



BRYAN FIRE DEPARTMENT ENTRANCE EXAM NOTICE & INFORMATION

POSITION TITLE: Firefighter (Entry-level – No Certification Required)

APPLICATION DEADLINE: Friday, November 27, 2026

WRITTEN EXAM DATE: Thursday, December 3, 2026

EXAM START TIME: 9:00 AM (check-in time is between 8:15AM – 8:45AM)

(**Note:** For those that pass the written exam, the date of the Physical Fitness Assessment will be announced at the exam. Tentative dates are between December 3rd – 6th).

EXAM LOCATION: Bryan Expo Center
5827 Leonard Rd.
Bryan, TX 77807

Please ensure you have successfully applied online

You will receive an online confirmation number upon successfully submitting your application. If you **'Meet'** all requirements to test, you will also receive a confirmation email from the City of Bryan Human Resources within one (1) week of applying. The information packet, study guide, and other important details will be provided in this email. You **MUST** have received this email in order to be admitted to the exam site.

For applicants certified as a Firefighter and/or as an EMT or Paramedic

No certification is required; however, if you are certified as a Firefighter and/or as an EMT or Paramedic, you must submit a copy of these certifications (or proof of certification) at the time of application in order to receive additional points to your final score if you pass the exam. If you have not already done so, please submit these documents ASAP. Your application is considered incomplete until the certification (or proof of certification) is received. **Important: If you certified as FF/EMT or FF/Paramedic, please note that there is a certified only exam on the same date. Please ensure you submit your application to the Certified posting, not the Non-Certified posting.**

For applicants with prior military service

For applicants with military service, in order to receive an additional five (5) points added to your final score if you pass the exam, you must show proof of an honorable discharge (i.e. DD-214 if Veteran) or provide a letter from your current unit command authority attesting to your honorable service (if Active Service Member). You must provide your documentation by the application deadline. Documentation and DD-214 Forms will not be accepted at the exam site for the additional points.

If applicable, submit PDF copies of these documents by e-mail to mcooke@bryantx.gov or fax the documents to (979)209-5059.

IMPORTANT:

Please be sure to review the information packet carefully as it includes important details about the testing process. You are also strongly encouraged to use the provided applicant study guide and attend the *optional* study session to help prepare for the written exam.

If you have questions about the application process, please contact Human Resources at (979) 209-5064. For questions specifically about the Bryan Fire Department, please call (979) 209-5960. Thank you.



ABOUT THE BRYAN FIRE DEPARTMENT

The Bryan Fire Department serves the City of Bryan, Texas. Bryan is a city noted for its warmth and hospitality. It covers an area of 43.5 square miles and has a population of over 93,000. Situated in the center of the "Texas Triangle" formed by Houston, Dallas/Fort Worth and San Antonio, over 80% of the state's population is within a three-hour drive from Bryan. Bryan and its sister city, College Station, are also privileged to be the home of the Texas A&M University and the George Bush Presidential Library. The Bryan Fire Department has an operational budget of approximately \$26 million with 179 full-time employees operating out of five fire stations. The department provides fire protection and emergency medical services to the City of Bryan, as well as EMS to the northern half of Brazos County.

STARTING PAY

- Firefighter Cadets (non-certified) make \$24.77/hour during the recruit academy.
- Fully certified Firefighter/EMT and Firefighter/Paramedic Cadets make \$33.02/hour during initial training.
- Starting Firefighter salary (base pay plus minimum FLSA overtime) is \$75,120/year.

BENEFITS

- Shift schedule – Work 10 days per month, based on a 24 on/48 off shift schedule; switching to 48/96 January 2027.
- Longevity Pay – \$4.00/month for each year of service; maximum of \$1200/year
- Assignment Pay – Earn 20% of base pay per shift for an ambulance assignment.
- Certification Pay – Up to \$375/month, depending on certification(s)
- Sick Leave – 15 days (7 ½ 24-hour shifts) per year; unlimited accumulation
- Vacation – 15 days/year
- Holidays – 10 paid and 2 additional floating holidays/year
- Retirement plan with the Texas Municipal Retirement System. Employee contributes 7%, city matches 2:1. Retirement with 20 years of service any age, or at age 60 with 5 years of service.
- Group health insurance with deductible, flexible spending accounts, and Section 125 options
- Annual physical and cancer screening
- Life insurance, long-term disability and workers' compensation. Optional life insurance and deferred plans are also available.
- All uniforms and equipment provided
- College tuition exemption, per Texas Education Code, Section 54.014
- Annual physical and cancer screening
- Established mental health/peer support program
- Opportunity to attend training schools
- Employee Assistance Program

MINIMUM REQUIREMENTS

- United States citizen by birth or naturalization.
- Between the ages of 18 and 40 at the date of hire.
- Possess a High School Diploma or GED.
- Be able to read and write the English language.
- Be able to meet the physical standards for the position.
- If applicable, military service with honorable discharge as stipulated on DD-214 Form.
- Applicant must not have engaged in, received deferred adjudication, or pre-trial diversion for, or been convicted of: conduct that constitutes a Felony or Class A misdemeanor conviction under state or federal law, to include the Uniform Code of Military Justice (UCMJ); or received deferred adjudication or pre-trial diversion for, or been convicted of a Class B misdemeanor within the last 10 years.
- Possess a valid Texas driver's license at the date of hire and meet the City's evaluation criteria for the driver's license record; must be able to obtain a Texas Class B Driver's License within timeframe set by department.
- Good moral character, stable employment history, and no history of any conduct which may affect suitability for firefighter/paramedic work.
- Certification is not required at time of hire. Once hired, certification must be obtained within time frame set by the department.
- At time of hire, candidate shall sign a Repayment Agreement with the City to reimburse for tuition paid to attend Fire and EMT courses in the event the candidate voluntarily separates employment within four (4) years.

APPLICATION PROCESS

The application process to become a Bryan Firefighter involves several steps.

1. Written civil service exam

Successful applicants must score a 70 or higher on this exam to pass to the next step. Candidates that pass the written exam with a 70% or higher are placed on a hiring eligibility list. Successful candidates are ranked on the eligibility list in order of their final score on the written examination. Additional points are added to a passing score for applicants who meet the following criteria:

- Active military or honorably discharged veterans: Additional 5 points added to a passing score
- Texas certified Firefighter/Paramedic: Additional 5 points added to a passing score
- Texas Department of State Health Services certified Paramedic: Additional 3 points added to a passing score.

If applicants successfully complete all the remaining steps in the process, they will remain on the eligibility list for one (1) year from the date of the exam. Applicants will need to re-apply if the list expires.

2. Physical fitness assessment

All candidates must pass a physical fitness assessment that includes the following.

The candidate will have 12 minutes to run/walk one (1) mile. You can run, walk, or do a combination of each. However, you cannot stop forward movement. This task will be separate from all other tasks. Should you pass this assessment, you will report to the Bryan Fire Department drill field for the remaining tasks.

All exercises in the Fitness Assessment (listed below) are simulations of the actual tasks performed by Bryan Firefighters in the discharge of their duties. All tasks are to be performed with gloves, helmet, and air pack (except for the ladder climb). Tasks 1 – 8 will be performed continuously with no breaks between tasks. If the candidate initially fails a task, the candidate will complete the assessment and immediately retest the task failed without a break between the initial attempt and the retest attempt.

The candidate must pass tasks 1 – 8 and will only be allowed one re-test per task. If the candidate fails three tasks in any order on the initial test, the candidate will fail the overall test.

TASK 1 With the ladder fully extended at 80 degrees, climb to the top platform without stopping. You will be tied off with a safety line. **Exception: Gloves and helmet only.**

TASK 2 Pick up the nozzle end of a 1 ¾ inch hose and drag the hose 75 ft. to a pre-positioned drum. Make a 90° turn and continue an additional 25 ft. Place nozzle in box, kneel on one knee, and pull remaining 75 ft. across finish line.

TASK 3 Using hand-over-hand technique, raise the fly of a 35 foot extension ladder to the maximum height.

TASK 4 Carry a 50 ft. rolled section of double-jacketed 3 inch hose from the base of the training tower up to the fourth floor and back down to the base.

TASK 5 Standing at the fourth story of the training tower, pull a 35 pound equipment bag that is attached to a 1/2 inch rope to the top of the railing. You must use a hand-under-hand method. The rope cannot touch the railing. Once you start, you cannot stop upward movement of the equipment bag.

TASK 6 Walk 25 yards, pick up a 165 pound rescue mannequin, and carry it back to your starting point without stopping. Buttocks must not touch the ground while carrying the mannequin.

TASK 7 Using an 8 pound sledgehammer, move the Keiser slide to the opposite end in 22 hits or less.

TASK 8 Pick up a positive pressure fan and walk 25 yards without setting it down.

3. Personal History Statement (PHS) Background check

Applicants will be required to complete a Personal History Statement (PHS) Form. Applicants with Class B misdemeanor convictions (including deferred adjudication, pre-trial diversion, probation) in the past 10 years, or Class A misdemeanor or felony convictions at any time, are ineligible for hire.

4. Interview panel

Candidates will participate in an individual interview with a panel of various Bryan Fire Department personnel and a representative from the City of Bryan Human Resources Department.

5. Conditional Job offer

Conditional, pending a medical and drug screening.

6. New Hire Medical Exam and Drug Screen

Basic medical exam and drug screening to assess if you are medically fit for duty.

Applicants must successfully complete the above criteria before a final job offer is made. Failure to meet the minimum requirements, false statements made in any material fact, any information intentionally withheld or omitted, or any deception or attempt of deception or fraud at any point during the employment process by the applicant shall result in immediate disqualification. Applicants may be disqualified at any phase of the process.

LIMITATIONS ON SELECTION

Illicit Substance Use

- Applicant must not have consumed marijuana or any substance under Texas Health and Safety Code Penalty Group 2-A (i.e. K2, “Spice”, synthetic cannabinoids) within the last three (3) years.
- Applicant must not have engaged in unlawful consumption of paints, gases, or other abusable chemicals.
- Applicant must not have engaged in unlawful consumption of any Texas Health and Safety Code Penalty Groups 1 (i.e. opiates, heroin, cocaine, methamphetamine), 1-A (i.e. LSD, isomers), and 2 (i.e. Ecstasy, hashish) drugs.
- Applicant must not have engaged in unlawful consumption of any Texas Health and Safety Code Penalty Groups 3 (i.e. barbiturates) or 4 (i.e. Tylenol 3, prescription drug without prescription) drugs within the last ten (10) years.

Professional Appearance

Tattoos/Brands/Body Art

- The Fire Chief has the final authority on the appropriateness of any tattoo, brand or body art including body modifications of the tongue, ears, eyes, nose or teeth.
- Tattoos/brands/body art that are discriminatory on the basis of race, color, national origin or ancestry, religion or creed, age, sex, or disability are strictly prohibited.
- Tattoos/brands/body art that are obscene, offensive, sexually suggestive, or profane are prohibited from being displayed on any part of the body.
- Employees considering a tattoo/brand/body art of the face, head, or neck must obtain the approval of the Fire Chief before having the procedure performed.
- If any tattoo/brand/body art is deemed offensive, inappropriate, or unprofessional by the Fire Chief, it must be covered by department approved attire.
 - Employee may wear an authorized long sleeve uniform shirt and/or long pants.
 - Employee may wear arm or leg covering of a dark blue color designed to cover the area, at the employee’s expense. Makeup is not approved as a cover.

Dental Appliances and Contact Lenses

- Elaborate, decorative, or non-functional dental appliances, special effect contact lenses, or contact lenses of a color unnatural to the human eye are prohibited. If applicant is hired, he/she will not be permitted to wear or use while on duty or otherwise representing the department.

Body Modification

- Body modifications such as: tongue-splitting, trans-dermal implantation of an object, abnormal shaping of the ears, eyes, nose, or abnormal filing of the teeth visible in an authorized uniform or attire are prohibited.

Tunnels (large diameter ear piercing)

- Tunnels (large diameter ear piercing) larger than ½” in diameter are prohibited. Tunnels that exceed ½” must be repaired/corrected prior to applicant’s final offer of employment.

CITY OF BRYAN FIRE PAY SCALE
FISCAL YEAR 2027
EFFECTIVE 10/1/26

Fire Cadet (2080 hours/year)		
F00-1 (Non-Certified)	\$24.77	\$51,522
F00-2 (Certified)	\$33.02	\$68,682

Probationary Firefighter (2912 hours/year)		
F01-1 (yr 1)	\$23.59	\$68,680

Firefighter (2912 hours/year)																				
F02-2 (yr 2)	\$24.34	\$70,878																		
F02-3 (yr 3)	\$24.76	\$72,101	Apparatus Operator (2912 hours/year)																	
F02-4 (yr 4)	\$25.19	\$73,353	F03-4 (yr 4)	\$28.97	\$84,361															
F02-5 (yr 5)	\$25.51	\$74,285	F03-5 (yr 5)	\$29.33	\$85,409	Lieutenant (2912 hours/year)			Deputy Fire Marshal-Lieutenant (2080 hours/year)											
F02-6 (yr 6)	\$26.40	\$76,877	F03-6 (yr 6)	\$30.36	\$88,408	F04-6 (yr 6)	\$34.92	\$101,687	FL4-6 (yr 6)	\$48.88	\$101,687									
F02-7 (yr 7)	\$26.80	\$78,042	F03-7 (yr 7)	\$30.81	\$89,719	F04-7 (yr 7)	\$35.45	\$103,230	FL4-7 (yr 7)	\$49.61	\$103,230	Battalion Chief (2912 hours/year)			Chief Deputy Fire Marshal (2080 hours/year)					
F02-8 (yr 8)	\$27.21	\$79,236	F03-8 (yr 8)	\$31.29	\$91,116	F04-8 (yr 8)	\$35.98	\$104,774	FL4-8 (yr 8)	\$50.36	\$104,774	F06-8 (yr 8)	\$42.09	\$122,566	FD6-8 (yr 8)	\$58.90	\$122,566			
F02-9 (yr 9)	\$27.61	\$80,400	F03-9 (yr 9)	\$31.75	\$92,456	F04-9 (yr 9)	\$36.53	\$106,375	FL4-9 (yr 9)	\$51.10	\$106,375	F06-9 (yr 9)	\$42.72	\$124,401	FD6-9 (yr 9)	\$59.81	\$124,401	Assistant Chief/Fire Marshal (2080 hours/year)		
F02-10 (yr 10)	\$28.03	\$81,623	F03-10 (yr 10)	\$32.22	\$93,825	F04-10 (yr 10)	\$37.06	\$107,919	FL4-10 (yr 10)	\$51.87	\$107,919	F06-10 (yr 10)	\$43.35	\$126,235	FD6-10 (yr 10)	\$60.70	\$126,235	F08/9-10 (yr 10)	\$72.91	\$151,653
F02-11 (yr 11)	\$28.99	\$84,419	F03-11 (yr 11)	\$33.36	\$97,144	F04-11 (yr 11)	\$38.36	\$111,704	FL4-11 (yr 11)	\$53.70	\$111,704	F06-11 (yr 11)	\$44.87	\$130,661	FD6-11 (yr 11)	\$62.83	\$130,661	F08/9-11 (yr 11)	\$75.45	\$156,936
F02-12 (yr 12)	\$29.66	\$86,370	F03-12 (yr 12)	\$34.10	\$99,299	F04-12 (yr 12)	\$39.21	\$114,180	FL4-12 (yr 12)	\$54.90	\$114,180	F06-12 (yr 12)	\$45.90	\$133,661	FD6-12 (yr 12)	\$64.24	\$133,661	F08/9-12 (yr 12)	\$77.14	\$160,451
F02-13 (yr 13)	\$30.33	\$88,321	F03-13 (yr 13)	\$34.87	\$101,541	F04-13 (yr 13)	\$40.11	\$116,800	FL4-13 (yr 13)	\$56.14	\$116,800	F06-13 (yr 13)	\$46.92	\$136,631	FD6-13 (yr 13)	\$65.68	\$136,631	F08/9-13 (yr 13)	\$78.87	\$164,050
F02-14 (yr 14)	\$30.99	\$90,243	F03-14 (yr 14)	\$35.66	\$103,842	F04-14 (yr 14)	\$41.01	\$119,421	FL4-14 (yr 14)	\$57.40	\$119,421	F06-14 (yr 14)	\$47.97	\$139,689	FD6-14 (yr 14)	\$67.16	\$139,689	F08/9-14 (yr 14)	\$80.66	\$167,773
F02-15 (yr 15)	\$32.25	\$93,912	F03-15 (yr 15)	\$37.09	\$108,006	F04-15 (yr 15)	\$42.65	\$124,197	FL4-15 (yr 15)	\$59.69	\$124,197	F06-15 (yr 15)	\$49.89	\$145,280	FD6-15 (yr 15)	\$69.84	\$145,280	F08/9-15 (yr 15)	\$83.88	\$174,470

**CITY OF BRYAN
FIRE CERTIFICATION PLAN**

CERTIFICATION PAY	MONTHLY AMOUNT
Structural Fire Protection	
· Basic Structural Fire Protection	\$0
· Intermediate Structural Fire Protection	\$75
· Advanced Structural Fire Protection	\$100
· Master Structural Fire Protection	\$150
Aircraft Rescue Fire Protection	
· Basic Aircraft Rescue Fire Protection	\$25
· Intermediate Aircraft Rescue Fire Protection	\$50
· Advanced Aircraft Rescue Fire Protection	\$75
· Master Aircraft Rescue Fire Protection	\$100
Hazardous Materials	
· Hazardous Materials Incident Commander	\$25
· Hazardous Materials Technician	\$50
EMS	
· EMT Basic	\$0
· EMS Instructor	\$25
· EMT Paramedic	\$150
Fire Service Instructor	
· Fire Instructor I	\$25
· Fire Instructor II	\$50
· Fire Instructor III	\$75
· Fire Instructor III-M	\$100
Fire Officer	
· Fire Officer I	\$25
· Fire Officer II	\$50
· Fire Officer III	\$75
· Fire Officer IV	\$100
Wildland Fire Protection	
· Basic Wildland Firefighter	\$25
· Intermediate Wildland Firefighter	\$50
Rescue Technician	
· Rope Rescue Technician	\$25
Fire Inspector	
· Basic Fire Inspector	\$25
· Intermediate Fire Inspector	\$50
· Advanced Fire Inspector	\$75
· Master Fire Inspector	\$100

CERTIFICATION PAY	MONTHLY AMOUNT
Fire Investigator	
· Basic Fire Investigator	\$25
· Intermediate Fire Investigator	\$50
· Advanced Fire Investigator	\$75
· Master Fire Investigator	\$100
Arson Investigator	
· Basic Arson Investigator	\$25
· Intermediate Arson Investigator	\$50
· Advanced Arson Investigator	\$75
· Master Arson Investigator	\$100
Other	
· Driver/Operator – Pumper	\$25
· Driver/Operator – Aerial	\$25
· Incident Safety Officer	\$25
Peace Officer	
· Basic Peace Officer	\$50
· Intermediate Peace Officer	\$75
· Advanced Peace Officer	\$100
· Master Peace Officer	\$175
Maximum Certification Pay per Month	\$400

* Paramedic pay included in maximum amount.

NOTES: Certification pay is paid on a monthly basis. Certification is paid only for certificates required by the position. It is the responsibility of the employee to provide a copy of the certificate to the HR Department through Fire Administration.

MEDIC ASSIGNMENT PAY
20% above base rate of pay for each shift working the medic.

BILINGUAL	MONTHLY AMOUNT
English/Spanish - tested	\$100.00

LONGEVITY PAY
\$4.00/month for each year of service (capped at \$100/month or \$1,200/year)