



TOWN OF STRATFORD

Population (about 50,000)

Advertisement:

Fire Chief

Salary Range \$95,000-\$103,000

The Town of Stratford, CT is seeking a Fire Chief for its 97-member department with a 10.2 million dollar operating budget. The position is responsible for fire suppression, fire prevention (fire marshal), emergency medical services, and communication (dispatch) department. Deputy Chief handles day-to-day operations. Candidates should have a Bachelor's degree in fire service management or a related area, and at least ten (10) years of progressively responsible fire service experience, including at least five (5) years at the shift supervisor level, or higher, in a municipal fire department comparable in size to Stratford or larger. Candidates should also possess, or be able to obtain, certifications as Fire Officer I and Fire Instructor I issued by the State of Connecticut. At least five years previous experience as a Deputy Chief or Chief in a comparably, or larger, sized fire department may be substituted for a Bachelor's degree. Fire Officer II or III certification or a Master's degree in fire service management or a related field or graduation from the Executive Officer Program at the National Fire Academy is preferred. A valid driver's license is required.

Deputy Fire Chief

Salary Range \$85,000 to \$95,000

The Town of Stratford, CT is seeking a Deputy Fire Chief for its 97-member department with a 10.2 million dollar operating budget. The position is the second-in-command and is responsible for fire suppression and the day-to-day direction of the department. Candidates should have a Bachelor's degree in fire service management or a related area, and at least ten (10) years of progressively responsible fire service experience, including at least two (2) years at the shift supervisor level, or higher, in a municipal fire department comparable in size to Stratford or larger. Candidates should also possess, or be able to obtain, certifications as Fire Officer I and Fire Instructor I issued by the State of Connecticut. At least three years previous experience as a Deputy Chief in a comparably, or larger, sized fire department may be substituted for a Bachelor's degree. Fire Officer II or III certification or a Master's degree in fire service management or a related field or graduation from the Executive Officer Program at the National Fire Academy is preferred. A valid driver's license is required.

Visit www.townofstratford.com for additional information about the Town including an application. The Town of Stratford is committed to a diverse workplace. Minorities and women are strongly encouraged to apply. Applications, which must include a resume and a cover letter, should be sent to Town of Stratford, Human Resources Dept., 2725 Main Street,

Stratford, CT 06615. Resumes must be received no later than March 20, 2009. To discuss positions with outside recruiter contact Ms. Randi Frank at rfrank05@snet.net.

EOE M/F - Feel free to apply for both positions or only one position

Department Description:

- The Fire Department has a total of 4 fire stations including the Fire headquarters
- The Fire Fighting/Suppression staff is divided into 4 Platoons/Shifts (known as A, B, C, and D). Each shift is supervised by an Assistant Fire Chief/Shift Commander. (approximately 4 Asst Chiefs, 16 Lt's and 72 Firefighters)
- Minimum Manning includes a Lt and 3 Firefighters at 3 fire stations and a Lt and 8 Firefighters at the Fire Headquarters
- Work week schedule for Firefighters is 2 nights on, one day off, and 2days on, and 3 days off. Shift is 5am-7pm and 7pm to 5am.
- Firefighters hired after 1999 are also EMT's
- The Fire Department handles an average of 5200 call per year with about 4000 of them being Medical Calls
- The Fire Department also supervises the dispatch function for 911, police, fire and medical. The department includes 12 dispatchers with usually 3 on duty for day and night duty and 2 for midnight shift
- The Fire Department includes Fire Prevention which includes a Fire Marshal and 2 Deputy Fire Marshals who also conduct investigations and inspections.
- The Town has a Paid/Volunteer Ambulance Company that fall under the Supervision of the Fire Department. This includes a Emergency Medical Services Director, 4 paid paramedics, some per diem paramedics and volunteers.
- The Fire Chief and Deputy Fire Chief work as a team to manage the Fire Department along with Fire Marshal (all other staff are members of the union).

Characteristics of an Ideal Candidate:

- Deputy has to have ability to handle the Day-to-Day operations of a similar size department, supervise Assistant Fire Chiefs, approve purchases and monitor payroll, handles most discipline and monitors attendance.
- Chief handles administration of department, dealing with the public, performing community outreach and working with Town Officials
- Knowledgeable about budget preparation and monitoring
- Management skills in a fire department – ability to bring best practices to the department
- Excellent communication skill with Town Officials and Public
- Experience with unions, labor relations, grievance procedures, personnel issues
- Ability to work as a management team
- Strong leadership and management skills
- Hard working, results oriented, pragmatic
- Experience with grants
- Ability to think outside the box – offer new efficient methods

Issues facing the Department:

- Need to address the issue of pensions and overtime with the union – contract up for negotiations July 2010 – Assistant Chief just returned to Union.

- Need to review the structure and organization of the department and means of delivering services and related costs.
- Special areas of concern related to fire service include facilities in community which include: Airport, railroad, Sikorsky Helicopter Facility, fuel tank in harbor, 5 Marinas, Convalescent home, and Large over 55 housing complex, State Highway 95, 15 & 8, etc.
- Emergency Medical Services was just added to the Fire Department – the need to continue the integration of EMS structure, delivery of services and relationship to the Fire Department
- Deputy Chief reports to working fires – Chief reports to major incidents or fatalities.
- Town has only had strong Mayor form of Government for past 3 years so there has been a political change in the community
- Respond to Town priorities: ask the tough questions – challenge the status quo –provide a efficient and good service and look for ways to save money
- Dealing with fiscal cutbacks due to current economy – specifically overtime, pension costs, wages and benefit costs
- Commitment to Diversity (Town Statistics: 2000 census in round numbers 10% African American, 7% Hispanic or Latino, 2% other minority and 2% two or more races. Fire Department Statistics: 93 current uniformed employees; 8 Black- African American or 9%; 3 Hispanic-Latino or 3%; 2 other minority; 4 Women or 4%)