

Illinois Promotional Assessor Profile

Appendix #1

Assessor Requirements: Assessors shall possess a minimum of ten (10) years of service as a full-time sworn firefighter including at least three (3) years of service as a fire officer at the rank of company officer or higher. Persons who do not have experience as a sworn full-time firefighter who are interested in serving as assessors and who have specialized technical expertise may be added to assessment panels by agreement of the parties to a collective bargaining agreement at the local level.

Date Profile Completed:	03-23-15 (updated)
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Contact Information (Please note that this page will be posted on the OSFM Website)					
Last Name Foster		First Name Gary		If Applicable: Name of Department/Business Retired Deputy Chief / Self Employed Assessor	
If Applicable: Department/Business Mailing Address			City	State	Zip
Email address: garyfoster@juno.com			Contact Phone Number (not mandatory to provide on the page) 708-305-1900		

Fire or EMS Employment Status (Please check one)					
Full Time	<input type="checkbox"/>	Combination	<input type="checkbox"/>	Volunteer	<input type="checkbox"/>
Part Time	<input type="checkbox"/>	Retired	<input checked="" type="checkbox"/>	Consultant	<input checked="" type="checkbox"/>

Fire or EMS Position (Rank)			
	Name of Organization	Position Title	Dates of Position
1	Calumet Park Fire Department	Deputy Chief	2008 to 2010
2	Roberts Park Fire Prot. District	Battalion Chief	1992 to 2008
3	Roberts Park Fire Prot. District	Lieutenant	1990 to 1992
4	Roberts Park Fire Prot. District	Firefighter/Paramedic	1973 to 1990

Describe Your Duties and Responsibilities of your Positions		
	Position	Overview of Duties and Responsibilities
1	Deputy Chief	Duties include: Management of day to day operations of all aspects of the department; Ensure shift compliance to department rules, sog's, and union agreement; Employee motivation and development; Writing policies, sog's, and directives; Investigation of union grievances; Overseeing training and NIMS compliance; Writing grants; working on department budget; Monitoring payroll and work schedules of employees: Attending village board meeting and weekly department head meetings; Staying up to date with latest issues in the fire service; attending various meetings sponsored by various Chief's organizations; Responding to emergency calls in the village and throughout the division. Other duties as assigned.

2	Battalion Chief	Duties Included: Managed day to day operations of full-time and part-time members working out of two stations; Ensuring department policies, sog's, and union agreements were complied with; Keeping lines of communication open up and down the chain of command; Employee motivation, coaching, and development; writing sog's , policies, and directives as assigned or as it pertained to my additional areas of responsibility; Supervision of multi-company operations at the scene of an emergency; Responding to hazardous material incidents throughout the division as an adviser; Responding to fires outside of our district as a division officer or RIT Chief; Other duties as assigned which, over the years, included being in the training department, public education, fire prevention, being in charge of vehicle maintenance, building and grounds, inventory control, scheduling, purchasing, and writing and reviewing the budgets for various departments.
3	Lieutenant	Duties included: Company officer functions on a Squad, Engine, or Truck; Supervision and assisting paramedic ambulance crew; Ensuring for safety of crew; Ensuring compliance with department rules and regulations as well as sog's; Company training; Team building, motivation and coaching; Writing employee reviews; Being a positive example for the crew; Working with the crew in quarters when possible; Writing policies, sog's and directives as needed in my additional areas of responsibility; Other duties as assigned.
4	Firefighter/Paramedic	Duties included: Company officer functions on a Squad, Engine, or Truck; Supervision and assisting paramedic ambulance crew; Ensuring for safety of crew; Ensuring compliance with department rules and regulations as well as sog's; Company training; Team building, motivation and coaching; Writing employee reviews; Being a positive example for the crew; Working with the crew in quarters when possible; Writing policies, sog's and directives as needed in my additional areas of responsibility; Other duties as assigned.

Breadth of Supervisor and/or Officer Experience	Current	Past
Number of full-time employees I supervise or have lead directly:	0	10
Number of employees I supervise or have lead indirectly:	0	45

Education (only accredited institutions and a copy of your degree must be attached)		
Degree	College/University	Major
Masters in Business	National-Louis University	Business
Bachelors	National-Louis University	Behavioral Science
Associates	Moraine Valley Community College	Fire Science
Certificate	Moraine Valley Community College	Security

Fire/EMS Service Certifications (A copy of your certificates must be attached)		
Title	School or Organization	Date
Certified Fire Officer III	Illinois State Fire Marshal	2006
Certified Fire Instructor III	Illinois State Fire Marshal	1988
Certified Firefighter III	Illinois State Fire Marshal	1979
Paramedic	State of Illinois	1976

Special Skills:
Conflict resolution, union negotiations, writing grants, public speaking, and analytic listening.

Describe Your Assessor Training and Organization Who Administered the Training:
I was trained by the Illinois Fire Chief's Association in 2008 and certified by the State of Illinois in 2010.

Identify The Exercises That You Have Been Trained For:											
In Basket	X	Leaderless Group	X	Oral Interview	X	Tactical	X	Problem Employee	X	Qualities of Leadership	X
Please list other exercises that are not listed and describe them.		I have graded writing and public presentation exercises.									

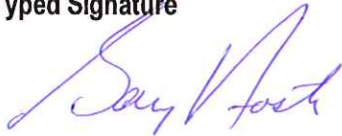
Describe Your Assessor Experience:

I had done several promotional assessments prior to being formally trained by the Illinois Fire Chief's Association in 2008 and certified by the State of Illinois in 2010. Since then, I have participated in promotional assessments for several different private companies as well as for the Illinois Fire Chief's Association. Assessments I have participated in were for the ranks of Lieutenant, Captain, Battalion Chief, and Deputy Fire Chief. I have also been trained, and have assisted in teaching the mechanics of the promotional assessment process to those wishing to prepare themselves for advancement in the fire service.

CERTIFIED ASSESSOR CERTIFICATION STATEMENT

By typing your name in the box provided below, you are certifying that the information provided within the Illinois Promotional Assessor Profile, to the best of your knowledge, is true, accurate and complete.

Certified Assessor Typed Signature



Date:

PROFILE
UPDATED

3-23-15

Joint Labor Management Committee (JLMC) Statement

Based upon this Assessor Profile submitted to the JLMC, we believe this information is accurate. However, the JLMC is highly recommending that the entity seeking Assessors conduct their own review and validation process.