

CIVIL SERVICE COMMISSION  
CITY OF FORT WORTH, TEXAS  
ANNOUNCEMENT AND STUDY LIST  
FOR PROMOTIONAL EXAMINATION  
FOR FIRE EMS MANAGER



PLACE: Bob Bolen Public Safety Complex, 505 West Felix Street, Fort Worth, TX  
DATE: Wednesday, August 5, 2026  
TIME: 9:00 a.m. [Time allowed for answering questions is two (2) hours.]

**ELIGIBILITY REQUIREMENTS:** The promotional examination for Fire EMS Manager shall be held in accordance with Texas Local Government Code Chapter 143, the Fort Worth Firefighters' and Police Officers' Civil Service Commission Rules, and the Collective Bargaining Agreement between the City of Fort Worth and the Fort Worth Professional Firefighters Association, IAFF Local 440 (Expires September 30, 2026) and shall be open to all single role fire fighters in the Fire Department provided they shall have held for at least two (2) continuous years, a position in the classification of EMS Supervisor preceding the date of the promotional examination and are certified and credentialed as a critical care paramedic at the time of the promotional test.

However, when no person has served in the EMS Supervisor classification for the amount of time required to be eligible for promotion to the EMS Manager classification, the requirement of continuous service in the EMS Supervisor classification will be waived only for that promotional exam. All other requirements for eligibility for the promotion will apply.

**APPLICANTS:** Registration of all eligible persons desiring to take the examination must be made electronically on the City of Fort Worth's website no later than 11:59 P.M., Tuesday, July 21, 2026. Eligible promotional candidates must click on the link in the body of the email sent to zz\_CFD on May 4, 2026 or type in the link below to apply:

[https://app3.greenhouse.io/internal\\_job\\_board/applications/7721787003](https://app3.greenhouse.io/internal_job_board/applications/7721787003)

**EXAMINATION SECTIONS:** The final score will consist of two factors as follows:

- a. Seniority - 10 Points Maximum                      b. Written Examination - 100 Points Maximum

**CONTENTS OF WRITTEN EXAMINATION:** Examination questions will be taken from the following materials as approved by the Civil Service Director pursuant to authority granted by the Civil Service Commission:

**# of Questions**

- 15 Dare to Lead: Brave Work. Tough Conversations. Whole Hearts. Hardcover; Brené Brown; Random House Publishing; 2018  
Order: [www.amazon.com](http://www.amazon.com) or [www.penguinrandomhouse.com](http://www.penguinrandomhouse.com) ISBN: 978-0399592522
- 15 Team of Teams: New Rules of Engagement for a Complex World. Hardcover; General Stanley McChrystal, Tatum Collins, David Silverman, Chris Fussell; Portfolio Publishing, 2015  
Order: [www.amazon.com](http://www.amazon.com) or [www.penguinrandomhouse.com](http://www.penguinrandomhouse.com) ISBN: 978-1591847489
- 10 The Resilient First Responder: A Guide To Physical And Psychological Well-Being. Paperback; Teresa Bryant; Self Published; 2025  
Order: [www.amazon.com](http://www.amazon.com) ISBN: 979-8898892494
- 20 Command Presence: Increase Your Influence. Paperback; Frank Ricci; Fire Engineering Books; 2023  
Order: [www.amazon.com](http://www.amazon.com) or [www.fireengineeringbooks.com](http://www.fireengineeringbooks.com) ISBN: 9781593705817

- 15 Fire and Emergency Services Administration: Management and Leadership Practices, 3e: Management and Leadership Practices 3rd Edition; L. Charles Smeby Jr.; Jones & Bartlett Learning; 2021  
Order: [www.amazon.com](http://www.amazon.com) ISBN: 978-1284180213
- 10 Managing Transitions (25th anniversary edition): Making the Most of Change. William Bridges, Susan Bridges; Balance, 2017  
Order: [www.amazon.com](http://www.amazon.com) ISBN: 978-0738219653
- 15 Fort Worth Fire Department Standard Operating Procedures, Information Bulletins, Rules & Regulations, and Manuals. Include only the version of the Standard Operating Procedures, Information Bulletins, and Rules & Regulations listed below. These documents can be found on the Fort Worth Fire Department's intranet website at <https://fortworthtexas.sharepoint.com/sites/Fire/FWFD/SitePages/Home.aspx>

Under the heading "Promotion Study Material", click on "2026 Fire EMS Manager SOPs IBs RRs". Only the SOPs, IBs, and RRs found under "Promotion Study Material" and "2026 Fire EMS Manager SOPs IBs RRs" shall be test source material. Any other SOPs, IBs, and RRs shall be disregarded. The FWFD Intranet site "Documents & Forms" section may not contain the correct version of SOPs, IBs or RRs for promotional exam purposes.

Fort Worth Fire Department Standard Operating Procedures, Information Bulletins, Rules & Regulations, and Manuals.

<u>SOPS:</u>			<u>IBs:</u>	<u>RRs:</u>
S1002	S3100 R1	S6901 R2	I1104	R100 R6
S1025 R4	S3112 R2	S6908 R1	I1108	R101 R2
S1102 R5	S3230 R2	S6911 R7	I1110 R7	R103 R5
S1104 R17	S3243 R5	S6922	I1200	R104 R2
S1120 R2	S3250 R4	S6928	I1300	R105 R5
S1203 R6	S3272	S8103 R4	I1305	R106
S1206 R2	S3273	S9100	I1306	R107 R4
S1207	S3274	S9201 R8	I1312 R1	R108 R9
S1401 R14	S5201 R3	S9204 R1	I1404 R2	R109 R1
S1402 R9	S6101 R3	S9207 R2	I4103	R110
S1407 R4	S6106 R2		I6201	R117
S1410 R3	S6112 R1		I6910	
S2100	S6202 R4		I6916	
S2101	S6308		I6926	
	S6309			

**ELIGIBILITY LIST:** Applicants meeting the requirements set out in the Civil Service Rules and Regulations will be placed on the eligibility list according to their final grades and such list shall be in force for one year from the date of examination unless exhausted prior to that date. Announcement of final scores will be posted in the same manner and in the same places as provided in the posting notices for applicants.

**Promotional Examination Accommodations**

If a promotional exam candidate requires accommodations, it is the candidate's responsibility to notify Human Resources at [hr\\_fmia@fortworthtexas.gov](mailto:hr_fmia@fortworthtexas.gov) no later than Wednesday, July 15, 2026 (Close of Business).

**SPECIAL NOTES:** Applicants must make arrangements to be present at this examination regardless of vacation leave or days off. Exceptions to this rule may be made for those deployed for military service as dictated by the Uniformed Services Employment and Reemployment Rights Act, the Fort Worth Firefighters' and Police Officers' Civil Service Commission Rules, and the Collective Bargaining Agreement.

ALL APPLICANTS WILL BE REQUIRED TO PRESENT PROPER IDENTIFICATION BEFORE BEING ADMITTED.

No member of the Fort Worth Fire Department will be permitted to be present in the examination room at the time of the examination except qualified applicants.

**UNLAWFUL ACTS PROHIBITED.** City of Fort Worth Municipal Code, Section 2-187, Unlawful Acts. No person shall make any false statement, certificate, mark, rating or report with regard to any test, certification or appointment made under any provision of this Article or in any manner commit or attempt to commit any fraud preventing the impartial execution of the provisions of this Article and policies under this Article.

No person shall, directly or indirectly, give, render, pay, offer, solicit or accept any money, service or other valuable consideration for any appointment, proposed appointment, promotion or proposed promotion to, or any advantage in, a position in the City service.

No employee of the Human Resources Department, examiner or other person shall deceive or obstruct persons in their right to examination, eligibility, certification or appointment under this Article or furnish to any person any special or secret information for the purpose of affecting the rights or prospects of any person with respect to employment in the City service.  
(Ord. No. 11921, § 2(12), 4-18-95)

*Kristen Smith*

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Kristen Smith  
CIVIL SERVICE DIRECTOR

Posted: May 4, 2026