Job Information

ELBURN & COUNTRYSIDE FIRE PROTECTION DISTRICT
200 East Route 38
ELBURN, ILLINOIS 60119
(630) 365-6855
www.elburnfire.gov

Job Classification: Firefighter/Paramedic

Elburn & Countryside Fire Protection District is creating an eligibility list for original appointment of full-time Firefighter/Paramedic. The testing will establish an eligibility list that is good for two (2) years. Candidates must have FireTEAM testing and submit all documentation as required at the time of the closing date.

The ECFPD Application must be submitted through NTN by December 21st, 2026. The ECFPD Application can be found on our website, https://www.elburnfire.gov/content/employment/

All testing must be completed by December 21st, 2026.

At the time of application, applicants must meet the following criteria; certified as a State of Illinois Basic Operations Firefighter AND an IL State Certified Paramedic OR currently a certified State of Illinois Basic Operations Firefighter, and EMT-B who is currently a student in good standing in an ECFPD-recognized Paramedic training program OR candidate must be an IDPH-certified Paramedic and a current student in good standing in an ECFPD-recognized Illinois Basic Operations Firefighter program. ***[Both State of Illinois BOF Certification and Illinois State Emergency Medical Technician-Paramedic (EMT-P) certification required upon acceptance of a conditional offer of employment].***

Salary Information:

- The Elburn and Countryside Fire Protection District and Local 4749 have a current labor agreement effective through April 30th, 2028
- The Current Starting Salary as of May 1st, 2027 is **$82,688.31** and contains 5 Steps. The 5 Step top out salary rate as of May 1st, 2028 is **$115,974.63**
- 457B Program or HSA which currently offers a 4% employer match
- Firefighters work a 48 hour tour followed by 96 hours off-duty. A Kelly Day is scheduled off every 12th duty day for employees assigned to a 48 hour tour. Kelly Days can be traded according to the guidelines in the CBA.
- Firefighters are granted off vacation and 2 floating holidays based on years of service
    - After 1 Year, 7 Shifts
    - After 3 Years, 8 Shifts
    - After 5 Years, 9 Shifts
    - After 7 Years, 10 Shifts
    - After 9 Years, 11 Shifts
    - After 12 Years, 12 Shifts

    - After 15 Years, 13 Shifts
    - After 19 Years, 14 Shifts
    - After 23 Years, 15 Shifts
- The Elburn and Countryside Fire Protection District has 8 recognized holidays (New Year's Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Veterans Day, Christmas Day)
- Employees are granted 2 floating holidays each year to be scheduled like a vacation day
- Health care benefits of Medical, Dental, Life and Accident, Death & Dismemberment (AD&D)
    - HMO 100% District Covered
    - Large Deductible HSA 80 District /20 employee
    - PPO 75 District/ 25 Employee
- Elected insurance – Vision, Long Term Disability (LTD), Short Term Disability (STD), AFLAC and/or additional Life
- The Elburn and Countryside Fire Protection District is committed to the mental and physical wellbeing of all of our employees. Not only do we offer an Employee Assistance Program (EAP), but we provide biannual mental health check-ins and financial planning assistance
- No Residency Requirement
- Longevity Pay
- Illinois Article 4 Firefighter Pension Fund
- Comp time program
- Sick leave accrual up to six (6) days annually

The Elburn & Countryside Fire Protection District is an Equal Opportunity Employer (EOE)

Contact Information:
Pamela Hall
HR Operations Manager
630-365-6855 Extension 110
phall@elburnfire.gov

Department Overview:

The Elburn & Countryside Fire Protection District is a progressive emergency service organization that responds to approximately 2700 combined fire and EMS incidents per year. Elburn Fire Department protects approximately 34,000 people within 63 square miles encompassing the Villages of Elburn, Lily Lake and Virgil and includes the communities of Wasco, LaFox, Mill Creek and other portions of Kane County, IL.

Area Information: The Elburn countryside is a historic, rural, farming community poised on the western edge of the Chicago suburban expansion. Known for its small town friendly atmosphere with the enjoyment of current conveniences and close proximity to many popular shopping and entertainment venues the metro Chicago area provides not only by way of the Metra public train line that begins in Elburn, but Interstate 88 which also runs through the community.

Population: 34,000

Job Requirements

Age: Minimum of 21 years of age and no more than 35 years of age at the time of application except as otherwise provided by Illinois State Statue. Copy of Birth Certificate required.

Citizenship Required: Yes

High School Grad/GED: Yes

Valid ILLINOIS Driver's License: Yes

Ability to Read/Speak English: Yes

Vision:
Correctable to 20/20

Academy Certification:
Yes

Prior Experience:
Yes

Necessary Certifications:

- State of Illinois Firefighter II or Basic Operations Firefighter
- Licensed State of Illinois Paramedic
- Valid CPAT card (See CPAT requirements below)

Felony, Criminal Activity Disqualifiers:
No Felony or Criminal convictions, probation or supervision

Drug Use Disqualifiers:
No illegal drug possession or use record

Employment Disqualifiers:
Must pass a pre-employment physical, drug and psychological examination and criminal background investigation

Additional Requirements:

- Candidates are required to complete the mandatory virtual orientation and all phases of testing. The virtual orientation will be available for viewing December 22, 2026 – January 6th, 2027. Failure to participate in the Mandatory Virtual Orientation will result in disqualification from the process.
- Candidate Physical Ability Test (CPAT) certification of passing, with ladder certification completed & issued after March 20th, 2026. (Submit proof of successfully passing CPAT no later than December 21st, 2026) CPAT testing, certification and all costs related to CPAT are the responsibility of the applicant. A CPAT card issued within 12 months is required at time of conditional offer acceptance.
- Interviews by the ECFPD Board of Fire Commissioners will start the week of February 15th, 2027
- Candidates must submit copies of the following at the time of application

1. Birth Certificate
2. High School Diploma/GED

3. Valid Illinois Driver's License

4. A Valid CPAT card with ladder certification completed & issued after March 20th, 2026. (Submit proof of successfully passing CPAT no later than December 21st, 2026). A CPAT card issued within 12 months is required at time of conditional offer acceptance

** CPAT certification can be submitted separately from application, must be submitted no later than December 21st, 2026.*

5. Certification Requirements:

Candidates must provide proof for at least one of the below options:

a. Candidate is currently certified as a State of Illinois Basic Operations Firefighter AND an IL State Certified Paramedic.

b. Candidate is currently a certified State of Illinois Basic Operations Firefighter, and EMT-B who is currently a student in good standing in an ECFPD-recognized Paramedic training program. (The candidate must provide proof of enrollment and a letter of good standing in the course).

c. Candidate must be an IDPH-certified Paramedic and a current student in good standing in an ECFPD-recognized Illinois Basic Operations Firefighter program. (The candidate must provide proof of enrollment and a letter of good standing in the course).

Any candidate that does not participate in the mandatory virtual orientation, apply online, submit required documentation by deadlines and pass the written exam will be disqualified. No exceptions!

Preference Points:
Preference Points (Form 4):
After the initial eligibility list is created candidates who are eligible for preference points may submit for these points in writing to the ECFPD Board of Fire Commissioners **(Form 5 and all supporting documentation required).** This claim must be received within ten (10) days after the posting of the initial eligibility list or the points will be deemed waived.

To obtain Form 4 and Form 5, contact HR Operations Manager Pamela C. Hall via email at phall@elburnfire.gov or via phone at 630-365-6855, Extension 110, to request forms.

Experience Preference Points (Maximum 5 points)
[70 ILCS 705/16.06b(h)(5)]
Proof of service must be submitted

Veteran's Preference Points (5 points)
[70 ILCS 705/16.06b(h)(1)]
Military DD-214 Form (long form) must be submitted

Educational Preference Points (Maximum 5 points)
[70 ILCS 705/16.06b(h)(3)]
Associates degree in related field (2 pts.)
Bachelor's degree (3 pts.)
Certified transcript(s) must be submitted

Residency Preference Points (5 points)
[70 ILCS 705/16.06b(h)(6)]
Three supporting documents with residence address listed
(Copy of utility bill, mortgage statement, bank statement, official mail from
state, county, city or village &/or affidavit-certification of residency)

Apprentice Preference Points (Maximum 10 points)
[70 ILCS 705/16.06b(h)(7.5)]
Proof of service must be submitted

Additional Preference Points (Maximum 5 points)
[70 ILCS 705/16.06b(h)(7)]
The Commission reserves the right to award up to an additional five (5) preference points

All candidates must pass a pre-employment physical, drug and psychological examination and background investigation to qualify for the position of Firefighter/Paramedic with the Elburn & Countryside Fire Protection District.