

CISCO FIRE DEPARTMENT

Volunteer Firefighter Recruitment Pilot Program

Pilot Testing Begins October 1, 2026

Residency	Monthly Commitment	Volunteer Benefits
Cisco residency not required	4 daytime shifts x 12 hours 48 hours per month	Training, equipment, insurance, workers' comp and SFFMA membership

A structured pathway for qualified volunteers who live outside Cisco to train, serve scheduled daytime shifts, and support the community.

1. Purpose

The Cisco Fire Department will implement a Volunteer Firefighter Recruitment Pilot Program designed to expand opportunities for individuals who want to serve as volunteer firefighters but do not reside within the City of Cisco.

The program will provide an alternative to a traditional residency-based volunteer model by allowing qualified individuals to fulfill their service commitment through scheduled daytime duty shifts at the Cisco Fire Department.

The pilot program is intended to increase the number of trained and available volunteer firefighters, strengthen daytime staffing, expand the department's recruitment area, and provide prospective firefighters with a structured pathway into the fire service.

2. Pilot Program Period

Testing of the program will begin October 1, 2026.

During the pilot period, the Cisco Fire Department will evaluate participation, attendance, training progress, operational effectiveness, retention, and the overall benefit of the program to the department and community.

The Fire Chief may recommend continuation, modification, expansion, or termination of the program based on the results of the pilot period.

3. Eligibility

Applicants participating in the program will not be required to reside within the City of Cisco.

Applicants must:

- Meet the minimum membership requirements established by the Cisco Fire Department and applicable law.
- Possess a valid driver's license when required for assigned duties.
- Successfully complete any required application, interview, background check, or screening process.
- Be physically capable of performing assigned firefighter duties and meet applicable departmental requirements.
- Agree to comply with Cisco Fire Department policies, procedures, rules, training requirements, and chain of command.
- Maintain satisfactory attendance and participation throughout the program.
- Demonstrate the character, dependability, teamwork, and professionalism expected of members of the Cisco Fire Department.

Acceptance into the pilot program is not automatic and will be subject to approval by the Fire Chief or designee.

4. Monthly Duty Requirement

Each participant will be required to complete four (4) 12-hour daytime shifts per month, representing a minimum scheduled commitment of 48 hours per month.

Duty shifts will be scheduled or approved by the Fire Chief or designee. Participants are expected to report on time, remain available for the duration of their scheduled shift, and participate fully in department activities and emergency responses occurring during that shift.

The department may establish procedures for requesting shift changes or making up missed shifts. Repeated failure to meet the monthly service commitment may result in removal from the pilot program.

5. Activities During Duty Shifts

Scheduled duty time is active service time and not simply station standby. Depending upon qualifications, training level, department needs, and direction from department officers, activities may include:

- Responding to emergency incidents.
- Fire suppression activities.
- Emergency medical or first-response activities when authorized and qualified.
- Vehicle and equipment inspections.
- Apparatus checks.
- Hose, tool, and equipment maintenance.
- Station duties and maintenance.
- Firefighter training and skills development.
- Pre-incident planning and familiarization.
- Public education and community outreach.
- Hydrant or water-supply activities.
- Other duties assigned by the Fire Chief or department officers.

Members will only perform emergency or operational functions for which they have been properly trained, equipped, and authorized.

6. Training

One of the primary benefits of the pilot program will be access to firefighter training at no cost to the participating volunteer, subject to department approval and available resources. Participants will be expected to actively work toward the training and qualifications required by the Cisco Fire Department.

- Firefighter orientation.
- Personal protective equipment.
- Self-Contained Breathing Apparatus (SCBA).
- Fire behavior.
- Hose operations.
- Ground ladders.
- Search and rescue.
- Ventilation.
- Water supply.
- Fireground safety.
- Incident command.
- Vehicle and equipment operations.

- Emergency medical or first-response training, when applicable.
- Additional SFFMA or department-approved firefighter training.

Training progress will be documented and periodically reviewed by department leadership.

7. Equipment

Required firefighter protective equipment will be provided by the Cisco Fire Department in accordance with department policy and availability. Department-issued equipment remains the property of the appropriate issuing entity and must be properly maintained and returned upon separation from the department or upon request. Participants are responsible for taking reasonable care of all equipment issued to them and immediately reporting damaged, lost, or unsafe equipment.

8. Volunteer Benefits

Participants accepted into the program may receive the following benefits, subject to eligibility requirements, applicable policies, and available coverage:

- Firefighter training provided at no cost to the volunteer.
- Department-issued firefighting equipment at no cost to the volunteer.
- Life insurance coverage.
- Workers' compensation coverage.
- SFFMA membership.
- Opportunities to obtain firefighter training, certifications, and practical experience.
- The opportunity to serve the citizens of Cisco and surrounding communities as a member of the Cisco Fire Department.

Specific insurance and workers' compensation benefits will be governed by the applicable policies and coverage documents.

9. SFFMA Participation

Eligible members will receive membership in the State Firefighters' and Fire Marshals' Association of Texas (SFFMA) through the program. Members will be encouraged to take advantage of available SFFMA training, certification, and professional-development opportunities consistent with department goals.

10. Emergency Response Expectations

While completing a scheduled duty shift, participants are expected to respond with the Cisco Fire Department when dispatched and when directed by the officer in charge. Emergency assignments will be based upon the member's training, qualifications, experience, and the operational needs of the department. Participation in this program does not authorize a member to disregard traffic laws, department response policies, safety requirements, or the direction of department officers.

11. Chain of Command

Pilot program participants will operate within the established Cisco Fire Department chain of command. Members will follow lawful orders and directions issued by the Fire Chief, officers, incident commanders, and other personnel designated to supervise department activities. Questions or concerns should be addressed through the appropriate chain of command.

12. Attendance and Scheduling

Participants are responsible for arranging their four required monthly duty shifts according to procedures established by the department. Members who know they cannot report for a scheduled shift must notify the appropriate department officer as soon as reasonably possible. The department may permit a missed shift to be rescheduled within the same month when circumstances allow. Attendance records will be maintained as part of the evaluation of the pilot program.

13. Probationary Status

New members may be considered probationary firefighters until they have completed the training, orientation, participation, and performance requirements established by the Cisco Fire Department. During the probationary period, members will be evaluated on:

- Attendance and punctuality.
- Training participation.
- Safety.
- Ability to follow instructions.
- Teamwork.
- Professional conduct.
- Care of department equipment.
- Fireground performance appropriate to their training level.
- Commitment to the department and community.

Successful participation in the pilot program does not guarantee continued membership if departmental standards are not maintained.

14. Conduct and Professional Standards

Participants represent the Cisco Fire Department and the City of Cisco while performing department duties. Members are expected to conduct themselves professionally and treat fellow firefighters, City employees, partner agencies, and members of the public with respect. Participants must comply with applicable City and Fire Department policies concerning conduct, confidentiality, safety, harassment, discrimination, substance use, social media, equipment, and other personnel matters.

15. Safety

Safety will remain the highest operational priority of the program. No participant will be expected or permitted to perform a task for which the individual has not received appropriate training, equipment, supervision, or authorization. All participants are expected to immediately report unsafe conditions, injuries, equipment problems, or other safety concerns through the appropriate chain of command.

16. Performance and Continued Participation

Participation in the pilot program is a privilege and carries an obligation to meet department standards. The Fire Chief or designee may counsel, suspend, restrict, or remove a participant from the program for reasons including:

- Failure to complete required duty shifts.
- Excessive absences or tardiness.

- Failure to make satisfactory training progress.
- Unsafe conduct.
- Failure to follow department policies or orders.
- Misuse of department property or equipment.
- Conduct detrimental to the department.
- Failure to maintain applicable eligibility requirements.

17. Program Evaluation

The Cisco Fire Department will evaluate the pilot program after implementation. Evaluation should consider:

- Number of applicants.
- Number of applicants accepted.
- Number of active participants.
- Monthly duty hours completed.
- Daytime staffing improvements.
- Training hours completed.
- Certifications obtained.
- Emergency responses involving program participants.
- Attendance and reliability.
- Volunteer retention.
- Program costs.
- Operational benefits.
- Feedback from officers and participating firefighters.

These measurements will help determine whether the program should become a permanent recruitment option.

18. Program Goal

The goal of the Volunteer Firefighter Recruitment Pilot Program is to remove unnecessary geographic barriers while maintaining meaningful service, training, safety, and performance requirements.

By allowing volunteers who live outside Cisco to contribute through four scheduled 12-hour daytime shifts each month, the Cisco Fire Department can potentially recruit from a larger pool of individuals while gaining 48 hours of scheduled service per participant each month.

The program is intended to create a mutually beneficial arrangement: the Cisco Fire Department receives additional trained personnel and scheduled daytime staffing, while volunteers receive training, equipment, insurance protection, SFFMA membership, experience, and an opportunity to serve the community.

RECRUITMENT MESSAGE

Serve Cisco. Train as a Firefighter. Make a Difference.

You don't have to live in Cisco to volunteer with the Cisco Fire Department.

Beginning October 1, 2026, the Cisco Fire Department will begin testing a new Volunteer Firefighter Recruitment Pilot Program designed to give individuals outside Cisco an opportunity to join the department through scheduled daytime service.

THE COMMITMENT

Four 12-hour daytime shifts per month - 48 hours of service each month.

Benefits include:

- Free firefighter training
- Free firefighter equipment
- Life insurance
- Workers' compensation coverage
- SFFMA membership
- Hands-on training and experience
- The opportunity to serve with the Cisco Fire Department

Whether you're interested in beginning a career in the fire service, gaining valuable firefighter training and experience, or simply want an opportunity to serve, this pilot program may provide a new pathway to becoming part of the Cisco Fire Department.

Pilot testing begins October 1, 2026.

CISCO FIRE DEPARTMENT

Service. Training. Commitment. Community.