

**HIRING AND PROMOTIONS UPDATE**  
**NORTHERN ILLINOIS ALLIANCE OF FIRE PROTECTION**  
**DISTRICTS**

**JANUARY 22,2022**

**I COVID AND ITS IMPACT ON HIRING**

**A. Labor pool**

**B. Mandatory vaccination policy**

**II. Testing procedures – can you or should test virtually?**

**III. Hiring Age limitation change – P. A. 102-0375**

**-allows entry level candidates to exceed the maximum age if they have any amount of volunteer, paid-on-call or part-time firefighter experience.**

**IV. NFPA 1582 Fitness Standards**

**-is your agency using Section 1582 standards? If so, how are they being applied?**

**-does your physician or occupational medicine provider know of them and follow them?**

**-is your department using fitness standards for current employees?**

**V. Equal Pay Act**

**-Public Act 101-0177 which became effective September 29, 2019, prohibits screening employees on the basis of current or prior wage history. Amend your job applications to exclude salary questions.**

**VI. Use of Criminal Convictions in Background Checks**

**-Public Act 101-0656 effective March 23, 2021, provides guidelines to employers for the use of criminal conviction information.**

**-requires the Commission to provide notice to an applicant of the law disqualifying the applicant, a copy of the conviction history report and an opportunity to respond within 5 business days.**

**-after the time for the candidate's response, the Commission may make a final determination which should include considering the candidate's response if one is provided.**

**VII. House Bill 4346 – a bill introduced in this session which would incentivize volunteer firefighter participation by providing a \$1000.00 state tax credit for persons who are members in good standing of a volunteer fire department for at least 6 months of the year.**

**VIII. PROMOTIONS**

- Conducting promotional processes virtually – pros and cons.**
- Public Act 102-0686 provides that the position of “company officer” is not automatically deemed a supervisory position under the Illinois Public Labor Relations Act and then excluded from bargaining unit. This will typically apply to Battalion Chiefs in most departments. Instead, the employer will have to meet the traditional 4-part supervisory test.**

**QUESTIONS???**