



Seguin Fire Department Lateral Entry Program

The Seguin Fire Department lateral entry program will help recruit qualified dual certified Firefighter/Paramedics. Upon successful completion of the testing process, the Fire Chief will meet with the background investigator to confirm that the applicant meets the criteria to take advantage of this program.

A. Eligibility Requirements – Applicants must:

- Be a certified as a TFCP/TDSHS Firefighter Paramedic.
- The applicant must have at least two (2) full years prior full-time paid work experience with similar duties in a comparable Fire/EMS agency; years of experience will qualify for advancing one step to a maximum of 3 steps.
- The applicant must not have a break in service as a Firefighter and/or Paramedic of more than 180 days prior to the applicant's conditional job offer.
- The applicant must successfully complete each step in the hiring process in the same manner as any other candidate.

B. Guidelines:

- The lateral entry program is for pay purposes only and actual work experience in another agency will not be considered for promotional eligibility requirements or seniority.
- The Fire Chief's determination, following review with human resources, of whether an applicant meets the criteria of the lateral entry program shall be final and non-appealable to any court.
- If an applicant is placed up to step 3 of the pay schedule, he/she will progress through the remaining steps as he/she completes each year of service.
- Longevity pay will be calculated in the same manner as all Firefighters. No credit will be given to completed years of service in other agencies.
- Entry-level firefighters placed up to Step 3 of the pay schedule as per the lateral entry program must also complete a new hire probationary period.
- If a Firefighter decides to leave the City of Seguin as his/her employer, he/she must be unemployed with the City for at least one full calendar year before the lateral entry program will apply to his/her rehire status.