

The Sycamore Fire Department is accepting applications for two (2) Paid on Call Firefighter - Apprentice positions

Applications will be accepted beginning Wednesday, December 1, 2021 and ending Friday, January 14, 2022 at 4:00 p.m.

Application packets are available Monday through Friday during the hours of 8:00 a.m. to 12:00 p.m. and 1:00 p.m. to 5:00 p.m. at the Sycamore Fire Department, Fire Station #1, 535 DeKalb Avenue, Sycamore, IL 60178.

Applications must be picked up in person and returned to the Sycamore Fire Department, Fire Station #1, 535 DeKalb Avenue, Sycamore, IL 60178 by January 14, 2022 at 4:00 PM.

Applications will not be accepted by e-mail or mail. If there are any questions regarding the application or selection process please call 815-895-4514 during business hours.

All required documentation shall be submitted with the application. Incomplete applications, or applications without the required documentation, or applications submitted after the ending date will not be accepted.

Required documentation

1. Proof of High School diploma or GED.
2. Proof of valid Illinois driver's license.
3. Documentation of 1 year of completed college coursework (equaling 24 semester hours or greater) with a GPA of 2.5 or greater.
4. Proof of a current CPAT card must be presented at the Apprentice appointment date. A current CPAT card with ladder climb exercise is considered valid if dated within 12 months of the Apprentice date of appointment.

Overview

The Sycamore Fire Department Apprentice Program is a three (3) year high tempo program. Accepted applicants shall be sworn as Paid on call (POC) firefighters at the Sycamore Fire Department. Upon appointment, Apprentices shall be expected to achieve all of the following training during the program:

- Illinois Department of Public Health (IDPH) EMT-B licensure.
- Completion of a Department approved Firefighter Academy.
- Office of the State Fire Marshall (OSFM) Basic Operations Firefighter certification.
- Illinois Department of Public Health (IDPH) Emergency Medical Technician – Paramedic (EMT-P) licensure.
- An Associate Degree in Fire Science or Associate Degree in Emergency Medical Services.

SFD Apprentice shall also be offered and expected to gain practical firefighting and EMS experience through job shadowing, ride along and actual job experience during their Apprenticeship.

Eligibility

Eligibility for the Sycamore Fire Department Apprentice Program shall consist of the following:

1. Applicants must be 18 years old at the appointment date (no later than June 15)
2. Applicants must sign the Apprentice Program Policy agreement upon appointment.
3. Applicants must be a high school graduate or equivalent at the appointment date (no later than June 15)

4. Applicants must be physically, mentally and psychologically able to achieve the expected goals of the Sycamore Fire Department Firefighting Apprentice Program. A current CPAT card with ladder climb exercise must be presented at the appointment date
5. Applicants shall have no felony convictions.
6. Applicants must meet the residency requirements found in Article 5 of Local 3046 Collective Bargaining Agreement (CBA) which states that all Firefighter/Apprentice shall reside and maintain their domicile within twenty (20) miles of the intersection of State and Main Streets in the City of Sycamore, Illinois in order to be qualified employees of the City of Sycamore Fire Department.
7. Applicants must be serious and dedicated to pursuing a career in the fire service and show superior motivation.

Application

Applications shall be offered yearly between December 1 and January 31.

The Sycamore Fire Department and L3046 reserves the right to refuse application to individuals who meet the eligibility requirements but are deemed unfit by the Department or Local 3046.

Selection

Generally, the selection process is held between January 1 and March 1.

The selection process for the Sycamore Fire Department Apprentice program shall consist of:

- A review of College Transcript Hours and GPA if applicable
- Review of EMT-B License or other certifications
- Review of resume and references
- Oral Interview

Apprentice Candidate selection committee

The Fire Chief or his designee shall convene a committee consisting of two fire department management members and three union representatives. The Apprentice candidate selection committee shall interview all qualified candidates. Upon completion of the interviews, the Apprentice candidate committee shall achieve a consensus of ranking the candidates. Two of the highest-ranking candidates will be offered the position.

Once a candidate is offered the position, candidates must successfully pass a background investigation and medical examination by the Department physician. Candidates may also be required to complete psychological examination upon Department request.

Selected Candidates shall begin their Apprenticeship yearly between May 1 and July 1.

In the event that one or more of the top two candidates decline the offer of the position or fail the back ground or medical examination components, the Department may opt to select another Candidate from the existing list. In the event that incumbent Apprentices leave their Apprenticeship before the completion of their three-year commitment, the vacant position will not be filled and remain vacant until the vacated position falls in the normal replacement rotation.

The Sycamore Fire Department Apprentice Program may have a total of up to a maximum of six (6) Positions. *The Sycamore Fire Department and Local 3046 reserves the right to change the components of the selection process at any time*

Apprentice financial liabilities

1. College coursework and Degree area specific coursework including textbooks and lab fees will be paid for by the Firefighter - Apprentice.
2. Fire Academies and EMS courses - Fire Academy, EMT-B and EMT-P courses, and associated fees shall be paid for by the Firefighter - Apprentice. Any materials or equipment purchased by the Department or assigned to the Firefighter - Apprentice shall remain property of the Fire Department. Failure to successfully complete the Fire Academy or any EMS course(s) shall be reason for immediate removal from the Sycamore Fire Department Firefighter Apprentice Program.
3. Any issued equipment or uniforms not returned upon separation from the program shall be reimbursed by the Firefighter- Apprentice.

The Firefighter - Apprentice shall be issued a structural firefighting ensemble and one work uniform to use while participating in the Apprentice Program. All equipment issued shall remain property of the Sycamore Fire Department. All Sycamore Fire Department personnel including Firefighter - Apprentice are held to a high standard of behavior both on and off duty. Any breach of conduct may be cause for dismissal from the Apprentice Program.