



NOTICE  
FIREFIGHTER/PARAMEDIC  
ENTRY LEVEL EXAMINATION  
THE CITY OF LAKE FOREST  
www.CityofLakeForest.com



Testing is being conducted to create an Eligibility List. Applications available online at [ww.cityoflakeforest.com](http://www.cityoflakeforest.com).  
**Application deadline:** April 25, 2021.

**Written Exam\*:** May 8, 2021, 9:00 a.m., Deer Path School Cafeteria, 95 West Deerpath, Lake Forest. Park in the rear of the building (south side) and enter through the double doors.

*\*Multiple test times may be established on this date due to COVID-19.*

**Department Preliminary Oral Interviews:** Late May – Early June for those who pass the written exam. Dates and Times to be determined.

**Oral Exam:** Mid-June. Dates and Times to be determined. The examiners may ask questions that will enable them to evaluate applicants on speech, alertness, ability to communicate, judgment, emotional stability, intellectual skills, self-confidence, and general fitness for the position.

**Age requirements:** At least 21 and not more than 34 years old by July 1, 2021. **Other requirements:** High school diploma or equiv.; US citizen or qualified as a “protected individual” pursuant to 8 U.S.C. §1324b(a)(3)(B); corrected vision to 20/25.

**Physical Ability:** By June 6, 2021, all applicants passing the written exam must have a valid CPAT card with Illinois Ladder Climb endorsement. CPAT cards will be considered valid within 1 year of issue. Candidate is responsible to make sure their CPAT is current. Any candidate not possessing a valid CPAT with ladder endorsement will be disqualified. <http://www.nipsta.org/176/Firefighter-Testing>

**FY2021-2022 Salary Range** Firefighter: \$67,011 - \$81,271 FF/Paramedic: \$72,768 - \$105,238

Firefighters are required to become certified paramedics within the probationary period. Firefighters serve a minimum 12-month probationary period which may be extended until paramedic licensing has been achieved.

### **Selection Process**

Failure to achieve the minimum passing grade for any element of any examination shall disqualify the applicant from any further participation in the examination process.

<b><u>Examination Step/Element</u></b>	<b><u>Minimum Passing Grade</u></b>
• Short-Form Application	Pass or Fail
• Written Examination	30 of 45 points*
• Physical Ability Test	Pass or Fail
• Preliminary Oral Test by Department	Pass or Fail
• Oral Test by Board	1 of 55 points
• Initial Eligibility List	
• Establishment of Preference Points	As provided in Act
• Final Eligibility Register Posted	
• Long-Form Application and Preliminary Background Check	Pass or Fail
• Polygraph Test	Pass or Fail
• Detailed Character and Background Investigation	Pass or Fail
• Final Oral Test	Pass or Fail
• Behavioral Analysis	Pass or Fail
• Medical and Drug Screening Tests	Pass or Fail

\* The minimum score shall be supported by appropriate validation evidence and shall comply with all applicable State and Federal laws. This minimum score may be adjusted from test-to-test based on a statistical analysis by the testing agency to comply with this requirement.

Unless otherwise provided, the Board shall determine whether an applicant has successfully passed any discrete element of the examination.

### **Preference Points**

- a. **Veteran's Preference.** Candidates engaged in the military service of the United States for a period of at least one year of active duty and honorably discharged, or who are now or have been members on inactive or reserve duty shall (i) receive **5 preference points** added to their Initial Eligibility List score, and (ii) be preferred for appointment to and employment with the Fire Department in relation to candidates having similar ranking on the Final Eligibility Register.
  
- b. **Education Preference.** A candidate that fully satisfies the criteria for one or more of the categories below may receive preference points for education, with the amount of points dependent on the relevant category. Preference points can only be awarded for one of the categories below. Where a candidate qualifies from multiple education categories, the category with the highest total points will be applied.
  - (i) Successfully obtained an associate's degree in fire service or emergency medical services. **3 preference points.**
  
  - (ii) Successfully obtained a bachelor's degree from an accredited college or university. **5 preference points.**
  
- c. **Paramedic Preference Points** – A National Registry Certified Paramedic and/or Illinois Certified Paramedic may receive preference points. **5 preference points.**
  
- d. **Experience Preference.** Any candidate may receive a **maximum of 10 preference points** under any of the following subcategories:
  - (1) Paid On-Premises Illinois Certified FFII/Basic Operations Firefighter or FFIII/Advanced Technician Firefighter for The City of Lake Forest. Any candidate who has served The City of Lake Forest as a Paid On-Premises Illinois Certified Firefighter II/Basic Operations Firefighter may receive **.5 preference point for each year of successful service in such capacity up to a maximum of 5 points.**
  
  - (2) Illinois Certified FFII/Basic Operations Firefighter. Any candidate who is certified and has been employed within a 2-year period as a fulltime Illinois Certified FFII/Basic Operations Firefighter by a fire protection district or a municipality other than the City may receive **.5 preference point for each year of service up to a maximum of 5 points**; provided, however, that such candidate shall not receive any preference points if he or she was not so employed for at least 2 years.
  
  - (3) Full-time Paramedic/Firefighter or Full-time Firefighter III/Advanced Technician Firefighter. Any candidate who is certified and has been employed within a two-year period either as a fulltime paramedic/firefighter or as a full-time Firefighter III/Advanced Technician Firefighter by a fire protection district or a municipality other than The City of Lake Forest may receive **1 preference point for each year of service in either one or both of those capacities up to a maximum of 5 points**; provided; however, that such candidate shall not receive any preference points if he or she was not so employed for at least two years.

No application of Experience Preference Points may allow a non-veteran candidate to pass a veteran on the Final Eligibility Register. Non-veterans shall be ranked behind veterans in order as if all points were allotted with remaining ties determined by lot. This applies to Experience Preference Points only.