



## CITY OF STAMFORD, CONNECTICUT

[www.stamfordct.gov](http://www.stamfordct.gov)

### Firefighter Recruitment and Employment

The City of Stamford is recruiting for Entry Level Firefighter Examination. Applicants must be CPAT certified, be at least 18 years of age, and be a non-smoker in good physical condition. Firefighting requires individuals who can work reliably as a team member under very difficult and dangerous conditions. Self-discipline, intelligence, courage, physical strength, stamina and altruism are necessary for a successful career in firefighting.

#### MINIMUM QUALIFICATIONS:

To be considered for employment as a firefighter with the *Stamford Fire Department*, applicants must:

- Graduation from an accredited high school
- 18 years old
- A valid driver's license with clean driving history
- U.S. Citizen or authorized to work in the United States
- Must possess a valid Candidate Physical Ability Test (CPAT) Certificate issued February 21, 2025, or later

#### JOB SUMMARY:

The position of Firefighter will be located at one of our fire stations under the general supervision of the direct supervision of a Lieutenant or Captain. Firefighters are assigned to shifts and positions within the department by the Fire Chief. Firefighters will perform individually and/or as a member of a firefighting team and will participate in fire suppression activities including firefighting, rescue, emergency medical services, ventilation, forcible entry, salvage and drill ground training sessions on a regular basis to continuously update their skills and knowledge required for effective work performance. Decisions are made with guidance of a supervisor and on an individual level and have a direct effect on life and property. General job functions include firefighting, emergency medical services and continuous training. The average workweek is 42 hours and requires working rotating shifts, holidays and weekends, and varied hours. A probationary working period of eighteen months is required.

#### **SALARY RANGE:** \$62,142 – \$95,277 (salary to change pending contract settlement)

Appointments to be made at the starting salary of \$62,142. Advancements in salary grade are made in accordance with the contract between the City of Stamford and Local 786 IAFF, AFL-CIO.

#### BENEFITS:

The City of Stamford employee benefits include:

- Health, Dental and Vision Insurance
- Defined Benefit Plan
- Vacation, Sick and Personal Leave Time
- Deferred Compensation
- Group Life Insurance
- Tuition Reimbursement

## **EXAMINATION PROCESS:**

Applications are required and will be accepted only during the application period of October 17, 2025, to January 31, 2026. Applicants must complete the online application through [www.firefighterapp.com](http://www.firefighterapp.com). A **non-refundable \$35.00 examination fee** is required at the time of the examination.

Payment can be made by debit or credit card directly through the recruitment site.

Applications from those who do not have a valid CPAT certificate will be accepted but to be hired the applicant **MUST** possess a valid, recent CPAT certification issued February 21, 2025, or later. The deadline for presenting a valid CPAT certificate is February 21, 2026. Candidates who do not present a valid CPAT Certificate prior to the February 21, 2026, deadline will be disqualified. To learn more about the CPAT or to register for an upcoming CPAT test, please visit Certify Fit at <https://www.certifyfit.com/cpat> or the CT Fire Academy at <https://portal.ct.gov/cfpc/candidate-physical-ability-test>

The examination process will include the following components:

1. Reading Exam
2. Written Exam
3. Structured Oral Exercise

Passing candidates will also be required to submit to a medical examination, drug screen, and background investigation as well as any other requirements the City deems necessary.

Residency, Veteran's Preference points and Volunteer Credit will be awarded to those who request and qualify for such points, in accordance with Civil Service Rules and practices. Documents must be uploaded to the candidate's profile on FirefighterApp.

- **Residency Points**

Candidates requesting residency points must provide proof that they have been domiciled in the City of Stamford, Connecticut for a period of at least 12 months prior to the date of the receipt of application for the entry level firefighter exam.

- **Veteran's Points**

Veteran's points will be added to a final passing score (maximum score=100 points) to veterans who have completed active military service with an honorable discharge or a discharge under honorable conditions. Form DD-214 is required to verify military service and the right to receive veteran's points.

- **Volunteer Credit**

Three (3) points will be added to the passing exam score for qualified candidate who provide irrefutable proof and attest to active Stamford Volunteer Firefighter Service.

All pertinent information such as DD-214, residency and volunteer documents must be uploaded and submitted by the closing date of January 31, 2026 through FirefighterApp at [www.firefighterapp.com](http://www.firefighterapp.com) to be considered eligible for purposes of this examination. Questions may be directed to [hrrecruiting@stamfordct.gov](mailto:hrrecruiting@stamfordct.gov). Please allow up to 24 hours for a response.

The Human Resources Department provides reasonable accommodations to individuals with disabilities in accordance with the Americans with Disabilities Act (ADA). If you require an accommodation during the testing process, please email [hrrecruiting@stamfordct.gov](mailto:hrrecruiting@stamfordct.gov). Allow up to 24 hours for a response.

**THE CITY OF STAMFORD IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.**

## ANNOUNCEMENTS GENERAL CONDITIONS

1. Applicants must complete an "Application for Examination" for this examination. In some cases, completion of an application supplement is also required. Applicants must complete every section on the application form. If a question or section is not applicable, enter N/A. Applications must be signed where indicated. Incomplete or illegible applications will be rejected.
2. The Human Resources Department does not formally acknowledge receipt of applications. If an application is rejected as incomplete or illegible, it will be returned to the applicant so noted. If an applicant does not meet the minimum qualification requirements for this position, a disqualification notice will be sent. Applicants meeting the stated minimum qualifications for the position will be notified of the date, time and location of the examination, if applicable.
3. Requirements for claiming veterans' credits are as follows: They are applied only to passing final scores on an Open Competitive Eligible list at the following values: non-disabled veterans-5 points; disabled veterans-10 points. In order to use veterans' points, you must have an "honorable discharge" and been on active duty for at least 90 days (unless separated from service because of a service connected disability) during the time prescribed by law (8/2/90-present (end date to be determined by law); 2/28/61-7/1/75; 6/27/50-1/31/55; 12/7/41-12/31/46) OR in combat or a combat support role (for at least 90 days, unless separated from service because of a service-connected disability) during Lebanon Conflict (7/1/58-11/1/58); Lebanon peace-keeping mission (9/29/82-3/30/84); invasion of Grenada\* (10/25/83-12/15/83); Operation Earnest Will (2/1/87-7/23/87); or the Panama invasion\* (12/20/89-1/31/90). (\*Since operation lasted for less than 90 days, service must have been for entire duration.) Form DD214 must be submitted as proof of service; no other proof of service is acceptable. It must be submitted with the application at the time of the examination. Submission of a DD214 after administration of the examination will not be accepted.
4. Applicants must be physically and medically capable of performing the essential functions of the position with or without reasonable accommodation for which application is made. A post job offer medical examination will be required. This will include a urinalysis for usage of illegal narcotics in accordance with the City of Stamford policy. If a candidate refuses to submit to this examination, it shall be deemed as an incomplete medical examination, and as a voluntary withdrawal from consideration for employment with the City of Stamford. A confirmed positive drug screening will result in a six (6) month disqualification from any City of Stamford position.
5. Candidates for positions requiring a motor vehicle operator's license who do not satisfy the following two requirements will be disqualified: (1) no more than five (5) points currently assessed on the driver's record; and (2) no conviction in the past five (5) years for a major motor vehicle violation, including, but not limited to: driving while intoxicated or under the influence of drugs; failure to stop and report when involved in an accident; homicide or assault arising out of the operation of a motor vehicle; driving during a period while license is under suspension or revoked; operating a vehicle without the owner's permission; eluding or attempting to elude a police officer; reckless, careless, negligent driving; racing or engaging in a speed contest; or loaning an operator's license or registration. Moving violations of a minor nature within the past twelve (12) months shall be reviewed on a case-by-case basis by the appointing department and the Human Resources Department and may be disqualifying. Nothing contained herein would supersede higher level requirements for specifically sensitive positions, e.g., Bus Driver, Police Officer.
6. It is the responsibility of the applicant to advise the Human Resources Department of any change of address or status affecting eligibility for employment. Such notification must be in writing.
7. The provisions of the Classified Service Rules of the City of Stamford shall apply to the administration and rating of the examination, establishment of the eligible list, certification and appointment of eligibles, examination review and other procedures relating to the employment process.
8. The Human Resources Director shall determine the objective techniques and the procedures to be used in scoring the examination and the method of use of the scores to determine eligibility. The method of scores may include banding, cut scores, ranking, or any other professionally accepted method of use of examination scores.
9. The eligible list established as a result of this announcement will expire one (1) year from the date such list is established by the Director of Human Resources. Any applicant refusing to accept an interview or offer of employment will be removed from the eligible list.
10. The City of Stamford is subject to the requirements of the Rehabilitation Act of 1973 and the Americans with Disabilities Act. The City is obligated to provide reasonable accommodation for otherwise qualified individuals with disabilities. If you wish to request accommodation, please attach to the application a statement outlining the nature of the disability and requesting accommodation.
11. No appointment is deemed final until a probationary period is successfully completed.

## **FIREFIGHTER MEDICAL STANDARDS\***

Firefighter candidates must be physically and medically capable of performing the essential functions of the job and are required to undergo a comprehensive post job offer medical screening and examination. Said examination, or portions thereof, will be conducted by the City's Provider of Occupational Health Services. Failure of a candidate to participate in or successfully complete any portion of the medical examination shall be grounds for disqualification, without the right of appeal.

The City of Stamford has adopted the Medical Requirements for Fire Fighters issued by the National Fire Protection Association (NFPA) 1582.

If the Physician, or other qualified medical examiner who performs the examination on behalf of the City, determines that a candidate has a medical condition or history that is not specifically addressed in the NFPA 1582 Standards, the examiner shall indicate the finding(s) and render a medical opinion stating whether or not the candidate is able to perform the essential functions of firefighter.

The Physician has sole authority to review all medical examination results, to interpret and apply the medical standards, and to make the determination as to whether a candidate meets those standards. The interpretations, findings and conclusions of the Physician are final and not subject to appeal.

It is recommended that candidates who have questions about their ability to qualify due to a medical condition should review the medical standards and consult with a medical authority. The NFPA 1580 Standards for Emergency Responder Occupational Health and Wellness (NFPA 1582 Chapters 9-13), are available for inspection in the Human Resources Division at the above address or by accessing the following link [Free Access - NFPA 1580: Standard for Emergency Responder Occupational Health and Wellness](#).

## INFORMATION CONCERNING STAMFORD RESIDENCY POINTS

Firefighter applicants who intend to apply for five (5) residency preference points must read this information entirely before completing the Residency Credit Application and Affidavit.

To qualify for five (5) points residency credit in accordance with **Ordinance 1178**, the Human Resources Division requires that you attest and provide irrefutable evidence to substantiate that you have been domiciled in the City of Stamford, Connecticut for a period of at least 12 months prior to the date of the receipt of application for the entry level firefighter exam.

For purposes of this application, “domiciled” is defined to be “that place where an individual has his/her true, fixed and permanent home, where he or she normally eats and sleeps and maintains his or her normal personal and household effects.” Applicants’ who have a permanent home in Stamford but resided elsewhere during some or all of the required time period for the sole purpose of attending school or ordered U.S. Military Service will qualify for Credit.

Residency points will be awarded only to candidates who submit a timely, signed, Residency Credit Application and Affidavit and achieve a passing score on the examination.

### **DOCUMENTED PROOF OF RESIDENCY MUST BE PROVIDED AT THE TIME OF APPLICATION.**

Documents that may be submitted in support of a residency claim include, but are not limited to, a copy of a lease or mortgage in the candidates’ name plus one of the following (also in the candidates’ name): cable TV, electric, gas, oil, telephone or water utility bill; checking or savings account statements; or credit card statements.

The City of Stamford reserves the right to accept other documents, in lieu of the above, under special circumstances, which substantiate living arrangements, such as residing with parents, etc., as determined by the Human Resources Division. **REMEMBER THAT YOU MUST PROVE RESIDENCY OVER A PERIOD OF TIME.** Therefore, you will be expected to produce documentation as described above.

Insufficient, incomplete, improper or untimely documentation will result in the denial or forfeiture of residency credit. Evidence is subject to additional verification during the post job offer background check. As in the case of any intentional misrepresentation of a material fact on an employment application, candidates who are determined to have intentionally misrepresented or falsified facts concerning Stamford residency shall be disqualified or dismissed. The decision of the Director of Human Resources in all related matters is final and not subject to appeal.

**RESIDENCY CREDIT APPLICATION AND AFFIDAVIT**

Last Name \_\_\_\_\_ First Name \_\_\_\_\_  
(Please print)

000 - \_\_\_\_\_ - \_\_\_\_\_  
Social Security Number (Last 6 digits only)

**ACKNOWLEDGEMENT AND CERTIFICATION**

I hereby attest in good faith that I: 1) am currently a bona fide resident of the City of Stamford, Connecticut; 2) have been domiciled in the City since at least 12 months prior to receipt of this application.

I have read the "Information Concerning Stamford Residency Points" and understand that I bear the burden of proof to support my claim for residency points at the time of application.

I understand and agree that: 1) If I am unable to substantiate my claim at that time, I will be denied, or will forfeit, the 5-point addition to my written examination score; and/or 2) if I submit false, inaccurate or misleading information. I am subject to immediate disqualification or dismissal.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date Signed

**\*Must be submitted as an attachment to the City of Stamford "Application for Examination or Employment" at time application is submitted.** Candidates applying for Residency Credit should make a copy of and retain this affidavit and the related information.

**RETURN THIS PAGE WITH YOUR APPLICATION  
ONLY IF APPLYING FOR RESIDENCY CREDIT**

## **INFORMATION CONCERNING STAMFORD VOLUNTEER POINTS**

Firefighter applicants who are active City of Stamford Volunteers and have been volunteers for at least one (1) year in Good Standing and who obtain a passing score on the Firefighter Exam are eligible to receive 3 additional points on the entry level exam for Firefighter.

All claimed volunteer service will be verified. Applicants must provide irrefutable proof and attest to active Stamford Volunteer Firefighter Service.

Volunteer House/Station:

Address:

Phone Number:

Date of Membership: