

City of Pekin Fire Department

Hiring process

Hiring Requirements

1. Must be a United States Citizen.
2. Must possess a High School diploma or GED.
3. Must possess a valid Driver's License, and be able to obtain a Class B non-CDL license.
4. Age: Must be 21 at the time of appointment; must be less than 35 at the time of application.
5. Must possess a current EMT-B license at the time of appointment.

Application Submission and Review

1. Completed application and required documentation must be received by prior to [9/11/2020](#).
2. Ensure that application is complete, with release forms signed, dated, and witnessed (where indicated)

Mandatory Orientation

1. [Due to COVID19, there may be an orientation close to the date of the examinations. Failure to participate in the orientation may eliminate you from further consideration. Eligible applicants will be notified prior to the orientation.](#)

The Entrance Exam will be held on [9/19/2020](#).

1. Written Exam – Candidate must pass written to test to be able to continue testing process.
2. Physical Agility – Candidate must successfully complete combat challenge in [4 minutes 30 seconds](#).
3. Blind Maze – Candidate must successfully navigate a course while wearing a blacked out SCBA facepiece.
4. Ladder Climb – Candidate must successfully climb a 75' ladder.
5. Oral Interview – Candidates who successfully complete the testing process will be interviewed by the Board of Police and Fire Commissioners.

(The total score of examinations will range from 0-100, with the written exam comprising [70%](#), and the oral interview comprising [30%](#). The physical agility, blind maze, and ladder climb are pass/fail)

Initial Eligibility List

1. The commission will publicly post a register of candidates in rank order of their entrance exam score, from highest to lowest. Candidates that are eligible for preference points have 10 days from the posting of the initial eligibility list to provide a written request and documentation for preference points. Claims received after the 10 days will be deemed waived.

Preference Points

1. Military/Education Preference: 5 Points – Military service in accordance with 65ILCS 5/10-2.1-8; An Associate's degree in Fire Science, or Emergency Medical Services or a Bachelor's degree from an accredited college or university. Points are not cumulative.
2. Experience Preference: .5-5 Points - At least 2 years of experience employed as a full-time firefighter or firefighter/paramedic by a fire protection district, or other municipality. Points awarded as outlined in 65 ILCS 5/10-2.1-9
3. Residency Preference: 2.5 Points – Applicants whose principal residence is located within corporate city limits at the time of application. Based on address on driver's license.

4. Paramedic Preference: 5 Points – Must possess a valid Illinois Paramedics license by the time of the initial eligibility list.
5. Fire Academy: 5 Points – Applicants who have successfully completed a fire academy from an accredited institution, which satisfies requirements of the State of Illinois Basic Operations Firefighter Certification by the time of the initial eligibility list. Not cumulative with item 6 below.
6. Firefighter II/Basic Operations Firefighter: 2.5 Points – Applicants who possess a Firefighter II or Basic Operations Firefighter OSFM certification by the time of the initial eligibility list.

Final Eligibility List

1. The final eligibility list will be created by adding the applicable preference points to the initial eligibility list.
2. Tied scores will be resolved as outlined by the Police and Fire Commission Rules.
3. Any candidate may decline an offer of appointment and retain their position on the list one time. A second declination may remove the candidate from the list at the discretion of the commission as outlined by statute and regulation.

Background Check

1. Background check includes an “Ethical Background interview” with the Pekin Police Department.

Polygraph

Conditional offer of employment

Psychological Exam

Medical Exam

1. Includes a pre-employment drug screening. (Marijuana included). The City of Pekin is a drug-free workplace.

Probationary Appointment

1. All appointments to the Fire Department shall be considered probationary for 12 months. Any probationary firefighter who does not possess an OSFM certification of Firefighter II, or Basic Operations Firefighter, shall complete a Basic Operations Firefighter Academy within the probationary period. (Paid for by the Department)
2. The probationary period may be extended to a total of 24 months in order to obtain a Paramedic License.
3. Successful certification as a Basic Operations Firefighter, and Licensure as a Paramedic within the probationary period is a condition of employment.

Residency

1. Employees shall establish a residency in accordance with the Local 524 contract within 18 months.

Due to COVID19, the City of Pekin may assign specific times for testing and applicants may be separated into smaller groups for written and physical agility testing. Communication regarding circumstances surrounding COVID19 will be maintained with all eligible applicants.