

East County Fire & Rescue

R&R #503 - Sponsored Training Guideline

All requests for training will be given due consideration by the Training Division. The Training Chief will consider several factors when processing training requests, determining who will receive specific training, and to what degree support will be provided.

Considerations

1. Can the training budget support the request(s)?
2. Does the benefit to the District justify the cost? Are there on-going costs to be considered (recertification, updates, etc)?
3. Does the requested training correspond with the District's goals and objectives?
4. Is support for the requested training justified, given the individual's rank, experience, and current level of training?
5. In the case of out-of-District training requests, can or will the training be offered in-house?
6. Other factors may be considered in cases where there is competition for limited numbers of training slots. These factors may include (dependant on the particular training): Rank, seniority, prior training, or specialization.

Based on these considerations, the level of support for requested training will fall into one of the categories listed below:

NOTE: Related expenses include tuition and/or registration fees, travel expenses, and per-diem.

1. Category 1
 - a. The District will cover wages and all related expenses
 - b. This category includes training that is required by the District and/or mandated by law to maintain employment or membership requirements
 - c. Examples: OTEP, HAZMAT Refresher, EVIP Refresher, etc.
2. Category 2
 - a. The District will cover all related expenses except wages.
 - b. This category includes training required for obtaining higher rank or pay scale.
 - c. Examples are: IFSAC FFI &II Certification, Incident Safety Officer, and Fire Officer Academy, etc.
3. Category 3
 - a. The District may cover some or all related expenses; not to include wages.

- b. This category includes training that may provide benefit to the District but is not required or mandated.
 - c. Examples are: Out-of-District basic firefighter classes, safety or leadership seminars, etc.
4. Category 4
- a. The District may sponsor the individual for training but will not pay any related expenses or wages.
 - b. This category includes fire-related training that provides little benefit to the District or the expenses outweigh the benefits.
 - c. Examples are: Hazmat Technician, Bomb Technician, etc.
5. Category 5
- a. The District will not sponsor the individual, or pay wages or related expenses.
 - b. This category would include training that provides no benefit to the District.
 - c. Examples: Requests for any training that falls outside the District's scope or mission.

NOTE: The District will expect a return on its investment for any sponsored training. That return includes not only the knowledge, skills, and abilities that the trainees derive from the specific training, but also that which they bring back to the organization. Members will be expected to share their knowledge with the others up to and including teaching specific classes and/or drill sessions.