

East Metro Training Group 2025 Annual Training Plan

Redmond Fire Department
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Introduction

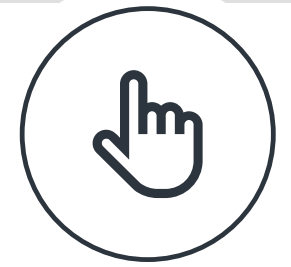
- We are here today to provide insight into the East Metro Training Group (EMTG) and department training standards.
 - The Fire Department is requesting the EMTG ILA be approved to be on the consent agenda on March 4, 2025, as drafted.
- The role of EMTG is to train and educate firefighter/EMTs.
- This process begins after initial hiring with a full EMT certification course and 13-week fire academy.
- Training and education is curated and delivered for the employee's entire career, specific to rank and qualification up through Chief Officer ranks.



Introduction (cont.)

- Established in 2012, EMTG synergizes existing resources to provide training for Bellevue and Redmond Fire Department personnel.
- EMTG uses an Annual Training Plan (ATP) to provide a roadmap for training needs, goals, and objectives.
- The ATP is designed to ensure the departments meet federal (29 CFR 1910), state (WAC 296-305), and Washington Survey and Ratings Bureau (WSRB) requirements.

EMTG Mission, Vision, and Core Values



- Mission: Provide world class training, education, and development of all member department personnel.
- Vision: A unified training division that embraces progression and new ideas to generate the best possible training and development outcomes.
- Core Values: Integrity, Inclusion, and Teamwork.



Purpose

- Clearly establish requirements, disciplines, hours, and schedules annually.
- Ensure operational readiness and manage risk across all disciplines.
- Develop manipulative, interpersonal, and leadership skills to meet department needs.



Minimum Training Hours

- The ATP establishes minimum training hours per discipline.
- Objectives for each training session to ensure training requirements and expectations are met.
- Training hours are determined by WSRB and NFPA requirements.



Minimum Training Hours (cont.)

- All training and evaluations are curated through Vector Solutions learning management system.
- The ATP includes a Master Calendar so company officers and command staff can balance other duties and priorities throughout the year.

Minimum Training Hours (cont.)



Training Types		Hours per Member (Minimum)
Fire Operations		120
EMS-BLS		28
EMS-ALS		65
Hazardous Materials (ops)		8
Hazardous Materials (tech)		40
Technical Rescue		200
Driver Engineer		16
Officer Development		40
Light Rail Response		10
Probationary FF Training		360
Wildland Training		8



Minimum Training Hours (cont.)

January	February	March
ALS – 5.5	ALS – 5.5	ALS – 5.5
BLS – 2	BLS – 3	BLS – 3
Suppression - 10	Suppression – 10	Suppression – 10
Driver/Engineer – 2	Driver/Engineer - 1	Driver/Engineer – 2
Officer Development – 8	Officer Development - 4	Officer Development – 2
Hazmat Tech – 4	Hazmat Tech – 4	Hazmat Tech - 4
	Hazmat Ops – 2	Wildland – 2
Tech Rescue – 14	Tech Rescue - 16	Tech Rescue - 18
Light Rail - 2	Light Rail – 2	Light Rail - 4

April	May	June
ALS – 5.5	ALS – 5.5	ALS – 5.5
BLS – 2	BLS – 3	BLS – 3
Suppression – 10	Suppression – 10	Suppression – 10
Driver/Engineer – 1		Driver/Engineer – 1
Officer Development – 4	Officer Development – 4	Officer Development – 5
Hazmat Tech – 4	Hazmat Tech – 4	Hazmat Tech – 4
	Wildland – 2	Hazmat Ops – 2
Tech Rescue – 16	Tech Rescue - 16	Tech Rescue – 20
Light Rail – 2	Light Rail – 2	Light Rail – 2
Probationary FF Training – 30	Probationary FF Training – 30	Probationary FF Training – 30

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October	November	December
ALS – 5.5	ALS – 5.5	ALS – 5.5
BLS – 2	BLS – 3	BLS – 3
Suppression – 10	Suppression – 10	Suppression – 10
Driver/Engineer – 1	Driver/Engineer – 1	Driver/Engineer – 1
Officer Development – 5	Officer Development – 4	Officer Development – 4
Hazmat Tech – 4	Hazmat Tech – 4	Hazmat Tech – 4
	Wildland – 2	Hazmat Ops – 2
Tech Rescue – 22	Tech Rescue – 18	Tech Rescue – 20
Light Rail – 2	Light Rail – 2	Light Rail – 2
Probationary FF Training – 30	Probationary FF Training – 30	Probationary FF Training – 30



Training Topics

- Fire Operations – all topics related to fire suppression.
- Emergency Medical Services – Advanced Life Support and Basic Life Support training and certification maintenance.
- Driver/Engineer – specific requirements to maintain driving, pumping, and aerial operation qualifications.



Training Topics (cont.)

- Officer Development – training and education on tactics, leadership, and personnel management.
- Probationary Firefighter Training – new personnel complete a 12-month task book after academy graduation.
- Special Operations – initial certification and ongoing refresher training to maintain competence in technician level skills



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Special Operations Training Topics



- Hazardous Materials: Operations and Technician level training for response to hazmat incidents.
- Technical Rescue: Confined space, rope operations, trench rescue, structural collapse and machinery rescue.
- Light Rail: LRV lift technicians, coordinated excercises.
- Water Rescue: Surface water technician and ops refreshers.
- Wildland: Initial certification and annual refresher courses and shelter deployment requirements.

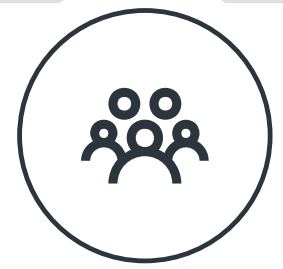


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Administrative Training

- Diversity, Equity, and Inclusion (DEI): Quarterly readings and videos.
- Legal Compliance (Labor and Industries): HIPAA, asbestos, and wildfire smoke awareness.
- Health & Wellness: Peer support, safety protocols, and prevention training.



Administrative Training (cont.)

Officer Development	
Coaching, Counseling, Personnel Management <ul style="list-style-type: none">▪ Conflict resolution, personnel problems	Quarterly
Employee Assistance <ul style="list-style-type: none">▪ Recognizing mental health problems in subordinates, <u>expectations</u> and resources	May
Company Officer Academy <ul style="list-style-type: none">▪ Academy for Probationary Company Officers	September
Leadership <ul style="list-style-type: none">▪ Selected leadership readings▪ Kastros Leadership Labs	Quarterly Jan-Dec
Emergency Operations <ul style="list-style-type: none">▪ Tactics▪ Calm the Chaos▪ ICS▪ Mayday▪ Special Operations	Monthly

Outcomes



- Safety – refined knowledge, skills, and abilities keep firefighters safe and serving the community
- Risk Management – well trained and equipped firefighters reduce risk for the city as an employer and service provider
- Operational Readiness – personnel are equipped with skillsets to manage growing and diverse problem sets.
- Cost Efficiency – through the consortium model



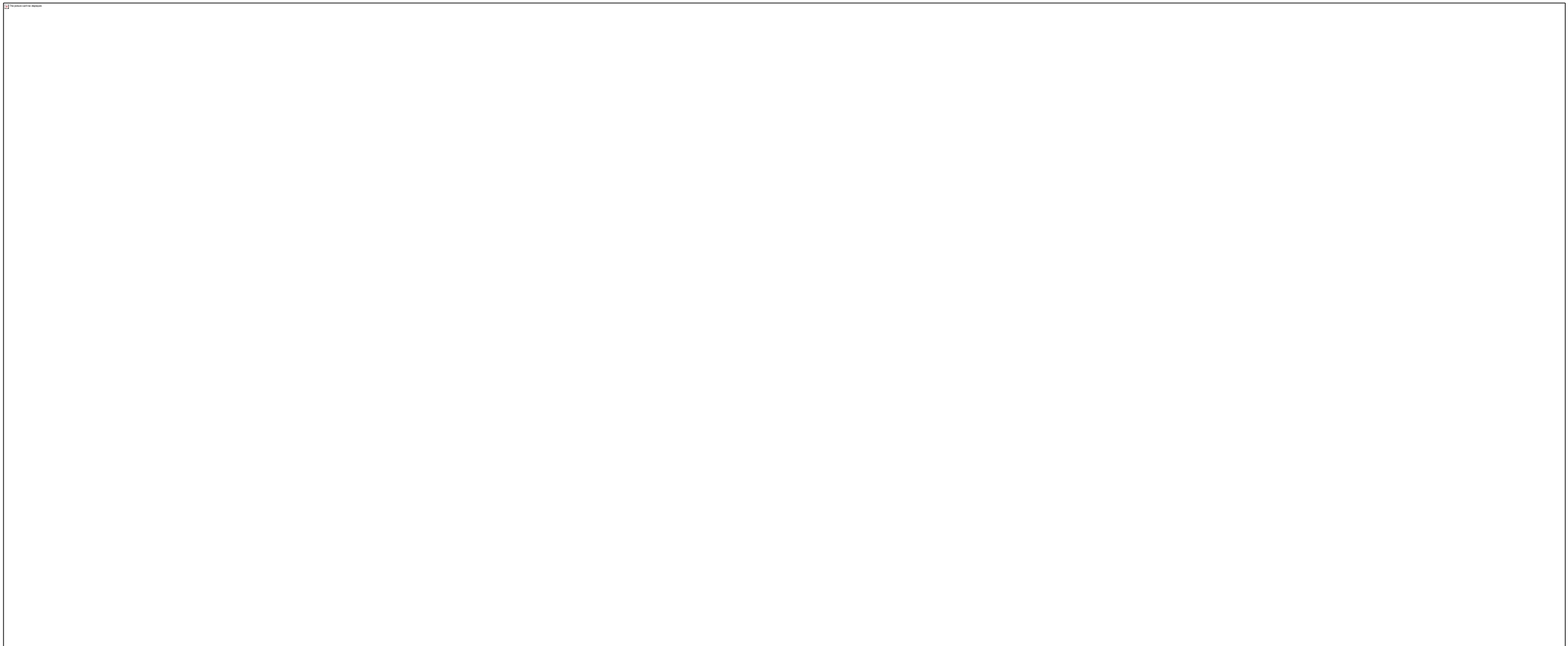
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Adapting to New Hazards

- East Link and Downtown Redmond Link scheduled to fully open in 2025.
- Negotiating since 2019 with BFD, Sound Transit, and RFD.
 - Acquired \$650,000 in equipment and funding for training/response.
- Expected increase in ridership and call volume.
- New safety hazards require enhanced training.
 - LRV lifting, full scale exercise, tabletops, ongoing drills/exercises
 - Regional Fire/Life Safety Committee
- 2025 training focuses enhancing the skills already established to respond effectively

Training Type - Example





Requested Council Action

- The Fire Department is requesting the East Metro Training Group (EMTG) ILA be approved for the consent agenda on March 4, 2025 as drafted.



Thank You

Any Questions?

Please contact: Caleb Freeman (cfreeman@redmond.gov)

