

STANDARDS COMMITTEE

DELAWARE FIREFIGHTER I RECOMMENDATIONS

1. I have seen very little benefit to the First Responder class. *(Thank you)*
2. Recommend keeping the electives option available and possibly making a “Master Firefighter Level or Firefighter III” level. *(Future possibly)*
3. NIMS/ICS classes need to be spelled out specifically in each of the certification levels (100-700 FF/1, 200 FF/2, 300-400 FO/I/II). *Provided (Already in programs)*
4. Move the EMS component of FF I to FF II. *(Not accepted)*
5. The time limit of 2 years for Firefighter I may be too short. *(Does not apply)*
6. Recommended Fire Fighter I Certification Prerequisites: *(Not accepted)*

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|--|---------------------------------|
| Delaware Fire Fighter Apprentice Certification | Structural Fire Fighting Skills |
| Fire Fighter Self Survival | Vehicle Rescue |
| Arson Awareness | |
7. If I place a new member without any certification on a piece of apparatus and that member gets hurt the Fire Chief will be in gross negligence. I suggest a palatable solution would be to have a “Basic Fire Fighter” certification. Once the 36 hour Basic course has been completed a new member can then ride on the fire apparatus. *(Addressed)*
8. Electives be built into the different levels of Fire Fighter and Fire Officer certifications. *(Company Decision)*
9. Fire Fighter I core courses would be Structure, Vehicle Rescue, and Fire Fighter First-Aid (remember Basic should be its own certification) for a total of 60 hours. *(Not accepted)*
10. Meet the requirement within two (2) years of the implementation date. *(TBD)*
11. Recommend having an academy type class two or three times a year to take new members through the required training so when they come out they are DE Certified FF I. *(Not accepted)*
12. Add experience requirements including 25 hours of fire ground experience. *(Not accepted)*
13. In addition to the requirements listed in the slides, add the following courses (or equivalent): *(Not accepted)*

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|--|--------------------------------------|-------------------------------|
| Arson Awareness | Arson Detection for First Responders | Hazardous Materials Awareness |
| Introduction to Wildland Fire Behavior (I believe this is part of the Pro-Board Firefighter I certification) | ICS 100, ICS 700, ICS 800 | |

Above training to be completed within 24 months of joining a fire company (dependent on current training cycle) Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA 1001 (latest edition)
9 hours mandatory continuing education annually* to maintain level once above requirements are complete. Equivalency courses for Industrial courses dependent on brigade type but should include: Basic Brigade, Interior Brigade, Incipient Brigade, or Advanced Exterior

Brigade, Flammable Liquids & Gases Review, Structural Brigade Review, SCBA Review, Industrial Emergency Medical Responder. Vehicle Rescue and RIT Team Awareness would still be required in addition to brigade courses and the additional courses listed above.

STANDARDS COMMITTEE

DELAWARE FIREFIGHTER II RECOMMENDATIONS

1. Substitute Firefighter Self Survival for the RIT Training-Introduction. *(Not accepted)*
2. Rope Rescue and Sprinklers: two areas as electives that each department could choose what would best fit their department. *(Not accepted)*
3. Delaware Fire Fighter II Certification Prerequisites: *(Not accepted)*
Delaware Fire Fighter I Certification, Haz. Mat Response Skills, Rope Rescue I, EVO, Crew Leader
RIT – Awareness
4. Core courses of FF II should be Hazmat, Crew Leader, and Truck Do Operations (48 hours). *(Not accepted)*
5. Recognize everyone who has completed up to the Fire II status as adequately trained. Implement the training standards on all new attendees at the fire school. Individuals with 5 years of active service or greater have had enough practical experience to grandfather their training and keep them current. *(Under advisement)*
6. Meet the requirement within four (4) years of the implementation date. *(Not accepted)*
7. Concern with the language that a junior officer is defined as a Captain or Lieutenant. *(Not accepted)*
8. Definition needs to be something any FF serving as a junior officer or having the ability to lead a crew shall meet these requirements. *(Not accepted)*
9. RIT Team member certification: (Optional): Meet requirement within five (5) years. *(Not accepted)*
10. Apparatus Operator Certification: (Optional): Meet requirement within five (5) year. *(Not accepted)*
11. Should add the following to the standards for Delaware Firefighter II: ICS 100, 200, 700 & 800. *(In programs)*
12. Require education in fire alarm systems. *(Not accepted)*
13. Add experience requirements including a total of 50 hours of fire ground experience. *(Not accepted)*
14. In addition to the requirements listed in the slides, add the following courses (or equivalent): *(Not accepted)*
Advanced Vehicle Rescue
ICS 200, ICS 300

One of the following dependent on the company fleet: Aerial Operations, Truck Co. Operations, Rescue Co. Operations, Fireground Operations Size up, Fireground Operations High-rise (if applicable), Water Rescue I and II, Ethics training (annually), Personnel management course to include details of all required training, standards, and pertinent regulations (such as training records management, NFPA 1500 series requirements, OSHA, NIOSH, NFPA, and State of Delaware training and standards), Basic budgeting and finance course, Methods of Instruction (for any Training Officer), Above training to be completed within 48 months of joining a fire company (dependent on current training cycle) OR prior to election or appointment as a first line officer (Lieutenant, Captain, Engineer, Training Officer, Safety Officer, or support unit officer)
Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA 1001 (latest edition)
9 hours mandatory continuing education annually* to maintain level once above requirements are complete
15. Recommend keeping the electives open with a list to pick from. *(Not accepted)*

STANDARDS COMMITTEE

DELAWARE FIRE OFFICER I RECOMMENDATIONS

1. Substitute Fire Ground Operations I and/or II for Driver Operator. *(Not accepted) (RNA)*
2. Add curriculum to broaden abilities with some form of basic class for Public Information Officer or Public Speaking Awareness. *(Included in program)(Included)*
3. Add a Fire Service Instructor I to give officers the knowledge and ability to step up to the microphone and discuss issues professionally. *(Included)*
4. There is no equivalent proposed Delaware standard for NFPA Fire Officer 3 or Fire Officer 4. *(Not accepted)*
5. The Staff and Command course may also fall short as an equivalent for incident management. *(Not accepted)*
6. Surprised to see that the Commission did not offer any credit to any member who completed an Associate of Science degree in Fire Science from an accredited university. *(Not accepted)*
7. Not enough fire ground operations, size up, tactics, and strategy. *(Thank you)*
8. Fire Officer I & II: This may be two of the most disappointing classes for many individuals to take in their volunteer fire service career. Has very little practical material in them for volunteers. More thought should be given to actual training that would be beneficial to individuals wishing to progress to the ranks of officer than just obtaining a class with the name of Fire Officer. *(Under review)*
9. Meet the requirement within six (6) years of the implementation date. *(Under review)*
10. Apparatus course could be moved to the Fire Officer II definition. *(Under review)*
11. There should be continuing education, especially for Fire Officers. *(Included)*
12. The following should be added to the standards for Fire Officer I: ICS 300. *(Included)*
13. These requirements also lack the ability to recognize other equivalents. *(Under review)*
14. In addition to the requirements listed in the slides, add the following courses (or equivalent): *(Not accepted)*

Emergency Vehicle Operators Competency Course, Additional rescue courses based on company response requirements, choose from: Confined Space, Industrial Confined Space, Advanced Confined Space, High Angle Rescue, Elevator Rescue, Rescue Boat Operations, Swiftwater Rescue, Hazardous Materials Technician, and other specialties at a minimum of an operations level, preferred at technician level, or wildland firefighting series, ICS 300, ICS 400 series course Vehicle and Facility maintenance requirements awareness training, Equivalency for DSFS Fire Officer Course: NFA Leadership I and Leadership II

Additional industrial requirement: Brigade Leader and at least 2 brigade review courses Above training to be completed PRIOR to election or appointment as a second line officer (Assistant Chief, Brigade Leader, or Special Operations Team Assistant Leader or Officer)

Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA 1001 (latest edition)

Ethics training (annually)

9 hours mandatory continuing education annually* to maintain level once above requirements are complete

STANDARDS COMMITTEE

DELAWARE FIRE OFFICER II RECOMMENDATIONS

1. Leadership series of classes duplicate a lot of the material already in Fire Officer I & II. *(Correct)*
2. Meet the requirement within six (6) years of the implementation date. *(Not accepted)*
3. The following should be added to the standard for Fire Officer II: ICS 400. *(Included)*
4. In addition to the requirements listed in the slides, add the following courses (or equivalent): *(Not accepted)*

Management and budget course detailing basic accounting principles, review of fiscal cycle, and accountability systems, Ethics training (annually), Personnel management course to include details of all required training, standards, and pertinent regulations (such as training records management, NFPA 1500 series requirements, OSHA, NIOSH, NFPA, and State of Delaware training and standards), Vehicle and Facility maintenance requirements awareness training

Above training to be completed PRIOR to election or appointment as a Administrative Officer (Board of Directors, Vice President, etc.), 9 hours mandatory continuing education annually* to maintain level once above requirements are complete. Equivalency: ProBoard Fire Officer I and II OR College Degree with specific course work in the following: financial services (accounting, budgeting and finance, micro and macroeconomics, etc.), human resources (cultural competency and respect, personnel management), psychology and sociology, grant and resource allocation

NOTE: A 2 year college degree is not specific enough - an associate's degree in CAD and mechanical drafting does not provide any budget and management skills, neither does a PhD in Agricultural Engineering. These positions require work with significant fiscal resources, management of personnel, and significant legal liability issues.

STANDARDS COMMITTEE DRIVER OPERATOR RECOMMENDATIONS

1. This is a program area that could use some electives. *This is the minimum standard –fire department may require additional training.*

2. In addition to the requirements listed in the slides, add the following courses (or equivalent):
 - Emergency Vehicle Operations Competency Course
 - Vehicle Maintenance and Apparatus Inspection Course
 - Defensive Driving
 - Advanced Defensive Driving
 - One of the following dependent on the company fleet: Aerial Operations, Truck Co. Operations, Rescue Co. Operations
 - Fireground Operations Size up, Fireground Operations High-rise (if applicable)
 - Water Resources/Management Course for Water Supply Officer
 - Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA 1002 (latest edition)
 - Above training to be completed PRIOR to election or appointment as a Apparatus Driver/Operator
 - 9 hours mandatory continuing education annually* to maintain level once above requirements are complete to include competency assessment

3. Equivalency: Delaware Firefighter I AND (not OR) *This is the minimum standard –fire department may require additional training.*

STANDARDS COMMITTEE EMS OFFICER RECOMMENDATIONS

1. Needs to address terminology. For example, many companies use “Ambulance Captain” as the highest EMS Officer. *Accepted – company decision*
2. EMS Officers should be required to have a basic Vehicle Extrication Class for EMS. *This is the minimum standard –fire department may require additional training.*
3. EMS Officers should have Fire Scene Rehab and Triage. *This is the minimum standard –fire department may require additional training.*
4. EMS Officers should be required to have Hazardous Materials Awareness. *EMT-B Course*
5. EMS Officers should have Leadership I, II and III as requirements. *This is the minimum standard –fire department may require additional training.*
6. Consider adding EMS LT’s and Capt’s. Must have been an EMT for one year before becoming and EMS Lt. *This is the minimum standard –fire department may require additional training.*
7. Consider adding a Con Ed component to these designations 6 hours per year. *This is the minimum standard –fire department may require additional training.*
8. EMS Employees: If standards are adopted, they should include a supervisory requirement. *This is the minimum standard –fire department may require additional training.*
9. Meet the requirement within six (6) years of the implementation date. *Not accepted*
10. Need to be broken down to EMS Officer I and II. *Not necessary*
11. In addition to the requirements listed in the slides, add the following courses (or equivalent):
 - Quality Assurance/Quality Improvement implementation and management course
 - Management and budget course detailing basic accounting principles, review of fiscal cycle, and accountability systems
 - Ethics training (annually) *(Not accepted)*
 - Personnel management course to include details of all required training, standards, and pertinent regulations (such as training records management, NFPA 1500 series requirements, OSHA, NIOSH, NFPA, and State of Delaware training and standards) *(Not accepted)*
 - Vehicle and Facility maintenance requirements awareness training
 - Methods of Instruction (if serving as a provider for continuing education or training beyond Field Training) *(Not accepted)*
 - Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA 1001 (latest edition) and NFPA 450, Guide for Emergency Medical Services and Systems. *(Not accepted)*
 - Continued maintenance of NREMT-B (the slide suggests you get it once and that’s it)
 - Above training to be completed PRIOR to election or appointment as a Administrative Officer (Board of Directors, Vice President, etc.) *(Not accepted)*
12. 9 hours mandatory continuing education annually* to maintain level once above requirements are complete (often included in the EMT-B required continuing education) *This is the minimum standard –fire department may require additional training.*

STANDARDS COMMITTEE FIRE POLICE RECOMMENDATIONS

1. Consider a Fire Police I and II designation with electives for Fire Police Officer II. *This is the minimum standard –fire department may require additional training.*
2. Add the Basic First Aid. *This is the minimum standard –fire department may require additional training.*
3. Meet the requirement within two (2) years of the implementation date. *To be addressed in Committee Recommendations*
4. Maybe look at one of the highway safety courses. *This is the minimum standard –fire department may require additional training.*
5. In addition to the requirements listed in the slides, add the following courses (or equivalent):
 - On-scene Transportation Management
 - ICS for Fire Police
 - Introduction to Emergency Services
 - Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA (latest edition)
 - Above training to be completed PRIOR to election or appointment as a Fire Police Officer
 - 9 hours mandatory continuing education annually* to maintain level once above requirements are complete specific to job function (such as an annual review of regulatory changes or incidents necessitating special considerations) *This is the minimum standard –fire department may require additional training.*

STANDARDS COMMITTEE RIT MEMBER RECOMMENDATIONS

1. RIT Team member course under Delaware Firefighter II in place of Foam and Sprinkler Operations classes. *Reviewed (Not accepted)*
2. Continuing Education: 9 hours is low in my opinion. I would suggest more along the lines of 24 hours or more. *(Company Decision – Continuing Education)*
3. RIT team members should have triple the amount of rescue training and more than 100 hours of fire ground experience to be certified as a RIT team member. *Reviewed (Not accepted)*
4. Apparatus Operator – certification should only be for specific apparatus. *This is the minimum standard –fire department may require additional training.*
5. A minimum of 25 hours of driving and operating time with a field training officer should be included for each apparatus. *Reviewed (Not accepted)*
6. In addition to the requirements listed in the slides, add the following courses (or equivalent):
Annual PAT (Physical Agility Test) or equivalent (participation in professionally run event and/or physical stating acceptable performance)
Annual physical and examination (as recommended under NFPA 1582, 1583) to meet the minimum physical requirements established under NFPA 1001 (latest edition) and NFPA 450, Guide for Emergency Medical Services and Systems.
7. 3 hours mandatory continuing education annually* to maintain level once above requirements are complete to include techniques and/or equipment changes. *This is the minimum standard –fire department may require additional training.*

STANDARDS COMMITTEE GENERAL RECOMMENDATIONS

1. Make 9 hours of CEU's yearly mandatory not recommended. *(Not accepted)*
2. Define how often Hose, Extinguishers and Ground Ladders are to be service tested and inspected. *(Addressed) In Committee recommendations*
3. Once the Standards are adopted into law then Fire Companies should have 2 years to comply. *(Addressed) In Committee recommendations*
4. Add plain language to standard. *(Not accepted)*
5. Withhold state funding from companies that refuse to comply with standards. *Not within the Committee scope*
6. Hire a person to check compliance of all members and apparatus/equipment inspections yearly. *Not within Committee scope*
7. Clarify who is Finance & Admin decision makers. Chief Engineer on the Board of Directors? Director of Recreation & Moral? *Address ED*
8. The DSFS really needs to make sure that the training is available day and night. *Not within Committee scope*
9. Add a specialty classification such as a Rescue Technician. *CERT currently available, not accepted*
10. Regarding "grandfathering" or "service equivalents" as to it relates to these requirements and certifications, it is my opinion that very little should be offered without first requiring some form of remediation or continuing education type of block training. *(Addressed)*
11. Require the start for this program to be set firmly in stone at five years. *(Addressed)*
12. Enforcement of these Standards will need to first be supervised by the Commission and group of impartial members of the community. A mix of fire service professionals, local and state legislators, mayors, members of the general public and industry would serve well as an oversight council. If departments were to fail to meet standards than a progressive system of assistance, warnings and reductions of funding need to be considered until which time the agency complies. *SFPC scope*
13. Administrative Officer: Grandfathered - Have held the position in past or currently holding a similar position in private sector and/or have held the position in the past and/or currently holding the position in the fire company. *(Addressed)*
14. Consider removing Board of Directors from the Admin Officers or a lower requirement for them IE: NFA Leadership I. *(Addressed)*
15. 10 Years to complete. *(Addressed)*

16. **Firefighter standards:** All firefighters should be trained to the Haz Mat Awareness level prior to riding apparatus. *(BFFS) This is the minimum standard – fire department may require additional training.*
17. **Apparatus Operator:** These standards should meet the requirements of the NFPA equivalent for Pro-Board or IFSAC. *This is the minimum standard – fire department may require additional training.*
18. **Administrative Officer:** The Commission should not have the statutory authority to regulate corporate officers. *Not Committee scope*
19. **Equivalent Experience:** Credit for college, management training, and previous experience. *Addressed*
20. **Service Equivalents:** Should be on a case-by-case basis. *Addressed – (not accepted)*
21. **Enforcement:** Compliance will be difficult to track and encounter much resistance from those who do not agree with the proposed standards. *Not Committee scope*
22. **Delaware Fire Fighter Apprentice Certification:** Needs to be a certification available for these minimally trained fire fighters. Basic FF Skills/FF First Aid. *Addressed*
23. **Delaware Administrative Officer should be broken down further into Admin I and Admin II. Admin I Certification prerequisite would be NFA Leadership I, and Admin II Certification prerequisite would be NFA Leadership II & III. (not accepted)**
24. **“Life Experience” suggest as a new section.**
 - Fire Fighter Apprentice cert.** – Current member of respective dept that has completed Basic Fire Fighting Skills.
 - Fire Fighter I cert** – Must have taken all proposed Fire Fighter I courses with the exception of Fire Fighter Self-Survival course.
 - Fire Fighter II cert** – Fire Fighter I certification with at least 5 years fire service experience and/or at least 1 year serving as a Fire Captain or Lieutenant
 - Fire Officer I cert** – Fire Fighter II certification with at least 5 years of fire service experience and at least 2 years (consecutive or non-consecutively) serving as Chief, Asst. Chief, Captain, or Lieutenant.
 - Fire Officer II cert** - Fire Officer I certification with 10 years of fire service experience and 3 years (consecutive or non-consecutively)) serving as an Asst. Chief, or 1 year serving as Deputy Chief or Fire Chief
 - Admin Officer I cert** – Current member that has a minimum of 5 years experience in the fire service and has served in an elected position of at least 1 year.
 - Admin Officer II cert** - Current member that has a minimum of 10 years experience in the fire service and has served in an elected administrative position for at least 2 years (consecutively), or is currently serving or previously served in the elected position of President.

Addressed – not accepted in format

25. Administration should not be mandatory. *Not accepted*
26. If the ability to choose the minimum training standards for our members to ride emergency apparatus is not ours, then the organization implementing these decisions should incur the costs. *Not in Committee scope*
27. There is no reason that individuals who possess college degrees or have attended the Fire Officer classes and are often managing companies outside the fire service should have to take additional training to perform administrative duties. *Addressed*
28. Meet the requirements for Administrative Officer within six (6) years of the implementation date. *Addressed*
29. Break the Administrative Officer down more and make it a progression. *Addressed, Not accepted*
30. A standard vehicle and equipment inspection requirement form to complete and return to the commission office for each listed with a submission date and what will happen if the forms are not returned. *Not Committee scope - SFPC*
31. Associate members that are being taken into the fire service and require something like a basic Intro Class to the Fire Service. *This is the minimum standard – fire department may require additional training.*
32. A phase in procedure something like as of 2013 all must meet FF I, all EMS, then by 2015 all must meet standards. *Addressed*
33. A hearing process needs to be a part of the process if a company fails to meet a portion of all of the standards. *Not Committee scope*
34. Ask the members to absorb the cost for them to continue to volunteer their time to the community for free. *Not committee scope*
35. Strongly suggest that the Commission and the State of Delaware Sunset Committee consider if adopting any of these standards that they be made Suggested Standards rather than Mandatory. *(Not Committee scope)*
36. Over the past several years headlines centered on situations involving firefighter fire setting, theft or misappropriations of funds, alcohol and or substance abuse, harassment and discrimination, the misuse of equipment and facilities and last but not least fraud! These are the true issues involving the Delaware Fire Service that are making the front page of the local newspapers and not the lack of training. *(Thank you)*

37. If the SFPC and Sunset Committee desire to create standardization on the Fire Service then direct your efforts with establishing laws necessary for the protection of our organizations from violators within our halls. Assist the Fire Service in Delaware with the development and implementation of guidelines, policies and laws to enhancing ethics, reinforcing integrity and re-establishing honor as the core “Standards” within the Delaware Fire Service. Re-establish funding to insure background checks conducted on everyone desiring to join a Fire Company in Delaware. *(not Committee scope)*
38. If members respond to an emergency without meeting the minimum requirements the Fire Company becomes liable. *(not Committee scope)*
39. New members must complete 120 hours (15 days) of training before they become an asset to the company. *addressed*
40. Implementation – If the mandatory standards become law we recommend a period of 24 months before full implementation. *Addressed*
41. The requirements should be met no later than 2 years after the standard becomes a law. *Addressed*
42. Enforcement: Some type of monetary fine should be issued for any violation of the standard. *Not Committee scope*
43. I believe the 2-year college degree should be eliminated and everyone should take the NFA-Leadership Courses. *Addressed – not accepted*
44. If the Joint Sunset Review Committee is truly in favor of this then have the legislation to implement Fire Fighter Requirements include that all training is free! *Not Committee scope*
45. Recommend grandfathering any existing individuals that the department deems necessary. A clause should be included to state that each department (as a whole, by vote and recorded) shall retain the authority to elect or appoint such member, as it deems appropriate, to manage any position that the department needs to operate. *Not accepted*
46. No standards have been presented for certification of fire service instructors. *Not Committee scope. DSFS requires Proboard Level II for Field Instructors.*
47. The handout for Delaware Certification Requirements reflect more of a minimum training standard than certification requirements. *Agree*
48. In general any experience requirements are nonexistent. Each category of certification needs to have minimum experience requirements that must also be achieved prior to certification. *This is the minimum standard – fire department may require additional training.*
49. FEMA Emergency Management Institute ICS/NIMS courses should be added to the educational requirements of all certification levels. *Addressed*
50. Suggest that a panel be created so that equivalency could be determined for those who have fire education credentials from agencies outside for Delaware. *Addressed*

51. My fear is that the certification requirements will be used as a means to restrict those who would like to be involved in fire fighting in some capacity, who would like to run for a fire service office and/or require those who have received their education from schools other than the Delaware State Fire School. I would encourage the committee to be inclusive of other training providers, open to other educational opportunities. *Addressed*
52. Good idea for the Fire Commission to post the “In Coming” questions or comments about the draft proposal on a “read only” format on the Fire Prevention Commission Website so no repetitious questions or comments concerning the same issues would be asked. *Addressed*
53. Hope the Commission will consider allowing a modest time allowance to receive the training that will become mandatory if the draft is adopted perhaps 2 – 5 years. *Addressed*
54. Suggest that for the present, that the current list of Chiefs in the State remain as such, and that in Five Years, a statement should be promoted as stating that the current chief will complete Officer 2 training and or have served as a combination of Firefighter, Lieutenant, Captain, Assistant Chief, and Deputy Chief for at least 10 years before becoming a department head Chief as an equivalent. *Addressed – not accepted*
55. The commissioners should have at least training or some education to be able to fairly evaluate the sub ordinates that they supervise. *not Committee scope*
56. The appointment for one year of the immediate past president of the DVFA to the Commission should be discontinued. *Not Committee scope*
57. Should be the total evaluation of the Fire School system and its instructors and curriculum. *Not Committee scope*
58. Within the above review of the Fire School should be the process of looking at equivalency of courses in state vs. out of state. I and others have had issues with Fire School denying equivalency status of out of state or NFA classes with what DSFS thinks. I am sure that this issue can be difficult at times, but sometimes I feel as though it is or could be an arbitrary decision vs. an in depth review of the issue. *Not Committee scope*
59. NFA-Leadership I – any member who has been determined to be “Active” for three (3) consecutive years at the time he/she is seeking any Administrative Office and is over the age of 21 years old, is eligible to hold the office of Board of Director or any “Assistant” position (i.e.: Assistant Treasurer, Assistant Secretary, etc.) *Addressed*
60. NFA-Leadership II – Any member who has been determined to be “Active” for Five (5) consecutive years at the time he/she is seeking any Administrative Office and is over the age of 21 old AND has held any of the above offices for at least one (1) year, is eligible to hold the Offices of Secretary, Chairman of the Board of Directors and Vice President. *Addressed*
61. NFA Leadership III – Any member who has been determined to be “Active” for Seven (7) consecutive years at the time he/she is seeking any Administrative Office and is over the age of 21 old AND has held any of the above offices described in NFA-Leadership II for at least two (2) years, is eligible to hold the Offices of Treasurer or President. *Addressed*

62. We also need to further specify Engineers, Training Officers, and Treasurer requirements. Categories detailing the special operations requirements, including RIT Team Member, also need to be completed. While EMR and EMT have course requirements, we need to add some of the components of the EMS Officer to their requirements, ICS for EMS, QA/QI awareness, additional training requirements, annual physicals, etc. (*Addressed*)

Many of these changes will require significant by-law changes for all departments as well as development of courses and training to existing personnel and organizations. Recommendation is to have all components in place by 2015 using a phased system. For classes already in place and personnel already performing and/or elected to these positions. Firefighter I and Firefighter II requirements are the easiest to implement and should be mostly in place now. All personnel should be able to meet the firefighter I and firefighter II requirements by 2012; any new personnel joining companies after December 2011 must meet these standards in the allotted timeframes listed above.

Firefighter II, Fire Officer I, and Fire Officer II requirements with the exception of new courses in personnel, budget, and apparatus and facility management are in place and should be met by 2012. Any personnel elected and/or appointed to a Firefighter II, Fire Officer I, or Fire Officer II position (Lieutenant or higher) for a position during the calendar year 2012 must meet the new requirements.

Administrative Officers may require significant additional course work that previously has not been required or waived by companies. While it may appear onerous, in this liability driven world, it is crucial that the managers of the companies be trained to assume responsibility for and be able to manage a multi-million dollar, diverse, non-profit organization. Many of the basics of these courses are in place, but will need additional assistance from educational institutions to provide the minimum foundation for management.

Any courses not yet available must be completed and rolled out to the emergency services community by January 2013 to allow two years for all personnel to complete the course. By 2015, all personnel must meet the standards or remain in probationary status as defined by the individual companies by-laws.

For "life experience", certification waiver examinations can be provided through DSFS or appropriate organizations to allow personnel to demonstrate the competency without being forced to endure education they have learned through personal and professional experience. Please refer to the University of Delaware's programs for credit by examination for development of these processes.

An equivalency process for courses taken at other sites, universities, or through professional certification outside the fire service must be defined and in place by December 2011. This process must include a review board that has at a minimum the following: representative from the Delaware State Fire Prevision Commission, representative from DSFS or current organization providing training in the appropriate area of concern, representative from the appropriate DVFA committee and/or group that is not affiliated with either DSFS or the SFPC, three personnel who have completed equivalent training either through certification or other competency evaluation, and an external training professional not affiliated with the fire service (such as a trainer/educator or university professor, etc.) in the area of concern. Reviews will occur on a specific cycle and should include a competency based assessment if applicable. Training organizations may submit lists of courses that they wish to obtain equivalency for to the review board. Individuals seeking specific waivers must obtain a basic level of information to allow the review board to evaluate equivalency. Due to the mobility of today's fire service personnel, there is no restriction on the time elapsed since

training for equivalency. However, the review board may stipulate additional training in full courses or in part (such as by block or unit) to allow previously taken training to meet equivalency. Reviews are subject to appeal up to 2 review cycles of the area of interest (depending on frequency of review). By providing a limited bias to the equivalency allows a more robust system for evaluating life and professional experience. *Addressed*

63. Have the DSFS provide an annual update identifying those members that have met the requirements for each of the standards. Delaware Firefighter I, Delaware Firefighter II, Fire Officer I, Fire Officer II, Administrative Officer, Fire Police, EMS Officers, RIT Team Member, Apparatus Operator. *Not Committee scope*
64. Current active members shouldn't be required to meet any minimum requirements that may impact their active status, and their service to the company. *Addressed*
65. If 18 years of age is to be the standard for certification, there should no restrictions for the firefighter to ride the apparatus prior to reaching the minimum age. *Addressed*
66. In specific reference to the italicized language under the "Delaware Fire Fighter I" heading regarding vehicle rescue operations, it seems far too stringent to require that firefighters complete *vehicle rescue* in order to participate in, "... activities at an incident involving a vehicle...". *Addressed*

The committee appears to have exceeded the scope of their charge in developing the document labeled "Vehicle and Equipment Inspection Requirements (DRAFT 1 – January 18, 2010)". According to slide three (3) of the Power Point presentation, the charge was to, "Create a self inspection checklist and require at least annual self inspections..." Several of the criteria mandate inspections by qualified technicians which go beyond the scope of the charge. *Do not agree*

We note that the committee's work deferred the issue of credit for prior service or prior offices held. An exception being that a prior college degree could be substituted for administrative training under "Delaware Administrative Officer" heading, which we would endorse under a newly imposed system. However, we feel strongly that the establishment of any new standards should only apply to members entering the volunteer fire service subsequent to the final adoption of the new standards. At the very least, any member of the volunteer fire service should be authorized to serve in their highest capacity attained prior to the adoption of any new standards regardless of training record. *Addressed*

As in our 17 December 2008 e-mail on this issue, we continue to insist that written criteria be clearly established and agreed upon prior to the adoption of any standards.

We also note that no reference is made to the enforcement of these proposed standards. We feel that enforcement of these standards should be incentive-based as opposed to penalty-based. If the Delaware Fire Fighter I & II standards are to be maintained, for example, then perhaps incentives along the lines of an increased individual tax credit or pension benefit should be considered. Additional appropriations to departments with higher proportions of "certified" members should be considered. We feel an incentive-based plan would be far more palatable than a penalty-based structure and result in greater acceptance of additional standards. We feel strongly that the Commission and perhaps, ultimately, the State Legislature would be well served by adopting an incentive-based system. *Not the scope of the Committee*