

**Oak Hill Fire Department**  
**Travis County Emergency Services District #3**

**Station 301**  
**Circle Drive**  
**9211 Circle Drive**  
**Austin, Texas 78736**  
**512-288-5576**  
**Fax 512-288-5903**



**Station 302**  
**Barton Creek**  
**4111 Barton Creek**  
**Austin, Texas 78735**  
**Admin 512-288-5534**  
**Fax 512-288-5844**

---

Travis County ESD # 3 is again accepting applications for the position of Firefighter/EMT. Applications will be accepted at the address below through June 12, 2026, at 17:00 hours. Applications may be obtained from our website (<http://www.oakhillfire.org>) by clicking on the "Employment" tab. Applications must be received no later than 17:00 on **June 12, 2026**. Postmarks are not considered as meeting the closing of the application acceptance time. Emailed applications will not be accepted.

Applications shall be complete and submitted with all required documentation, including:

- Copy of High School Diploma or equivalent (or college transcript)
- Copy of front and back of current Texas Driver License
- Texas Commission on Fire Protection Certificate(s)
- Texas Department of State Health Services or National Registry EMT certificates
- Copy of current motor vehicle insurance
- Copy of Military Form DD-214, if applicable
- Copy of Texas DPS "Type 3" Complete Driving History
- Completed, Signed, and Notarized Release of Personal Information form

Applications submitted without all of the required documents will not be extended an invitation to participate in the written exam. Candidates will receive an invitation by phone, text, or email to participate in the written exam.

A written exam will be conducted on July 6, 2026, at 10:00 for those applicants who have been extended an invitation. The written exam consists of 100 questions with a 2-hour time limit.

Written exam sources and study pages are:  
IFSTA Fire Essentials, 7<sup>th</sup> edition, all pages

Emergency Care, 14<sup>th</sup> edition  
(pages: 184-198, 200-235, 312-337, 403-452, 494-516, 580-649, 745-781, 823-866)

After obtaining a passing grade (70% or greater) on the written exam, a physical agility orientation will be conducted at the testing site. Applicants will have the opportunity to observe the physical agility testing environment and equipment used in the process but will not be permitted to touch, manipulate, or practice with the equipment.

An optional practice run of the physical agility test will be made available on July 8, 2026, for those that are eligible for the physical agility test. Candidates that meet the time requirement for the physical agility test during their optional practice run will be qualified for the next step of the hiring process and will not need to return on the scheduled physical agility testing day.

Candidates that do not attend or do not pass the optional practice run of the physical agility test are still eligible to test on the scheduled physical agility testing day on July 10, 2026. Candidates must pass the physical agility test in order to move on to the next step in the hiring process.

**Minimum Qualifications:**

High School diploma or equivalent

Valid Texas Driver License

Current TCFP Firefighter – Basic certification or higher

Current DSHS EMT–Basic or higher\* (or in the DSHS process with proof of current National Registry (NR) certification)

\*Higher levels of DSHS certification (AEMT or Paramedic) are eligible for additional incentive pay after obtaining clearance to practice through medical direction.

**Employee Salary and Benefits:**

\*Current Wages (on probation): **\$25.29 per hour**

\*Current Wages (off probation after approximately 6 months): **\$25.86 per hour**

Health insurance (Employee covered 100%, Family covered at 50%)

Dental Insurance (Employee covered 100%, Family covered at 50%)

Vision Insurance (Employee covered 100%, Family covered at 50%)

Short Term Disability Insurance (Department funded)

Long Term Disability Insurance (Department funded)

Life Insurance / Accidental Death & Dismemberment (Department funded)

Employee Assistance Program (EAP) available 24/7 (Department funded)

Retirement (401a / 457 plan with department match at 2.5:1 up to 7% employee contribution)

Paid vacation and sick leave

\*Current Pay Rates and benefits are for FY2026. The budget for FY27 (beginning October 1, 2026) may include an increase to the base pay rate and could include increases to some of the benefits listed above.

Applications must be received at the following address prior to the deadline:

Travis County ESD # 3  
4111 Barton Creek Blvd.  
Austin, Texas 78735  
Attn.: Hiring Process