



# LANCASTER FIRE DEPARTMENT



**The Lancaster Fire Department proudly serves approximately 40,000 residents in southwest Dallas County. We respond to roughly 8,400 calls a year from 3 fire stations. We staff 2 Engines, 1 Tiller Truck, 1 Squad, 1 Battalion Truck and 3 Ambulances every day.**

**Administrative personnel include a Fire Chief, an Assistant Fire Chief, an EMS Chief, a Training Chief, a Captain and a Secretary.**

**Join us to work with a growing fire department that embraces the engine/truck culture!**

**100 CRAIG SHAW MEMORIAL PKWY  
LANCASTER, TEXAS 75134  
972.218.2600**

## **FIRE ENTRANCE EXAM - SATURDAY, DECEMBER 20, 2025**

The Civil Service Entrance Exam will be held at the Lancaster Recreation Center, located at 1700 Veterans Memorial Pkwy, Lancaster, Texas at 9 AM. The entrance exam will consist of standard language and math skills assessments. Proper identification will be required in order to be admitted to the exam. The ranked eligibility list will be maintained for one year unless the list is exhausted before one year transpires. To apply on your mobile device, go to [www.lancaster-tx.com](http://www.lancaster-tx.com), scroll to and click the "Employment" link, then choose the "Fire Entrance Exam" posting. Direct questions regarding the application process to Human Resources at 972.275.1790 or [HR@lancaster-tx.com](mailto:HR@lancaster-tx.com)

The Physical Agility Test will be administered immediately after the entrance exam at Station #1 for those ranked #1 through #10. Applicants will be notified of subsequent agility tests on later dates. Wear proper athletic clothing and shoes so that you're prepared to participate in the physical agility test.

**Practice agility sessions** will be held on Sat., 10/18/2025, Sat., 11/22/2025 and Sat., 12/06/2025. Sessions will be scheduled at 9 AM and 1 PM. (More practice sessions could be scheduled later, if required.) You must email LFD Secretary to sign up for practice sessions: [sphillips@lancaster-tx.com](mailto:sphillips@lancaster-tx.com) ~ Shannin Phillips

### **MINIMUM QUALIFICATIONS**

**Must be at least 18 years of age & meet all eligibility requirements of Section 143.023 of the Texas Fire and Police Civil Service Law. NOTE: Applicants 36 years of age and older are ineligible to take the exam.**

- 1. Must possess a current valid driver's license.**
- 2. Must meet all physical requirements.**
- 3. Must be U.S. Citizen.**

**Hiring preference will be given to those with highest levels of state Fire/EMS certifications: Firefighter/Paramedic, Firefighter/EMT, Paramedic, all others. Out of State applicants must determine their Texas Certifiability with the Texas Dept. of State Health Services.**

### **SALARY & BENEFITS**

#### **STARTING SALARY RANGE**

**Non-Certified \$51,453**

**Certified \$76,913 - \$86,546 per year,  
based on experience**

**Firefighter Top Out is \$89,556 per year**

#### **LATERAL PAY UP TO STEP 4**

**Dual Certified Firefighter/Paramedics will receive  
hiring preference and a hiring bonus of \$5,000**

**Certified Paramedics will also receive hiring  
preference and a hiring bonus of \$2,500**

- Paramedic Incentive Pay \$2,100 yearly
- Intermediate Firefighter \$604 yearly
- Advanced Firefighter \$1,202 yearly
- Master Firefighter \$1,800 yearly
- 120 Hours Paid Holiday
- 180 Hours Paid
- Vacation 180 Hours
- Paid Sick Leave
- Medical / Dental Insurance
- Longevity Pay
- TMRS Retirement 7% 2:1 Match
- Employee Assistance Program
- Worker's Compensation
- Bereavement Leave
- Bilingual Pay