

The City of DeKalb, Illinois
Invites Applications for the position of:

FIREFIGHTER/PARAMEDIC



Starting Salary: **\$26.16/hour (\$69,842 annually)**

Application Deadline: **Sunday, July 16, 2023**

DEPARTMENT OVERVIEW

DeKalb is located in a university community and the Fire Department serves a population of over 16,000 students and 40,290 residents. The Department has an ISO Rating of 2 with a primary response area of 16 square miles and serves an additional 55 square miles by contract to the DeKalb Fire Protection District. In 2022, the DeKalb Fire Department responded to 7,437 requests for emergency service of which 81% were medical calls. The Fire Department is comprised of 64 full-time sworn employees including a Fire Chief, 2 Deputy Chiefs and 2 civilian employees.

Residency requirement after 15 months of employment (see attached map).

For more information about the Department or to view the 2022 Annual Report, please visit: [Annual Report 2022](#)

COMPENSATION AND BENEFITS

Current Salary Range		Other Benefits
Start	\$69,842	<ul style="list-style-type: none"> ▪ Medical, Prescription, Dental and Vision Insurance ▪ Fire Pension ▪ Life Insurance ▪ Deferred Compensation Plan (457 plan) ▪ Education Bonus ▪ Wellness Bonus ▪ Longevity Pay (after 3 years) ▪ Clothing Allowance ▪ Wellness Program
After 1 year	\$74,968	
After 2 years	\$78,971	
After 3 years	\$83,188	
After 4 years	\$86,799	
After 5 years	\$90,644	
After 6 years	\$94,686	
After 7 years	\$99,234	

Vacation	Other Paid Leave
<ul style="list-style-type: none"> ▪ 0 through 3 years – 0 shifts ▪ 3 years through 6 years – 6 shifts ▪ 6 years through 13 years – 11 shifts ▪ 13 years through 17 years – 13 shifts ▪ 17 years – 14 shifts 	<ul style="list-style-type: none"> ▪ Sick Leave: 18 hours/month, 216 hours/year ▪ Holiday: 5 additional shifts ▪ Bereavement Leave ▪ Compensatory Time (<i>Comp Time</i>)

SELECTION PROCESS

The selection process includes submission of an application, written exam, oral interview, background investigation and polygraph exam. Psychological and medical exams are completed upon conditional offer of employment.

REQUIREMENTS:

<u>MINIMUM REQUIREMENTS</u> <u>AT TIME OF APPLICATION</u>
<ul style="list-style-type: none">▪ Applicants shall be at least 21 years old and under the age of 35 unless exempt from such age limitation as provided in Section 5/10-2.1-6 of the Board of Fire and Police Commissioners Act. <i>Proof of birthdate is required.</i>▪ State of Illinois (IDPH) Paramedic License (EMT-P). Please Note: The EMT-P requirement may be satisfied by a letter issued by an accredited EMT-P training and certification program indicating that at the time of application, the applicant is a student in good standing, with tuition paid in full, who is expected to graduate the EMT-P program with a grade of at least 80%, within the next 3 months. Applicants must have EMT-P status at time of hire, to be eligible for hiring.▪ Valid Driver's License.▪ Minimum of High School diploma or equivalent.▪ US Citizen▪ No felony convictions and or crime involving moral turpitude as specified in Section 5/10-2.1-6 Part C of the Board of Fire and Police Commissioners Act.
<u>ADDITIONAL MINIMUM REQUIREMENTS</u> <u>AT TIME OF CONDITIONAL OFFER OF EMPLOYMENT</u>
<ul style="list-style-type: none">▪ Successful completion of the Candidate Physical Ability Test (CPAT) with Ladder Climb Certification conducted by a licensed agency within twelve (12) months prior to the conditional offer of employment.▪ Valid Driver's License.▪ State of Illinois (IDPH) Paramedic License (EMT-P).▪ Must pass psychological and medical examinations.

The following documents must be submitted with your online City of DeKalb application.

- Copy of EMT-P certification or letter from instructor
- Copy of Valid Driver's License
- Copy of High School diploma or equivalent

APPLICATION/TESTING TIMELINE AND IMPORTANT DATES TO REMEMBER:

Wednesday May 24, 2023	<p><u>APPLICATION and WRITTEN EXAM PROCESS</u></p> <p>Candidates must fill out an application with NTN AND the City of DeKalb</p> <ul style="list-style-type: none"> The City of DeKalb Application can be found at: https://www.cityofdekalb.com/254/Employment The NTN application and scheduling of the written exam can be found at: www.nationaltestingnetwork.com. Please select Firefighter Jobs and sign up for the City of DeKalb exam.
Sunday July 16, 2023	<p><u>APPLICATION SUBMITTAL and WRITTEN EXAM DEADLINE</u></p> <p>Applications and all supporting documentation must be completed.</p>
July 31 – August 4 OR August 7 – August 10	<p><u>ORAL INTERVIEWS</u></p> <p>The top forty (40) candidates who achieved the highest passing scores will be invited to participate in the oral interview. If in the event the 40th place is a tie score, all candidates that achieve a 40th place tie score will advance to the oral interview. Those eligible to participate will receive an e-mail notification with the interview schedule.</p> <p>The City of DeKalb Board of Fire and Police Commissioners may consider the remainder of candidates that have achieved a passing score on the written examination as a “reserve list”. Such candidates may be called, based upon their written examination score, for an additional round of oral interviews.</p> <p style="text-align: center;"><i>Interview Dates are subject to change</i></p>
August 2023	<p><u>INITIAL ELIGIBILITY LIST POSTED</u></p> <p>An initial Eligibility List of applicants will be established in numeric order based on a minimum passing score on the written examination and oral interview.</p>
August 2023	<p><u>SUBMISSION OF PREFERENCE POINTS CLAIM FORM</u></p> <p>Eligible candidates must submit the Preference Points Form with proof thereof within ten (10) days of posting of the Initial Eligibility List or such claim shall be waived. The Preference Points Form will be provided to all candidates included in the Initial Eligibility List. A maximum of 10 preference points shall be available for applicants to claim.</p> <ul style="list-style-type: none"> Veteran Preference Points: Five (5) preference points shall be assigned to any applicant who was engaged in active service for at least one (1) year in the United States military, and who was honorably discharged. Reserve or National Guard service without one year of active-duty service shall not entitle an applicant to any Veteran’s Preference Points. Residency Preference Points: Two (2) preference points shall be assigned to any applicant who resides at a location that satisfies the residency requirements for a full-time, non-probationary Firefighter/Paramedic under the then-current or most recent collective bargaining agreement between the City and the International Association of Firefighters. Residency is required to be established by a then-current, valid Illinois Driver’s License listing an eligible address (as verified through the Illinois Secretary of State), and/or also through such other documentation as shall be acceptable to the Board. Basic Operations Firefighter Certification Points: Three (3) preference points shall be assigned to any applicant who is certified by the Illinois Office of the State Fire Marshall (OFSM), (verified through the OSFM), and/or through other such documentation.
August 2023	<p><u>FINAL ELIGIBILITY LIST POSTED</u></p> <p>A Final Eligibility List will be established. The list is valid for a period of two (2) years from the date of certification by the City of DeKalb Board of Fire and Police Commissioners.</p>

RESIDENCY REQUIREMENT – within 15 months of date of hire.

If any portion of the incorporated limits of a city, town or village touches the boundaries, all of the city, town or village shall be included within the area.

