firefighter Cadet – Salary of \$1771.35 per pay period (26 pay periods per year). Once certification is obtained, the salary

would increase to the Firefighter rate of \$2,139.50 per pay period (26 pay periods per year). Uniforms are provided by the city. Other benefits include paid vacation, sick leave, and holidays; paid medical and life insurance with dental and vision options; firefighter pension benefits; educational incentive pay; a deferred compensation program; a college tuition reimbursement program; and opportunities for promotion through training and examination.

EDUCATION EXPENSE REIMBURSEMENT

The City of Big Spring will reimburse up to \$5,000 of the employee's tuition and expenses personally incurred in obtaining firefighter certification. The City of Big Spring will reimburse up to \$3,000 of the employee's personally incurred tuition and certification costs for EMT certification. The employee must remain employed with the Big Spring Fire Department for at least three (3) years following the payment.

RELOCATION INCENTIVE PAYMENTS

The City of Big Spring will pay a Relocation Incentive of \$4,500.00 to a certified Firefighter/EMT who, within sixty (60) days of the date of employment, relocates his or her primary residence to a location that is within the Howard County limits from a location that exceeds that distance. A certified Firefighter/EMT who relocates his or her primary residence to a location that is within the Howard County limits is also eligible to receive a monthly housing allowance of \$800 for up to one (1) year. The employee must remain employed with the Big Spring Fire Department for at least three (3) years following receipt of any Relocation Incentive payment and continuously maintain their primary residence within Howard County throughout that period.

NON-CERTIFIED FIRE FIGHTERS

The City of Big Spring will hire non-certified cadets at the full cadet salary and will cover their tuition and fees for EMS and fire academy training as necessary. Dormitory-style housing is available to non-certified cadets during academy training.

ACCOMMODATIONS FOR THE DISABLED

The City of Big Spring complies with the Americans with Disabilities Act. If you require special accommodations due to a disability, please contact John Medina, Civil Service Director, at (432) 264-2345. All requests for special accommodation must be made in writing by the application deadline to be considered. The City of Big Spring is an equal opportunity employer.