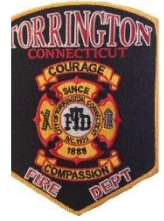


# Torrington Fire Department City of Torrington Agency Profile



The Torrington Fire Department is seeking candidates who are motivated and interested in service to others and our community. We are a progressive emergency response organization that is committed to serving the City of Torrington with the highest level of life and property protection. The Torrington Fire Department is able to achieve great things due to our committed personnel. We are invested in the safety and growth of our personnel. We are providing the following agency profile to assist candidates in determining if the Torrington Fire Department would be a good fit.

The City of Torrington covers over 40 square miles with an estimated population of 36,383. The City of Torrington is the largest city in Litchfield County and serves as the urban center for the region. Torrington has been identified as one of the largest micropolitan areas in the United States. Torrington draws citizens from all over Litchfield County and beyond to visit, shop, dine or pass through. Torrington is seeing recent redevelopment with its downtown center. Torrington provides a unique blend of urban, suburban and rural areas within its footprint. There are many great recreational and entertainment opportunities within the region.

The City of Torrington Fire Department provides fire, rescue, supplemental emergency medical services, fire prevention and public education services to the visitors and citizens of the City of Torrington. The Torrington Fire Department consists of 54 full time firefighters. The department staffs two firehouses with 2 Engines (1 currently outfitted as a Quint), 1 Ladder company and a shift commander 24 hours a day with a minimum of 11 firefighters per shift. Suppression personnel work an average of a 42-hour workweek on a 24 hours on / 72 hour off schedule, responding to approximately 2700 incidents annually. Off duty personnel are recalled to staff additional companies and provide personnel for large incidents as needed. The City also has two Volunteer Fire Departments that support the Torrington Fire Department when needed.

As the only fully staffed career fire department in the region, the Torrington Fire Department provides much needed support to the region. The Torrington Fire Department serves as one of the lead agencies for the State of Connecticut Division of Emergency Management and Homeland Security (DEMHS) Region 5 Regional Hazardous Materials Response Team and the Heavy Rescue Team. The Torrington Fire Department provides mutual aid response within the region on a regular basis. The Torrington Fire Department is active in the planning and all-hazards emergency response within DEMHS Region 5 which is responsible for a large section of the western portion of Connecticut.

## **Requirements and Minimum Qualifications**

### **Minimum qualifications:**

- Must have a High School Diploma or G.E.D.
- Must be at least 18 years old at time of conditional job offer.
- Must possess a valid CT Driver's License (CDL or Q restriction preferred but not required)
- Possess a valid Candidate Physical Agility Test (C.P.A.T.) card prior to appointment.
- Must successfully complete and pass a thorough background investigation.
- Must successfully pass a post-offer medical examination including drug & alcohol screening.

All new firefighters must attend and successfully complete the Connecticut Fire Academy Recruit Program unless they have graduated from the program within the last two (2) years of appointment.

All new firefighters must successfully obtain certification as an Emergency Medical Technician in the State of Connecticut within 12 months of appointment.

All new firefighters must reside within a twenty (20) minute response time of Fire Headquarters upon completion of probation.

### **Benefits**

Competitive Salary including incentive stipends for various certifications  
Excellent health care and dental coverage  
401(K) Retirement Saving account including City matching funds  
Optional 457 Retirement Saving account  
College Incentive Pay  
Vacation Leave after first year  
Wellness and Fitness Program  
Occupational Cancer Prevention Program

## Torrington Fire Service

### Mission Statement

The Torrington Fire Service is committed to serving the City of Torrington with the highest level of life and property protection. We will provide a professional and compassionate service within a safe work environment.

### Vision Statement

The Torrington Fire Service shall continuously strive to meet the changing needs of our community by providing a modern and technologically advanced department. We will do this by maintaining a high level of readiness and by focusing on the professional development and training of all our personnel.

### Core Values

#### COMMUNITY SERVICE

- Personnel shall have *compassion* for their family, the community and their families.
- The organization shall be *diverse*, turning limitations into creativity and opportunities into realities
- The Organization shall be *committed* to serve the Community. Decisions and actions will be responsive to the customer's needs.

#### HEALTH & SAFETY

- Personnel within the Organization shall maintain the highest level of *competency* while performing their duties.
- The Organization shall be *innovative* by being open to the exchange of ideas and willing to foster the practice of careful listening.
- *Training and Safety* shall be the foundation of the Organization.
- The Organization shall provide *public education* that focuses on the health and safety of firefighters and the public

#### PROFESSIONALISM

- Personnel shall maintain *integrity*, always striving to do what is right, even when it's difficult or unpopular, so that what we do individually and as an organization will stand up to public scrutiny.
- Members of the Organization shall take *pride* in their Community.
- The Organization shall maintain *loyalty* to the Community.
- Members of the Organization shall maintain a high level of *respect*; being tolerant of differences; using good manners; not using hurtful or bad language and being considerate of the feelings of others.
- The Organization shall recognize individual's independence but foster a sense of *teamwork* with internal and external stakeholders.
- The Organization shall encourage *professional development* for those individuals who aspire to progress in the Organization.
- Members of the Organization shall exhibit *honesty* in every aspect of its operation.
- Members of the Organization shall maintain the highest *ethical* standards in words and actions.
- The Organization shall maintain consistency within its operations and in the performance of its duties.
- The Organization shall maintain a sense of *fairness*

#### COMMUNICATION

- The Organization shall maintain formal and informal channels for communication with its stakeholders.
- The Organization shall utilize a marketing strategy that creates customer interest in the service it provides.
- Members of the Organization shall obtain and maintain positive relations with internal and external stakeholders.

#### TEAMWORK

- The Organization shall utilize effective communication to transfer information to internal and external stakeholders.
- The objectives of the Organization shall be accomplished utilizing coordination of the stakeholders.
- The Organization shall support teamwork to accomplish goals and objectives.
- Members of the Organization shall exhibit considerable effort to assure all goals and objectives are accomplished.
- Members of the Organization shall bond together in such a way as to sustain their will and commitment to each other, the Organization, and its mission.