

## Training Policy

### 203.1 PURPOSE AND SCOPE

It is the policy of the Sanibel Fire and Rescue District to administer a comprehensive training program that ensures the professional growth, operational readiness, and safety of its members. The goal of this program is to ensure all members possess the knowledge, skills, and abilities necessary to provide the highest level of service to the community, consistent with District standards.

### 203.2 POLICY

The District requires all members to participate in assigned training, advanced education, and professional development on a continual basis.

- **Mandatory Participation:** Participation in District-mandated training is a condition of employment. Failure to participate in assigned training without valid authorization may result in disciplinary action.
- **Scope:** Training is provided to ensure competency not only in a member's specific rank or position description but also in cross-functional operational duties and District-wide safety initiatives.
- **Resources:** Training is provided within the confines of funding, staffing levels, legal mandates, and the provisions of the current Collective Bargaining Agreement (CBA).

### 203.3 OBJECTIVES

The objectives of the training program are to:

- (a) Increase the knowledge / competency, versatility, and overall effectiveness of District members.
- (b) Enhance the safety of personnel and the public during emergency operations.
- (c) Ensure compliance with Federal, State, and Local mandates, as well as District policies.
- (d) Provide for the continued professional development and succession planning of District members.

### 203.4 TRAINING PLAN

The Training Plan shall be a dynamic framework designed to meet District goals while remaining adaptable to operational demands.

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#### 203.4.1 DEPUTY CHIEF OF OPERATIONS

The Deputy Chief of Operations is responsible for the high-level management of the training program, to include:

- Establishing annual training goals and hour requirements (e.g., ISO, OSHA, and NFPA standards).
- Coordinating multi-company drills and District-wide certifications.
- Maintaining records for all training documentation.

#### 203.4.2 COMPANY OFFICER RESPONSIBILITY

Company Officers are the primary drivers of personnel development. Each Company Officer is responsible for:

- **Skills Maintenance:** Leading regular drills to ensure crew proficiency in core skills and the operation of specific District assets (e.g., Brush Trucks, UTVs, Marine Assets).
- **Medical Proficiency:** Conducting ongoing medical training with their crews to ensure adherence to Medical Director protocols, equipment familiarity, and competency.
- **Remediation:** Identifying individual or crew-level deficiencies and implementing immediate training to correct performance gaps.
- **Implementation:** Executing the training objectives established by the Deputy Chief of Operations.
- **Documentation:** Ensuring all training conducted at the company level is accurately recorded in the District's approved tracking system.

#### 203.5 ONGOING TRAINING

Topics for ongoing training include, but are not limited to:

- Universal Operational Competency (Firefighting/Rescue/Asset Mastery). and airborne pathogens.
- Hazardous materials.
- Patient privacy (HIPAA).
- ISO Requirements.

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### **203.6 CONTINUING MEDICAL EDUCATION**

The Deputy Chief of Operations, in collaboration with the District Medical Director, shall develop a continuing medical education program.

- This program shall meet or exceed applicable local and state requirements.
- The program shall address each level of medical service provided by the District (EMT and Paramedic) and ensure compliance with the Medical Director's protocols.