

## **POC Firefighter position – Sycamore Fire Department**

The Sycamore Fire Department is now accepting applications for the position of Paid on Call (POC) Firefighter. Paid on call (POC) firefighters are considered part-time staffing of the Sycamore Fire Department. POC Firefighters supplement Sycamore's career/full-time firefighting and emergency medical response companies during call-backs when additional staffing is required by directly participating in fire, rescue, and emergency medical operations. POC Firefighters fight fires; respond to fire alarms; support technical rescue incidents, vehicle extrications, hazardous material incidents; and medical emergencies. POC Firefighters also help staff public education or community events.

### **Applications are available from April 1- 29, 2022.**

In order to be considered for this position, the applicant must meet the following criteria:

- Must be at least 18 years old,
- Must show proof of a high school diploma or GED,
- Must be a permanent legal resident of the City of Sycamore or Sycamore Fire Protection District
- Must have a valid Illinois Driver's License,
- Be able to pass a medical examination including drug screening,
- Be able to pass a criminal background investigation,
- Must show proof of a current CPAT card with ladder climb exercise dated within 3 months after date of hire.
- Serve a 12-month probationary period after successful completion of "trainee" requirements
- Paid on call (POC) firefighters shall agree to a two-year commitment.
- Paid on call (POC) firefighters must maintain domicile with the City of Sycamore or Sycamore Fire Protection District
- Restricted participation with other Fire Departments or Fire Protection Districts

For a period of time (up to a maximum of 12 months) in the first year of employment, a newly employed Paid on call (POC) Firefighter is considered a Paid-on call POC Firefighter - trainee.

During this transitional period, the POC Firefighter - trainee agrees to the following:

- Successfully complete the OSFM Basic Operations Firefighter (BoFF) school at his/her cost (tuition/time)
- Successfully complete the IDPH Emergency Medical Technician - Basic school at his/her cost (tuition/time)

If the POC Firefighter - trainee cannot schedule and complete the above within the nine-month window, the Fire Chief or his designee can elect to extend the trainee period for an additional three months.

During the trainee period, the POC Firefighter – trainee must document a minimum of 24 hours a month in an unpaid capacity. Hours can include:

- Ride along time
- Contact hours for training courses attended
- Department sponsored fire/EMS continuing training
- Response to Department recalls
- Participation in other approved Department sponsored activities

If the POC Firefighter - trainee has not completed the required skills within the first twelve months, then the POC Firefighter - trainee may be terminated as a member of the Fire Department.

Once the POC Firefighter - trainee has received certification as a OSFM Basic Operations Firefighter (BoFF) and has received licensure as an IDPH Emergency Medical Technician - Basic, then the POC Firefighter - trainee shall be reclassified as a Probationary POC Firefighter and the twelve-month probationary period (with 3 – four-month evaluations) will begin.

During the 12-month probationary period and thereafter, the Probationary POC Firefighter shall participate in the following: the POC Firefighter must document a minimum of 48 hours a month. Hours can include:

- Ride along time in an unpaid capacity
- Contact hours for training courses attended in an unpaid capacity
- Participation in other approved Department sponsored activity in a paid capacity
- participate with all eligible required training/continuing training in a paid capacity
- report to Department recalls in a paid capacity
- participate in the additional requirements list below

The Probationary POC Firefighter shall be required to successfully complete the following OSFM certifications before the completion of the 2-year commitment: Fire Service Vehicle Operator (FSVO), Hazardous Materials Awareness, and Technical Rescue Awareness.

Any additional “elective” training (i.e., paramedic course or fire service certification courses) pursued by the Probationary POC Firefighter or POC Firefighter may be attended at his/her cost.

Restricted participation with other Fire Departments or Fire Protection Districts while employed as a Sycamore POC member

- A POC Firefighter-Trainee or POC Firefighter is restricted from participation with any Fire Department or Fire District that is listed on the Sycamore Fire Department Box Alarm Cards at the General Alarm level.
- A POC Firefighter-Trainee or POC Firefighter cannot work for a fulltime Fire Department or Fire District regardless of location

A POC Firefighter – Apprentice graduate may be eligible to transition to a POC Firefighter position with the approval of the Fire Chief. The Apprentice graduate may not be held to certain requirements such as the residency requirement.

In addition to the above hiring criteria, appointed Sycamore Fire Department Paid on call Firefighters are required as a condition of employment to meet the following additional requirements:

- Must complete a minimum of 24 hours of fire training (2 hours/month x 12 months = 24 hours) per calendar year (generally one drill per month)
- EMT-B's must complete a minimum of 60 hours of required EMS continuing education within four years to maintain the EMT-B license. Therefore, an EMT-B must complete 15 hours of required EMS continuing education annually.
- EMT-P's must complete a minimum of 100 hours of required EMS continuing education within four years to maintain the EMT-P license. Therefore, an EMT-P must complete 25 hours of required EMS continuing education annually. Roughly 2 - hours/month x 12 months = 24 hours per calendar year.
- Must complete required meetings or trainings as needed (examples - blood borne pathogen, CPR, annual SCBA training, annual consumption drill)

If a Paid-on call Firefighter fails to meet any of the above requirements, he/she may be terminated as a member of the Fire Department.

Applications will be available at the Sycamore Fire Department, 535 DeKalb Avenue, Sycamore, IL between 8 am to noon, and 1 pm to 5 pm, Monday through Friday. Any questions concerning the position, please call 815-895-4514. Completed applications are to be returned to the Sycamore Fire Department at the location and times listed above.

**The application deadline is 4 pm on Friday, April 29, 2022.**