

Position Title: Firefighter/Paramedic

Salary Information: \$79,776 to \$119,229 after five years of service

Benefit Information:

- 24/48 shift
- No residency requirement
- Three vacation days after the first year
- Nine paid holidays
- Eight work-reduction days
- 48 hours of personal time
- 144 hours of annual paid sick leave
- Health, dental, and vision insurance, including BCBS PPO/HMO/HDHP options, with a 10% employee premium contribution
- Group term life insurance
- Annual fire department medical exam
- Deferred compensation plan (optional)
- Downstate Firefighter Pension
- Education and training incentives
- Education and training reimbursement
- Retirement healthcare funding plan
- Paid uniforms

Application Close Date: Applications with all supporting documentation must be submitted by 3:00 p.m. Central Time on August 28, 2026.

Department Contact:

Sandy Dominik
Administrative Assistant
630-257-5461
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Department Overview:

The Lemont Fire Protection District serves approximately 32,000 people across 26.4 square miles, including the Village of Lemont, Lemont Township, portions of Darien, Palos Park, and Woodridge, and surrounding unincorporated areas in Cook, DuPage, and Will Counties.

Fifty-four sworn members are assigned across four stations. In 2025, district personnel responded to 4,122 calls for service. Ten civilian professionals support district operations and help ensure the organization operates efficiently. Members deliver fire suppression, fire prevention, emergency medical services, and specialized response capabilities whenever the community calls.

In 2024, residents approved a \$46.1 million bond referendum to invest in the future of emergency services. This initiative will relocate two fire stations and modernize the remaining two – strengthening response capabilities, enhancing firefighter safety, and improving operational efficiency for decades to come.

City/County/Area Information: Lemont, Illinois; Cook, DuPage, and Will Counties

Population: 32,000

Job Requirements

Age: At least 21 and under 35 years of age at time of hire, unless otherwise exempt by state or federal law. Reference: 70 ILCS 705/16.06b(c).

Work Authorization Required: Applicants must be authorized to work in the United States.

Education: High school diploma or GED required.

Driver's License: Valid driver's license required.

Language: Must be able to read, write, and speak English.

Character:

Must possess good moral character suitable for the position of Firefighter/Paramedic and must successfully complete a thorough character and background investigation, including a polygraph examination.

Fitness:

Must successfully complete a medical examination and psychological assessment.

Paramedic Certification:

- **Valid Illinois or National Registry EMT-P certification is required at the time of hire.**
- Applicants not currently in possession of an EMT-P license may participate in the testing process by submitting proof that they are **currently** enrolled in a State of Illinois IDPH-approved paramedic program. Proof of enrollment must include a letter of good standing, on official letterhead, from the course administrator or the organization sponsoring the applicant's enrollment, confirming the applicant's enrollment.

Firefighter Certification:

- **An Illinois Office of the State Fire Marshal (OSFM) Basic Operations Firefighter/Firefighter II Certificate, or an OSFM Record of Completion dated within the past four (4) years, is required at the time of hire.**
- Applicants not currently in possession of an Illinois OSFM BOF/FFII Certificate may participate in the testing process by submitting proof that they are **currently enrolled** in a State of Illinois OSFM-approved BOF Academy. Proof of enrollment must include a letter of good standing, on official letterhead, from the course administrator or the organization sponsoring the applicant's enrollment, confirming the applicant's enrollment.

CPAT:

- **Must present valid Candidate Physical Ability Test (CPAT) and Ladder Climb certifications issued within one (1) year of the date of hire.**

Preference Points

The Lemont Fire Protection District awards preference points for the following qualifications:

- **Military Experience:** Applicants who served actively in the United States military for at least one (1) year and were honorably discharged, or who are now on inactive or reserve duty, shall receive five (5) preference points. Proof of service must include a copy of DD Form 214, long form, evidence of honorable discharge, and a sworn affidavit by the applicant.
- **Fire Service Experience:**
 - Applicants employed full-time as certified Firefighter II or Basic Operations Firefighter personnel by a fire protection district or municipality for at least two (2) years shall receive one-half (0.5) point for each year of service, up to a maximum of five (5) points.
 - Applicants employed full-time as Firefighter III or Advanced Firefighter Technician personnel by a fire protection district or municipality for at least two (2) years shall receive one (1) point for each year of service, up to a maximum of five (5) points.
 - No applicant shall receive more than five (5) total preference points for fire service experience. No experience preference points will be awarded for service with a private employer that contracted to provide fire or ambulance service to a fire protection district or municipality. Proof of service must include copies of applicable certificates.
- **College Education:**
 - Applicants who have successfully obtained an associate degree from an accredited college or university in the field of fire service, emergency

medical service, or a related field (at the Fire Commission's discretion) shall receive two (2) preference points.

- Applicants who have successfully obtained a bachelor's degree from an accredited college or university shall receive three (3) preference points.
- A copy of an official transcript indicating "degree conferred" must be submitted at time of application to qualify.
- **Residency:** Any applicant whose principal residence is located within the Lemont Fire Protection District's jurisdiction shall be awarded one (1) preference point. A copy of a recent utility bill or bank statement indicating the applicant's name and current address must be submitted at the time of application to qualify.

Hiring Process:

- Written test
- Video interview
- Background investigation, including polygraph examination
- Psychological assessment
- Medical examination