Lake Travis Fire Rescue

Travis County Emergency Services District No.6

2025 - 2026

Probationary Firefighter/EMT/AEMT/Paramedic

Candidate Selection

Hiring Process Manual

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Fire Chief's Welcome

On behalf of the men and women of Lake Travis Fire Rescue, I want to thank you for your interest in becoming a Probationary Firefighter. If you are successful at each step of the process, your interest will take you down a path of tests, assessments, and interviews. During the process, you should consider every interaction with members of Lake Travis Fire Rescue as an opportunity to learn about our team and the amazing community you will have the privilege of serving.

This manual has been published to provide you with a tool for reaching your highest potential within the process. You are encouraged to read the entire manual, access provided resources, and stay fit and healthy throughout the entire process as there may be a period of time from when you complete the process to when conditional offers of employment are made. If you have any questions, you are free to contact Human Resources for assistance.

Good luck and be safe!

Sincerely,



Robert Abbott
Fire Chief

About Lake Travis Fire Rescue

Travis County Emergency Services District No. 6/Lake Travis Fire Rescue ("District" or "LTFR") is a local government entity authorized under Texas Statute, Health and Safety Code, Chapter 775 and is a Licensed First Responder Agency by the State of Texas.

Lake Travis Fire Rescue has over 130 employees who serve one of the most dynamic and profoundly beautiful parts of Texas, situated in western Travis County between Lake Austin and Lake Travis. This includes the municipalities of Lakeway, Bee Cave, The Hills, and unincorporated areas of Travis County.

We are an organization that strives to provide flexible and adaptive services to our employees and the communities we serve.

Lake Travis Fire Rescue is an Equal Opportunity Employer.

The Ideal Candidate

Lake Travis Fire Rescue is currently seeking energetic and caring people who are passionate about providing aid and responding to emergencies to join our team as Probationary Firefighters. Individuals must be highly motivated with the desire to join our career Firefighters team.

Applications to be considered for the hiring process of the **Probationary Firefighter** position are now being accepted. In order to be considered, applicants must meet all minimum requirements and apply for the hiring process no later than **12:00 p.m. CST, October 20, 2025**.

Minimum Requirements:

- Must be 18 years of age, but not yet age 36 on or before the hire start date
- Must be legally eligible to work in the U.S.
- Possess the following certifications (active and effective) by January 31, 2026* (must also be active and effective on the date of hire):
  - Texas Commission on Fire Protection (TCFP) Certified Basic Structural Firefighter (or higher)
  - Texas Department of State Health Service (TXDSHS) Certified Emergency Medical Technician (EMT) Basic (or higher)

  *Out of state applicants must apply for reciprocity and meet the TCFP and TXDSHS certification requirements
- Possess valid Class C or higher driver's license and a satisfactory driving record

In addition, review Disqualifier Information section in this manual to determine potential eligibility.

Additional Requirements:

- Provide copies of TCFP and TXDSHS certifications
- Provide a copy of high school diploma or equivalent
- Demonstrate effective English both verbally and in writing
- Pass criminal and personal background investigations
- Possess the mental, physical, and medical health to be able to perform the tasks of a firefighter safely and efficiently. Meet the requirements set forth in NFPA 1582, Latest Edition, Standard on Medical Requirements for Firefighters.

Preference given to individuals who provide proof of any of the following:

- EMT-P or LP (EMT Paramedic or Licensed Paramedic)
- AEMT or EMT-I (Advanced EMT or EMT – Intermediate)
- Prior firefighting experience
- Military (must have been Honorably Discharged and submit a DD Form 214 demonstrating at least 180 days of Active Duty Status, no other discharge status will be accepted)
- Bachelor's Degree (or higher) from an accredited institution
- Associate's Degree from an accredited institution
- LTFR Forestry Tech Crew Member (worked at least 12 months continuously)
- In-person training program for both fire academy and emergency medical technician

Candidates who successfully complete the hiring process exam, fireground physical ability test (FPAT), swimming assessment and interview will be placed on the District's Probationary Firefighter Hiring Eligibility List. Conditional Offer Letters will be sent to individuals based on their list ranking and Probationary Firefighter vacancies.

* TCFP and TXDSH certifications deadline for the first round of hiring is January 31, 2026, if eligible for hire on March 23, 2026. Candidates on the District's Probationary Firefighter Hiring Eligibility List who will receive their TCFP and TXDSH after the deadline will remain on the list for future job opportunities.

Disqualifier Information

All candidates who accept a conditional offer letter will be thoroughly verified for eligibility prior to completing the hiring process and starting employment with Lake Travis Fire Rescue. Extensive criminal and character background checks as well as pre-employment drug testing are mandatory.

Please review the disqualifier information carefully to determine your potential eligibility for the 2025 – 2026 Lake Travis Fire Rescue hiring process.

Lake Travis Fire Rescue does not automatically screen out candidates based on background checks. However, without further satisfactory explanation or mitigating circumstances, any of the following may disqualify an applicant from further consideration at any stage of the process:

- Currently under indictment for, charged with, or on probation for any offense, other than minor traffic offenses;
- Convicted of, served community supervision, served probation for, currently under indictment for, or charged with, any Felony offense (this includes deferred adjudication & juvenile felony adjudication);
- Convicted of any Class A misdemeanor offense;
- Convicted or placed on community supervision in any court for an offense involving family violence as defined under Chapter 71, Texas Family Code;
- Convicted of any Class B misdemeanor offense; convicted of driving under the influence (DWI/DUI); or convicted multiple times of any offense, or multiple offenses, other than minor traffic offenses in the last 5 years;
- Illegally used any controlled substance or illegal drug, including marijuana/tetrahydrocannabinol (THC) in the last 5 years;
- Received a Dishonorable Discharge from any branch of the U.S. Armed Forces; and /or;
- Terminated from any public safety agency for disciplinary reasons (which includes resigning to avoid suspension or discharge, or resigning during a disciplinary investigation).

A person is considered to be convicted of an offense when an Adjudication of Guilt is entered against said person by a court of competent jurisdiction, or a Plea of Guilty is entered.

Probationary Firefighter Job Description

A complete Lake Travis Fire Rescue Probationary Firefighter job description is available to view or download by clicking on this job description link.

Compensation

Lake Travis Fire Rescue provides a competitive compensation package for Probationary Firefighters including medical, dental, vision, life insurance, retirement, and generous paid time off. In addition, LTFR also provides for paid training, shift trades, compensatory time, and move-up pay differential (temporary work in a higher pay classification). Pay periods are bi-weekly.

Base Pay

Probationary Firefighter base pay rate is $22.96 per hour. The estimated annual amount is $68,650. Annual pay is approximate and based on the actual hours worked. Base pay does not include extra overtime over scheduled regular shifts or incentive pay. The hourly rate is as specified in the current applicable Collective Bargaining Agreement (CBA) and is subject to change as a result of re-negotiation.

Under the current CBA, the estimated annual salary is:

- $68,650 for a probationary firefighter hired on 3/23/26.
- $71,640 for a probationary firefighter with a bachelor's degree hired on 3/23/26.
- $76,275 for a one-year firefighter.
- $79,265 for a one-year firefighter with a bachelor's degree.
- $87,338 for a one-year firefighter with a bachelor's degree and cleared paramedic.
- $85,006 for a five-year firefighter.
- $97,055 for a five-year firefighter with a bachelor's, cleared paramedic, and 2 special operations.

Incentives

Lake Travis Fire Rescue provides incentive compensation to Probationary Firefighters starting on their date of hire. The incentive compensation, if applicable, will be added to the Probationary Firefighter pay rate*.

Certifications

1.	EMT-Intermediate (LTFR cleared)	$1.40 per hour
2.	EMT-Paramedic (LTFR cleared)	$2.70 per hour
3.	Clinical Preceptor	$4.00 per hour
4.	TCFP-Intermediate	$0.12 per hour
5.	TCFP-Advanced	$0.14 per hour
6.	TCFP-Master	$0.18 per hour
7.	Special operations (Technician Level)	
	a) With two certifications	$0.33 per hour
	b) With three or more certifications	$0.40 per hour

Note: All are eligible for Special Operations incentive pay, if obtain two (2) or more of the following twelve (12) certified/skill disciplines: RESET Rope Rescue Technician Level I/II; RESET Wilderness Search and Rescue; RESET Confined Space; TCFP Hazardous Materials Technician; any Inland Rescue Swimmer; any Swift Water Technician; any Tower Rescue; RESET Man vs Machine; S.P.R.A.T; any RIB boat operator; any Big Rig Rescue; any Trench/Structural Collapse; any future technician level certification developed and taught by RESET.

Education

8.	Associate Degree	$0.50 per hour
9.	Bachelor's Degree	$1.00 per hour
10.	Master's Degree	$1.50 per hour

*Note: Only one of: 1 through 3 EMT certifications; and one of: 4 through 6 TCFP certifications; and one of: 8 through 10 education incentives; may apply to any employee. Detail information available in current CBA.

Benefits

Lake Travis Fire Rescue strives to provide all full-time regular employees with the highest benefit levels possible. The following outlines the current LTFR benefits package.

Insurance

New employees are immediately covered upon employment for the following LTFR paid benefits:

- On Duty only Life and AD&D
- Workers Compensation
- Employee Assistance Program

New employees on the first of the month following their date of hire are eligible for the following benefits:

- Medical, Dental, Vision (LTFR pays 100% for employee and pays 50% for dependents)
- On or off Duty Basic Life and AD&D (LTFR pays 100% for employee only)

Optional benefits:

- Employee and dependent voluntary Life and AD&D
- Employee Long-Term Disability
- Employee and dependent income replacement plans (such as accident, hospitalization, short-term disability, etc.)

Retirement

- **Pension Plan**
  Mandatory participation from date of employment.
  Employee contributes 20% of base pay and LTFR contributes 19.2% of base pay. Firefighters participating in the Pension Plan are exempt from social security tax contributions.

- **457b Deferred Compensation Plan**
  Voluntary participation; employees are eligible after 6 months of employment.
  Employee may contribute up to the maximum amount allowed by law; LTFR matches $1.00 for every $3.00 contributed by the employee up to a maximum of 1% of gross pay.

Paid Time Off

The Probationary Firefighters position accrues upon hire:

- Sick leave at the rate of 7.85 hours per pay period, equaling 204 hours per year.
- Vacation leave at the rate of 5.54 hours per pay period, equaling 144 hours the first year.

Compensation, Incentives and Benefits listed are as specified in the current applicable Collective Bargaining Labor Agreement (CBA) expiring September 30, 2027 and are subject to change as a result of re-negotiation. Although compensation, incentives, and benefits are listed for Probationary Firefighters and other Firefighter ranks in the CBA, Probationary Firefighters are not members of the bargaining unit and are not entitled to rights under the CBA except as otherwise stated in the CBA or until the Probationary Firefighter completes their probationary period. Nothing contained in this Manual shall supersede or modify the CBA, and to the extent any provision herein is inconsistent with the terms of the CBA, the CBA shall control.

Important Dates

2025 - 2026 Hiring Process Important Dates

Step:	Date:	Requirements / Information:
Hiring process application deadline	October 20, 2025 (12 pm / noon CST)	Include resume
Candidate Orientation (Optional)	October 15, 2025 (evening time – location TBD)	Optional Candidates may choose to attend
Written Exam Reasonable Accommodations Request	By October 20, 2025 (5pm CST)	Candidates must request and provide documentation at careers@ltfr.org
Notify candidates who are eligible to continue in the hiring process	By October 22, 2025	By invitation only* - Applicants who meet the minimum requirements
Written Exam	October 25 and 28, 2025 (am and pm – location TBD)	By invitation only* - Candidates scheduled on 1 day of 2 days
Notify candidates who are eligible to continue in the hiring process	By November 4, 2025	Will be notified in writing
Fireground Physical Ability Test (FPAT) Preview and Optional Test Run	November 6 through November 8, 2025 (location and time TBD)	By invitation only* - Optional - Candidates may choose to attend on 1 day of 3 days
Swimming Assessment	November 19 and November 20, 2025 (location and time TBD)	By invitation only* - Candidates scheduled on 1 day of 2 days
Fireground Physical Ability Test (FPAT)	December 2 and December 3, 2025 (location and time TBD)	By invitation only* - Candidates scheduled on 1 day of 2 days
Notify candidates who are eligible to continue in the hiring process	By December 19, 2025	Will be notified in writing
Structured Oral Interviews	January 5 through January 9, 2025	By invitation only* - Candidate scheduled on 1 day of the 5 days
TCFP and TXDSHS Certification Deadline	January 31, 2026	Date applicable to those eligible for the first round of hires
Conditional Offer Letters	By February 6, 2026	Will be notified in writing
Notify candidates who are eligible to start employment	By March 2, 2026	Will be notified in writing
Candidate Physicals, Background Checks and Uniform Fittings	By March 6, 2026	By invitation only*
Anticipated Hire Date	March 23, 2026	Will be notified in writing

* Steps marked “By invitation only” require an invitation from the District. A photo ID must be presented at each event for verification and admittance.

Lake Travis Fire Rescue reserves the right, at its sole discretion, to change, modify, add, or remove any portions of the hiring process and dates, at any time. The District will make every attempt to notify candidates of every step date and time in the process. It is the candidate’s responsibility to check the hiring process information periodically for changes.

Hiring Process Overview

This 2025 – 2026 Hiring Process Manual explains each of the steps required to be considered for employment with Lake Travis Fire Rescue. The hiring process is a multi-step process that may take up to twelve months. Each step must be successfully completed to continue in the process to be considered for employment.

Applicants should review this Hiring Process Manual and full job description for information on the hiring process, dates, qualifications, and disqualifications.

The District reserves the right, at its sole discretion, to change, modify, add, or remove any portions of the hiring process, at any time. It is the candidate's responsibility to check the hiring process information periodically for changes.

Candidates who successfully complete the hiring process exam, swimming assessment, FPAT, and interview will be placed on the District's Probationary Firefighter Hiring Eligibility List. Probationary Firefighter Conditional Offer Letters will be sent to individuals based on their list ranking and Probationary Firefighter vacancies. Candidates on the list who are not extended a conditional offer letter or who will receive their TCFP and TXDSHS certifications after the deadline will remain on the District's Probationary Firefighter Hiring Eligibility List.

The hiring process steps are as follows:

- **Hiring Process Application**
- **Candidate Orientation**
- **Written Examination**
- **Fireground Physical Ability Test (FPAT)**
- **Swimming Assessment**
- **Structured Oral Interview**
- **Probationary Firefighter Hiring Eligibility List**
- **Probationary Firefighter Conditional Offer of Employment**
- **Background Investigation**
- **Physical/Medical Assessment**
- **Uniform Fitting**
- **Hire Date**

Hiring Process Application

Lake Travis Fire Rescue Probationary Firefighter Hiring Process Application will be made available via the LTFR website. Individuals who wish to be considered for the hiring process must submit an online or paper application no later than **12:00 p.m. CST, October 20, 2025**. Applicants are encouraged to submit an online application which can be found on the LTFR website at http://www.ltfr.org/careers/. Applicants who wish to submit a paper application instead of an online application should email careers@ltfr.org or visit the District's Administration Offices at 15304 Pheasant Lane, Suite 100, Lakeway, TX 78734 during business hours of operation. Business hours of operation can be found on the LTFR website or by calling (512) 266-2533.

All applicants who meet the minimum requirements (reference The Ideal Candidate section of this Manual) will be invited to start the hiring process as a candidate applying for a **Probationary Firefighter** position.

Applicants who are invited to start in the process will be provided in advance, additional paperwork needed to continue in the hiring process. This additional paperwork will include job application, waivers, and any other documentation needed. Documentation not returned may disqualify an applicant from the hiring process.

Candidate Orientation

Lake Travis Fire Rescue will be hosting one Candidate Orientation session. The Candidate Orientation session will provide the information covered in this document and allow candidates to ask questions about the hiring process. Orientation is **NOT** mandatory, but may provide additional helpful information.

The Candidate Orientation is scheduled for October 15, 2025. The location and time will be sent via email in advance.

Written Examination

Lake Travis Fire Rescue will administer a written exam as part of the hiring process.

The District will invite 80 candidates to continue the hiring process after the written exam. The District will take into account, written exam score, previous firefighting experience and preference criteria outlined in The Ideal Candidate section of this Manual.

Candidates must meet the exam's minimum cutoff score and must have completed an employment application and waiver to be eligible to continue in the hiring process.

Candidates who do not successfully meet the exam's minimum cutoff score or meet the criteria to continue will be notified and will not be eligible or invited to continue in the hiring process.

The written exam is an in-person test offered on two (2) different dates (October 25 and October 28, 2025). On these two dates, the exam will be offered in the morning and in the afternoon. Candidates will be invited to schedule to take the exam on one (1) of the four (4) exam options.

To request reasonable testing accommodations, the candidate must email careers@ltfr.org their request, along with medical documentation, no later than 5:00 p.m. CST, October 20, 2025. Lake Travis will make every effort to accommodate all requests, but may only approve reasonable requests supported with medical documentation. Candidates who request a reasonable accommodation must obtain approval prior to scheduling their written exam.

Lake Travis Fire Rescue has partnered with Ure Consulting Group to provide the hiring process written exam. Ure Consulting Group specializes in firefighter and police testing products and assessment centers.

What to expect about the written exam:

- The written exam measures critical knowledge, skills, and abilities that are critical to successful firefighter job performance.
- The time allowed to take the written exam is 3 hours.
- There is a total of 125 exam questions.
- The written exam cutoff score is 70% in order to continue in the hiring process.
- Candidates will not be allowed to bring any items into the exam room. The only exception will be a beverage that does not spill. Water bottles will be available to candidates.
- All electronics will be put away, including smart watches.
- Candidates will be provided with items needed for the exam.
- Candidates will not be allowed to bring any study materials into the exam room.
- The written exam format will be multiple choice.
- All exam questions have 4 possible answer choices.
- Every question on the exam carries the same point value.
- Candidates are encouraged to answer all items on the exam. Guessing gives the candidate a 25% chance of guessing correctly.
- There are NO TRICK questions associated with this exam.
- The exam written question types will be as follows:
  - Mathematics
  - Reading Comprehension
  - Language Skills (Vocabulary & Spelling)
  - Logical Sequence
  - Mechanical Aptitude
  - Basic Firefighter I (IFSTA Essentials of Firefighting, 7th Edition)
  - Basic EMT (Emergency Care and Transportation of the Sick and Injured, 12th Edition)
- Prior fire service knowledge is only needed to answer the Basic Firefighter I (IFSTA Essentials of Firefighting, 7th Edition) questions. Prior fire service knowledge is not needed for any of the other question types.
- Prior emergency medical service knowledge is only needed to answer the Basic EMT (Emergency Care and Transportation of the Sick and Injured, 12th Edition) questions. Prior emergency medical service knowledge is not needed for any of the other question types.
- Sample questions of each of the exam question types are provided below. Reference the 'General study information and tips' section of this Manual for additional exam sample questions, general study information, and tips. A study guide can be found at LTFR Written Exam Study Guide.

General study information and tips

Study Guide

Candidates are encouraged to review the free study guide provided by Ure Consulting Group. The study guide provides additional sample questions and more detailed information on taking the exam. The study guide is an additional tool to prepare for the exam; it is not required or necessary in order to successfully pass the written exam. The study guide can be found at LTFR Written Exam Study Guide.

Flashcards

Flashcards are a great way to identify definitions or key principles. Identify and write a word or principle on one side of the card and the meaning on the reverse side. Carry flashcards so the material can be reviewed during free time or while performing other tasks. Writing the material down instead in addition to reading it is another way to increase one's ability to recall the information later. Shuffle the cards frequently to make sure information is recalled in a different order.

Highlight and Make Notes

Candidates are encouraged to highlight important terms and/or principles and make notes in the margins of their study material's text. This forces one to read the materials more carefully since having to sort out the important material is helpful. The candidate is responsible for all of the information contained in the textbooks, not just the information thought to be important. Entire chapters should be reviewed, as a whole, even if notes have been written down or have highlighted information.

Study Groups

Studying with a friend or in a study group is an effective way to prepare for the test. When participating in a study session, have other study partners ask questions about the contents of the textbooks to test comprehension of the material. When asking questions to others, the inquirer also absorbs the material into short and long-term memory, reinforcing the understanding of the material.

Fireground Physical Ability Test (FPAT)

Lake Travis Fire Rescue will administer a Fireground Physical Ability Test (FPAT) that measures the candidate's ability to perform critical, physical aspects of the firefighter job.

Candidates eligible to continue in the hiring process after the written exam will be invited to participate in the FPAT. Candidates who would like to be considered to continue in the hiring process are required to successfully complete the FPAT at least once.

Candidates will perform physical activities that demonstrate strength, agility, and endurance. Firefighter experience is not required to successfully pass the FPAT. It is recommended that candidates use their available time leading up to the FPAT to exercise and prepare their body for the rigorous FPAT. Candidates are encouraged to wear athletic shoes and appropriate clothing that does not hinder their performance. It is also recommended candidates drink plenty of fluids, eat a good breakfast and get plenty of sleep the night before their FPAT.

An **FPAT video** is available illustrating the FPAT.

The FPAT is a thirteen (13) event continuously-timed test scored on a pass/fail basis. The FPAT has been validated and normalized with an established pass/fail cut off time of 8 minutes and 32 seconds (8:32).

After the last FPAT event (#13), the candidate must cross the finish line. Time stops when the candidate crosses the finish line. Completing the FPAT in 8 minutes, 32 seconds or faster is a passing time. Milliseconds are not calculated (i.e. 8 minutes, 32 seconds and 59 milliseconds / 8:32.59 is a passing time – 8:33.00 and slower is a failing time).

The candidate will wear a 50-pound weighted vest, gloves and a safety helmet while performing the FPAT. During the FPAT the candidate will be guided through the course by a proctor. The proctor will provide proactive instruction and, when necessary, correct unwanted behavior. It is acceptable to ask the proctor questions concerning course rules and layout prior to beginning the course and while on the course.
The proctor will provide an **initial** warning should the candidate engage in unwanted behavior. A **second** warning regarding the same unwanted behavior will result in disqualification. The proctor reserves the right to terminate FPAT participation at any time, should the candidate appear to be endangering the health or safety of themselves and/or others.

Throwing equipment is not allowed. Running is not allowed during the FPAT. Running is defined as any time both feet are off the ground at the same time while you are advancing on the course.

FPAT Events

- **Event 1: Equipment Carry**
- **Event 2: Forcible Entry**
- **Event 3: Walk #1**
- **Event 4: Ladder Carry**
- **Event 5: Ladder Climb**
- **Event 6: Walk #2**
- **Event 7: Charged Line Advance**
- **Event 8: Equipment Carry**
- **Event 9: Crawl**
- **Event 10: Hose Feed**
- **Event 11: Walk #3**
- **Event 12: Ceiling Breach and Pull**
- **Event 13: Victim Rescue**

FPAT VIDEO LINK: (click link)

FPAT – Preview and Test Run (Optional)
Candidates who wish to view the FPAT course and complete a test run prior to the December 2025 dates may do so November 6 through November 8, 2025. Candidates who successfully complete a run during the November dates will be considered to have passed the FPAT and will not be required to do another run in December 2025 to continue in the hiring process. The candidate will be allowed (up to 15 minutes) to finish the FPAT even if the candidate reaches the pass/fail cut off time. Location, day and time information will be sent via email in advance to candidates being invited to participate in the FPAT.

FPAT – Scheduled Hiring Process Date (Required unless successfully passed a test run)
Candidates who choose to take a test run and successfully complete and pass the FPAT on their test run will have completed and passed the FPAT and will not be required to attend an FPAT run in December 2025. Candidates who did not participate in a test run or did not successfully pass a test run will be scheduled on one day between December 2 through December 3, 2025. The candidate will be allowed (up to 10 minutes) to finish the FPAT if they reach the pass/fail cut off time prior to completing the FPAT. Location, day and time information will be sent via email in advance to candidates being invited to participate in the FPAT.

Event 1: Equipment Carry
Candidate carries two kettlebells (20 lbs. and 25 lbs.) at the same time for approximately 100 feet. This event simulates carrying equipment from the fire apparatus to the fire scene.



This event is the beginning of the FPAT. The candidate starts with their hands on the two kettlebells on a platform. The candidate lifts both kettlebells from the platform, walks 100 feet around the designated cones with the kettlebells and returns both kettlebells to the platform.

The time starts after lifting both kettlebells from the platform.

Event 2: Forcible Entry
Candidate strikes a target block/sled, mounted on a track, using a sledgehammer. This event simulates using a sledgehammer to gain entry into a structure using both a right and left-handed grip.



Candidate walks to the right side of the track and removes the sledgehammer. The candidate starts with a right-handed grip and strikes the target area of the sled until it reaches the end of the track. Then reversing the grip, the candidate strikes the opposite end of the sled until it is returned to the starting position. Once the sled reaches the end of the track, the candidate returns the sledgehammer to the holder.

The candidate must advance the sled using strikes and may not “push” the sled with the sledgehammer.

Event 3: Walk #1
Candidate walks approximately 100 feet around a designated path to the next task. This event simulates the sustained activity involved with working on a fireground while allowing the candidate to lower their heart rate between events.

Candidate is not allowed to run.



Event 4: Ladder Carry
Candidate carries a 65-pound simulated ladder a distance of 100 feet. This event simulates carrying a 24-foot aluminum extension ladder.

Candidate lifts the ladder simulator off its mount and carries the ladder, either by holding it with two hands or positioning it on their shoulder. While carrying the ladder, the candidate walks 100 feet around the designated cones and places the ladder back on its mount.

The ladder simulator cannot be dragged across the ground at any time.



Event 5: Ladder Climb
Candidate climbs a distance of 50 feet on a ladder simulator that allows for continuous climbing. This event simulates climbing 50 feet up a ladder.

Candidate mounts the simulator and climbs approximately halfway onto the simulator. The simulator is set to mid-level resistance; the candidate notifies the proctor if they want to climb faster or slower. Once the electronic meter on the simulator indicates that the candidate has climbed a total 50 feet in distance, the candidate will be instructed to dismount the simulator.

Once the candidate requests to climb faster, they may not request to slow down. Likewise, once candidate requests to climb slower, they may not request to speed up.



Event 6: Walk #2
Candidate walks approximately 140 feet around the perimeter of the course to the next task. This event simulates the sustained activity involved with working on a fireground while allowing the candidate to lower their heart rate between events.

Candidate is not allowed to run.



Event 7: Charged Line Advance
Candidate pulls the hose line simulator forward 50 feet. This event simulates advancing a charged hose line.

Candidate picks up the hoseline, drapes it over their shoulder, and pulls the simulator forward a distance of 50 feet. Candidate will be instructed to stop when the simulator has reached the target area. Once completed the candidate replaces the hose on the hook.



Event 8: Equipment Carry
Candidate carries one 45 lb. kettlebell 100 feet. This event simulates carrying heavy equipment at a fire scene.

Candidate lifts the 45 lb. kettlebell from a platform, walks around a designated path back and returns the kettlebell to the platform.



Event 9: Crawl
Candidate crawls on the ground floor for a distance of 25 feet. This event simulates crawling while conducting search and rescue in a burning structure.



Candidate positions behind the start line and crawls to the end of the mat.

The crawl can either be:

- on both hands and knees touching the floor

OR

- having three (3) points of contact with the floor

OR

- On both hands and feet (bear crawl)

Event 10: Hose Feed
Candidate reels in hoseline 20 feet. This event simulates feeding a charged hoseline into a structure.



Candidate enters a target box and positions themselves in a kneeling position (either two knees or knee and foot). The candidate reels in the hoseline until the 20-foot marker passes the front edge of the target box.

Candidate must keep their body inside the target box at all times.

Event 11: Walk #3
Candidate walks approximately 70 feet around a designated path to the next task. This event simulates the sustained activity involved with working on a fireground while allowing the candidate to lower their heart rate between events.



Candidate is not allowed to run.

Event 12: Ceiling Breach and Pull
Candidate pulls and pushes the Firesled pike pole for 20 repetitions. This event simulates breaching ceiling boards with a pike pole and pulling them down during overhaul operations.



Candidate mounts the Firesled, takes hold of the pike pole and performs 20 breach and pull repetitions. Any grip choice is acceptable and the grip may be altered during the event. A single repetition consists of pulling downward with the pike pole until the downward motion is blocked and then pushing upward with the pike pole until the upward motion is blocked.

The proctor counts repetitions aloud and will instruct when to stop. Incomplete repetitions will not count.

Event 13: Victim Rescue
Candidate drags the Firesled backwards for a distance of 50 feet. This event simulates dragging a human victim.



Candidate grabs the Firesled hand straps and drags the sled backwards 50 feet across the designated finish line. The candidate must walk backwards and should not look over their shoulder while dragging.

Once the candidate crosses the finish line, the test time stops and the FPAT is complete.

Swimming Assessment

Lake Travis Fire Rescue is situated between Lake Austin and Lake Travis; it is essential that firefighters be comfortable working in and around open water. Lake Travis Fire Rescue will administer a swimming assessment that measures the candidate's comfort level in the water, a physical aspect of the firefighter job.

Candidates eligible to continue in the hiring process after the written exam will be invited to participate in the swimming assessment. Candidates who would like to be considered to continue in the hiring process are required to successfully complete the swimming assessment.

Candidates are not required to possess proficient swimming experience to successfully pass the swimming assessment. It is recommended that candidates use their available time leading up to the swimming assessment to prepare. It is also recommended that candidates drink plenty of fluids, eat a good breakfast and get plenty of sleep the night before the swimming assessment.

Appropriate swim attire, such as bathing suit, must be worn. Candidates may bring their own swim goggles or wear swim goggles available at the time of their assessment. Long hair can be secured. Candidates may not wear or use a wetsuit, snorkel, swim cap, ear plugs, fins or floatation device of any kind.
The swimming assessment will be performed in a 25-yard pool with a depth of at least 8 feet. The swimming assessment consists of two (2) separate skills evaluations, evaluated on a pass/fail basis. Any skill that is not performed as required will disqualify the candidate from continuing in the hiring process.

The two (2) separate skills evaluations are:
1. Jumping in the Pool
2. Swimming 100 yards

Candidates will be given detailed instructions prior to the assessment and will be asked to confirm their understanding of the instructions.

Jumping in the Pool
The candidate will jump into an 8-foot deep pool. The candidate must jump into the water **feet first**, submerge fully and come up, then notify the proctor when they are ready to begin their 100-yard swim. The candidate must begin their 100-yard swim within one (1) minute of jumping into the pool.

The proctor will confirm that the candidate is ready to begin their swim. Time will start after the candidate lets go of the pool wall. Candidate will only be allowed one false start.

Swimming 100 Yards:
The candidate must swim 100 yards, four (4) lengths of the pool, within 5 minutes. The candidate may swim using any stroke, without stopping, standing up or holding onto the side or lane markers. The candidate may use the wall for assistance with their turn (lap), but is not permitted to hang on the wall for more than five (5) seconds. The proctor will count down from five (5) seconds once the candidate uses the wall to turn.

Swimming Assessment Disqualifications:
1. Candidate is unable to complete the required 100-yards, within 5 minutes.
2. Candidate interferes with others in or outside the water.
3. Proctor stops the candidate's swimming assessment, if the proctor feel that the candidate is in any danger, unable to swim, or endangering others.
4. Candidate holds onto a wall, or lane marker, for more than (10) ten seconds anytime during the swim disqualifies the candidate from their swimming assessment.
5. Candidate receives more than one (1) warning; candidates will be given a warning if:
   a) Candidate dives (head first) into the pool
   b) Candidate does not start their 100-yard swim within one (1) minute of jumping into the pool
   c) Candidate stops swimming by standing up
   d) Candidate grabs a side or lane marker
   e) Candidate holds on to the pool longer than 5 seconds while turning

There will be a red cone as a visual to indicate the candidate's last lap. Time stops when the candidate touches the wall at the completion of the 100-yards. Completing both skills with the 100-yard swim in 5 minutes, 0 seconds or faster is a passing time. Milliseconds are not calculated (i.e. 5 minutes, 0 seconds and 0 milliseconds / 5:00.00 is a passing time – 5:01.00 and slower is a failing time).

Structured Oral Interview

Lake Travis Fire Rescue will conduct a structured oral interview as part of the hiring process. Candidates eligible to continue in the hiring process after the FPAT and the swimming assessment will be invited to participate in a structured oral interview. Candidates who would like to be considered to continue in the hiring process will be required to participate in one structured oral interview.

Structured Oral Interviews will be scheduled on one day between January 5 through January 9, 2026. The location, day and time will be sent via email in advance.

What to expect of the Structured Oral Interview:

- The structured oral interview is a twenty (20) minute interview conducted by a five (5) person panel.
- Each candidate will have one scheduled interview block of time.
- Candidates will be asked fifteen (15) questions by the panel.
- Candidates will have twenty (20) minutes to answer fifteen (15) questions.
- Interview panel members will assign a rating to each candidate's response using a structured, objective rating scale.
- Candidate's rating for each response to the questions will be added to make up the candidate's structured oral interview score.

Candidates who do not participate in a structured oral interview will not be placed on the District's Probationary Firefighter Hiring Eligibility List and will not be invited to continue in the hiring process.

Preference Points

Preference Points are added to the candidate's structured oral interview score. The candidate must submit supporting documentation to be eligible to receive preference points.

Candidates can earn a total of 22 cumulative preference points possible. Preference points will be awarded for the following*:

- 7 points - Advance EMT **OR** EMT-Intermediate
- 5 points - Military
- 5 points - Bachelor's Degree (or higher) from an accredited institution
- 3 points - Associate Degree from an accredited institution
- 5 points - LTFR Forestry Tech Full-time Crew Member (worked at least 12 months continuously)

  * Note: Either 5 points for Bachelor's Degree (or higher) **OR** 3 points for Associate Degree from an accredited institution; total of 22 cumulative preference points possible.

Probationary Firefighter Hiring Eligibility List

Candidates who successfully complete the hiring process written exam, FPAT, swimming assessment, and interview will be placed on the District's Probationary Firefighter Hiring Eligibility List which will be published by February 6, 2026 and will be effective for 18 months. Candidates placed on the list will be eligible for a Probationary Firefighter vacancy during the period of time the list is effective (if their TCFP and TXDSHS certifications are active and effective at the time of hire).

The candidate's interview score and preference points combined will be the candidate's total hiring process score which will used for placement on the District's Probationary Firefighter Hiring Eligibility List.

EMT-P (EMT-Paramedic) candidates will have preference over all the other candidates and will be placed at the top of the list in sequential order according to their hiring process score. Non EMT-P (EMT-Paramedic) candidates will be placed on the list following the EMT-P candidates in sequential order according to their total hiring process score. Obtaining an EMT-P certification after being placed on the list will not change the candidate's placement on the list.

Conditional Offer of Employment

As part of the hiring process, Lake Travis Fire Rescue will send a Probationary Firefighter Conditional Offer of Employment letter to the top ranked candidates of the District's Probationary Firefighter Hiring Eligibility List. The offer will be conditional based on the successful completion of physical/medical assessment, background investigation and reference checks, uniform fittings, and the ability to verify eligibility to work in the United States by providing the documents required with the I-9 form during the first three (3) days of employment.

Conditional Offer of Employment letters for the first round of hires will be sent out by February 6, 2026. Candidates on the list who are not extended a conditional offer letter at this time will remain on the District's Probationary Firefighter Hiring Eligibility List.

Background Investigation

Candidates who accept their Conditional Offer of Employment and submit all required documentation, including documentation to participate in a background verification investigation (social media search included), will be eligible to continue in the hiring process.

Candidates will be required to complete a background history questionnaire as part of the hiring process. It is recommended that candidates include a detailed explanation of all their criminal history entries on both the employment application and background history questionnaire.

Background verification investigations will be reviewed and may or may not disqualify a candidate from further consideration depending on the following factors:

- Nature and seriousness of offense;
- Relevance of offense to individual's job responsibilities;
- Time elapsed since commission of offense;
- Age of individual when offense was committed; and
- Final disposition of case.

Physical / Medical Assessment

Candidates who accept their Conditional Offer of Employment and submit all required documentation, including documentation to participate in a physical / medical ("physical") assessment by a District medical provider, will be eligible to continue in the hiring process.

The physical (which includes drug testing) must meet the requirements set forth in NFPA 1582, Latest Edition, Standard on Medical Requirements for Firefighters.

Candidates have the opportunity to participate in **one** physical. The District's physical is a **pass or fail assessment**. Candidates **must** successfully pass to be eligible to continue in the hiring process.

The physical follows recommendations from NFPA 1582 which consists of the following:
Vitals signs (blood pressure, heart rate), vision screening (near, distant, color), audiometry, laboratory tests, spirometry, resting EKG, aerobic capacity assessment using a maximal effort cycle ergometer, hernia screening, neurological assessment, evaluation of HEENT (head, ears, eyes, nose, throat), neck, heart, lungs, abdomen, spine, and extremities (to include strength, range of motion, and reflexes).

The candidate's fitness assessment will follow the recommendations from NFPA 1580 aerobic capacity requirements, which are stratified based on gender and decade of life, with the 35th percentile being the minimum required, and at or above the 50th percentile being the goal. As part of the cardiopulmonary exercise test, candidates will be required to pedal on a cycle ergometer (stationary bike) against a gradually increasing resistance at a consistent RPM until a maximal effort is achieved, or the test is stopped by the technician due to a safety concern. The average time for this test is approximately 10-15 minutes, which includes the rest phase, exercise phase, and recover phase. The candidate's performance will be evaluated, and their metabolic equivalents (METs) achieved will be compared against the gender and age-based standards for aerobic capacity found in NFPA 1580.

Note: Refraining from caffeine and other stimulants prior to the candidates' physical is **strongly** encouraged. It is also recommended candidates properly hydrate and get adequate sleep the night before their physical.

At the conclusion of the physical, the medical provider will provide a "meets the standard" or "does not meet the standard" result. A pass on a physical is considered only when the medical provider indicates the candidate "meets the standard"; therefore is eligible for full operational suppression duty without restrictions for 365 Days. Candidates who do not meet the standard will be notified of the result.

Candidates should contact their medical professional if there are any questions about having the ability to successfully complete the physical or reference the National Fire Protection Association (NFPA) 1582, Latest Edition, and Standard on Comprehensive Occupational medical program for Fire Departments.

Uniform Fitting

Candidates who accept their Conditional Offer of Employment and submit all required documentation, including documentation to participate in a uniform fitting, will be eligible to continue in the hiring process.

More information on the uniform fitting date, time, and location will be provided in advance to candidates continuing in the hiring process.

Hire Date

Candidates who successfully complete the hiring process will start their employment with **Travis County Emergency Services District No. 6/Lake Travis Fire Rescue** as a Probationary Firefighter. The initial employment date of hire is currently scheduled to be on March 23, 2026, but is subject to change.

Employment as a Probationary Firefighter does not guarantee successful completion of the probationary period or eventual transition to the position of Firefighter.

Frequently Asked Questions (FAQ)

1. **How often does the LTFR test for firefighter positions?**
   LTFR conducts a hiring process on average every two to three years or as needed.

2. **When will LTFR be accepting applications?**
   Applications are being accepted through 12:00 p.m. CST, October 20, 2025. Reference the Hiring Process Application for more information.

3. **I am already a firefighter with another department. Do you have a lateral transfer system?**
   No. You must apply and go through the hiring process as this is required for all applicants.

4. **What disqualifier information should I be aware of?**
   LTFR will verify eligibility for candidates who accept a conditional offer letter. Extensive criminal and character background checks will be mandatory for all candidates who accept a conditional offer letter. Reference the Disqualifier Information for more information.

5. **Are there any state or local residency requirements to apply?**
   There are no residency requirements. However, applicants who are not United States citizens must be permitted and provide proof to work a full-time job in this country by providing the documents required with the I-9 form during the first three (3) days of employment.

6. **I completed my hiring process application but haven't heard anything. What do I need to do?**
   There is nothing to do, all hiring process applications will be reviewed and tracked. All applicants will be notified of their continuation status in the hiring process as a candidate applying for a Probationary Firefighter position. Reference the Hiring Process Overview for more information.

7. **What if I will not be completing my TCFP or TXDSHS certifications by January 31, 2026?**
   Candidates who will not have both TCFP and TXDSHS active certifications by January 31, 2026 may or may not be invited to start the hiring process, depending on the number of applications received. The District is only able to process a limited number of candidates. Reference The Ideal Candidate for more information.

8. **Is there a recommended study material that will help me prepare for the written exam?**
   There is an optional, but recommended Study Guide available for preparing for the exam day. The Study Guide can be found at LTFR Written Exam Study Guide. Reference the Written Examination for more information on the written test.

9. **How soon after the written exam will I receive information on my status?**
   All candidates will be contacted within 10 business days after the written tests have been completed and informed of their status, including whether they are invited to continue in the hiring process. Reference the Important Dates for more information.

10. **How soon after the FPAT and Swimming Assessment will I know my results?**
    You will know the results of both the FPAT and the Swimming Assessment immediately. Both assessments are pass/fail and LTFR will announce to candidates the cutoff times for each prior to the candidate beginning the test. Those candidates who successfully pass both the FPAT and the Swimming Assessment will be invited to participate in the Structured Oral Interview process. Reference the Fireground Physical Ability Test (FPAT) and the Swimming Assessment for more information.

11. **How soon after the Structured Oral Interviews will I know my position in the eligibility list?**
    The District's Probationary Firefighter Eligibility List will be published by February 6, 2026. Reference the Probationary Firefighter Hiring Eligibility List for more information.

12. **How can I find out if a medical condition will disqualify me from being hired?**
    A physical is conducted for those who accept a conditional offer of hire. Candidates must meet the requirements set forth in the National Fire Protection Association (NFPA) 1582, Latest Edition, and Standard on Comprehensive Occupational Medical Program for Fire Departments. NFPA information can be referenced here: www.nfpa.org.

13. **If I am hired as a probationary firefighter, do I have a choice in which fire station I will be assigned?**
    No. Work assignments are tailored by operational demand.

14. **How long is the probationary period?**
    12 months from the date of hire.

15. **Are there promotional opportunities as a firefighter?**
    Once the probationary period is satisfactorily completed, and the employee has functioned in the capacity of a Firefighter for at least two (2) years, and the requirements are met for Engineer; then the Firefighter may elect to take an Engineer promotional test. After serving two (2) years in the capacity of any given rank, the employee is eligible to test for the next higher rank.

16. **What is the pay of other firefighters working at LTFR?**
    Lake Travis Fire Rescue provides competitive compensation outlined in the current applicable Collective Bargaining Labor Agreement (CBA) expiring September 30, 2027. The following two pages are the CBA's Appendix A-2 and Appendix A-3 listing wages from 10/5/2025 through 10/2/2027. Reference the CBA for more information.

ATTACHMENT A-2

Travis County Emergency Services District No. 6
Collective Bargaining Agreement Wages
10/5/2025-10/3/2026

Rank Differential = 108% | 0 yr FF = 90% | Anniversary Increases = 4% in Yr 2, 3% in Yr 3, 2% in Yrs 4-20

Years of Service	Hrs	Hrs	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20+
Firefighter																							
Hourly (56 hour)	115	2990	22.96	25.51	26.53	27.33	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02	32.66	33.31	33.98	34.66	35.35	36.06	36.78	37.51	38.26
Hourly (40 hour)	80	2080	33.00	36.67	38.14	39.28	40.07	40.87	41.69	42.52	43.37	44.24	45.12	46.02	46.95	47.88	48.84	49.82	50.81	51.83	52.87	53.93	55.00
Bi-Weekly			2,640	2,934	3,051	3,143	3,205	3,269	3,335	3,402	3,470	3,539	3,610	3,682	3,756	3,831	3,907	3,985	4,065	4,146	4,229	4,314	4,400
Yearly			68,647	76,275	79,326	81,706	83,340	85,007	86,707	88,441	90,210	92,014	93,854	95,731	97,646	99,599	101,591	103,623	105,695	107,809	109,965	112,164	114,408
Engineer																							
Hourly (56 hour)	115	2990					30.10	30.70	31.32	31.95	32.58	33.24	33.90	34.58	35.27	35.98	36.69	37.43	38.18	38.94	39.72	40.51	41.32
Hourly (40 hour)	80	2080					43.27	44.14	45.02	45.92	46.84	47.78	48.73	49.71	50.70	51.71	52.75	53.80	54.88	55.98	57.10	58.24	59.40
Bi-Weekly							3,462	3,531	3,602	3,674	3,747	3,822	3,899	3,977	4,056	4,137	4,220	4,304	4,390	4,478	4,568	4,659	4,752
Yearly							90,007	91,807	93,643	95,516	97,426	99,375	101,362	103,390	105,458	107,567	109,718	111,912	114,151	116,434	118,762	121,138	123,560
Lieutenant / DFM I																							
Hourly (56 hour)	115	2990						33.16	33.82	34.50	35.19	35.89	36.61	37.34	38.09	38.85	39.63	40.42	41.23	42.06	42.90	43.76	44.63
Hourly (40 hour)	80	2080						47.67	48.62	49.59	50.59	51.60	52.63	53.68	54.76	55.85	56.97	58.11	59.27	60.46	61.67	62.90	64.16
Bi-Weekly								3,814	3,890	3,968	4,047	4,128	4,210	4,295	4,381	4,468	4,558	4,649	4,742	4,836	4,933	5,032	5,133
Yearly								99,152	101,135	103,157	105,221	107,325	109,471	111,661	113,894	116,172	118,495	120,865	123,283	125,748	128,263	130,829	133,445
Captain / DFM II																							
Hourly (56 hour)	115	2990								37.26	38.01	38.77	39.54	40.33	41.14	41.96	42.80	43.66	44.53	45.42	46.33	47.26	48.20
Hourly (40 hour)	80	2080								53.56	54.63	55.73	56.84	57.98	59.14	60.32	61.53	62.76	64.01	65.29	66.60	67.93	69.29
Bi-Weekly										4,285	4,371	4,458	4,547	4,638	4,731	4,826	4,922	5,021	5,121	5,223	5,328	5,434	5,543
Yearly										111,410	113,638	115,911	118,229	120,594	123,006	125,466	127,975	130,535	133,145	135,808	138,524	141,295	144,121
Battalion Chief																							
Hourly (56 hour)	115	2990										41.87	42.70	43.56	44.43	45.32	46.23	47.15	48.09	49.05	50.04	51.04	52.06
Hourly (40 hour)	80	2080										60.18	61.39	62.62	63.87	65.15	66.45	67.78	69.13	70.52	71.93	73.36	74.83
Bi-Weekly												4,815	4,911	5,009	5,109	5,212	5,316	5,422	5,531	5,641	5,754	5,869	5,987
Yearly												125,184	127,688	130,241	132,846	135,503	138,213	140,977	143,797	146,673	149,606	152,598	155,650

ATTACHMENT A-3

Travis County Emergency Services District No. 6
Collective Bargaining Agreement Wages
10/4/2026-10/2/2027

Rank Differential = 108% | 0 yr FF = 90% | Anniversary Increases = 4% in Yr 2, 3% in Yr 3, 2% in Yrs 4-20

Years of Service	Hrs	Hrs	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20+
Firefighter																							
Hourly (56 hour)	115	2990	23.64	26.27	27.32	28.14	28.70	29.28	29.86	30.46	31.07	31.69	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40
Hourly (40 hour)	80	2080	33.99	37.76	39.27	40.45	41.26	42.09	42.93	43.79	44.66	45.56	46.47	47.40	48.34	49.31	50.30	51.30	52.33	53.38	54.44	55.53	56.64
Bi-Weekly			2,719	3,021	3,142	3,236	3,301	3,367	3,434	3,503	3,573	3,644	3,717	3,792	3,867	3,945	4,024	4,104	4,186	4,270	4,355	4,443	4,531
Yearly			70,693	78,547	81,689	84,140	85,823	87,539	89,290	91,076	92,897	94,755	96,650	98,583	100,555	102,566	104,617	106,710	108,844	111,021	113,241	115,506	117,816
Engineer																							
Hourly (56 hour)	115	2990					31.00	31.62	32.25	32.90	33.55	34.23	34.91	35.61	36.32	37.05	37.79	38.54	39.31	40.10	40.90	41.72	42.56
Hourly (40 hour)	80	2080					44.56	45.45	46.36	47.29	48.24	49.20	50.18	51.19	52.21	53.26	54.32	55.41	56.52	57.65	58.80	59.97	61.17
Bi-Weekly							3,565	3,636	3,709	3,783	3,859	3,936	4,015	4,095	4,177	4,260	4,346	4,433	4,521	4,612	4,704	4,798	4,894
Yearly							92,688	94,542	96,433	98,362	100,329	102,336	104,382	106,470	108,599	110,771	112,987	115,246	117,551	119,902	122,300	124,746	127,241
Lieutenant / DFM I																							
Hourly (56 hour)	115	2990						34.15	34.83	35.53	36.24	36.96	37.70	38.46	39.23	40.01	40.81	41.63	42.46	43.31	44.18	45.06	45.96
Hourly (40 hour)	80	2080						49.09	50.07	51.07	52.09	53.14	54.20	55.28	56.39	57.52	58.67	59.84	61.04	62.26	63.50	64.77	66.07
Bi-Weekly								3,927	4,006	4,086	4,168	4,251	4,336	4,423	4,511	4,601	4,693	4,787	4,883	4,981	5,080	5,182	5,285
Yearly								102,106	104,148	106,231	108,355	110,522	112,733	114,988	117,287	119,633	122,026	124,466	126,956	129,495	132,085	134,726	137,421
Captain / DFM II																							
Hourly (56 hour)	115	2990								38.37	39.14	39.92	40.72	41.53	42.36	43.21	44.08	44.96	45.86	46.77	47.71	48.66	49.64
Hourly (40 hour)	80	2080								55.16	56.26	57.39	58.53	59.71	60.90	62.12	63.36	64.63	65.92	67.24	68.58	69.95	71.35
Bi-Weekly										4,413	4,501	4,591	4,683	4,776	4,872	4,969	5,069	5,170	5,274	5,379	5,487	5,596	5,708
Yearly										114,729	117,024	119,364	121,751	124,187	126,670	129,204	131,788	134,423	137,112	139,854	142,651	145,504	148,414
Battalion Chief																							
Hourly (56 hour)	115	2990										43.11	43.98	44.86	45.75	46.67	47.60	48.55	49.53	50.52	51.53	52.56	53.61
Hourly (40 hour)	80	2080										61.98	63.22	64.48	65.77	67.09	68.43	69.80	71.19	72.62	74.07	75.55	77.06
Bi-Weekly												4,958	5,057	5,159	5,262	5,367	5,474	5,584	5,695	5,809	5,926	6,044	6,165
Yearly												128,913	131,492	134,121	136,804	139,540	142,331	145,177	148,081	151,043	154,063	157,145	160,288