

**Washington State
Fire Training Academy**

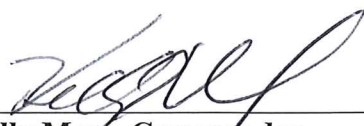
Firefighter Recruit Academy Catalog



**Office of the State
Fire Marshal**



(Revised 10 January 2024)



Kelly Merz, Commander
Fire Training Academy

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SECTION 1.0 - FIREFIGHTER RECRUIT ACADEMY

(The WSFTA provides for two different Recruit Academies, both culminating in IFSAC Certification)

Located on 51 acres at 50810 SE Grouse Ridge Road in North Bend, Washington 98045. The Washington State Fire Training Academy (WSFTA) is a premier state fire training facility providing the most realistic live fire training possible. The ability to consistently burn Class A fuels (wood pallets) and Class B fuels (gasoline, diesel, and propane), utilizing various props, makes the WSFTA a premier institution among the states live fire campuses.

The **Basic Fire Fighter 1 Recruit Academy** is a twelve-weekend program that provides comprehensive training in all aspects of basic firefighting skills. Recruits will participate in approximately 51 hours of live fire training.

This program is designed for those firefighters who wish to be trained in the National Fire Protection Association (NFPA) Fire Fighter 1, Hazardous Materials Awareness, and Hazardous Materials Operations levels; conducted on weekends - Friday Evening, Saturday, and Sunday. This course meets all requirements for Fire Fighter 1, Hazardous Materials Awareness, and Hazardous Materials Operation level certification, as identified in NFPA 1001 and NFPA 472, through the International Fire Service Accreditation Congress (IFSAC) process. *Hazardous Materials Operations level is a prerequisite for Fire Fighter 1 certification.

The **Fire Fighter 1 & 2 Recruit Academy** is a demanding twelve-week program that provides comprehensive training in all aspects of basic firefighting skills. Recruits will participate in approximately 100 hours of live fire training. A five to one student to instructor ratio is maintained for all live fire training. Attending only the Fire Fighter 1 portion (10 weeks) is an option.

This hands-on course prepares and trains recruits for NFPA Fire Fighter 1, 2, Hazardous Materials Awareness and Hazardous Materials Operations*. Meeting hiring standards established by fire departments as entry-level firefighters; conducted weekly - Monday through Thursday. This course meets all requirements for Fire Fighter 1 & 2 certification, as identified in NFPA 1001 and NFPA 472, through the IFSAC process. *Hazardous Materials Operations is a prerequisite for Fire Fighter 1 certification.

RECRUIT ACADEMY CLASS SELECTION

To apply for either Recruit Academy, all applicants must submit a completed registration form located at <http://www.wsp.wa.gov/fire-training-academy/>

If the student is fire department sponsored, the billing information must be completed and signed by an authorized department designee.

The maximum class size for Basic Fire Fighter 1 Academy is **24** recruits
The maximum class size for Fire Fighter 1 & 2 Academy is **32** recruits

Selection for the class is based on the following priority based on completed registrations received:

- 1st: Washington State Fire Department Sponsored, Career Firefighters
- 2nd: Washington State Fire Department Sponsored, Volunteer or Resident Firefighters
- 3rd: Non-resident fire department sponsored individuals

Washington State Fire Department Sponsored

Individuals who have an affiliation with a fire department either as a career, volunteer, or resident firefighter and the fire department is sponsoring and supporting them. This does not necessarily mean that the department is paying for the training.

Non-Resident Fire Department Sponsored

Individuals not residing within the State of Washington are selected for the recruit class based on availability.

SECTION 1.1 - TUITION & FEES

A. <u>Tuition</u>	<u>FF 1 & 2</u>	<u>Basic FF 1 (weekend)</u>
Washington State Fire Department Sponsored	\$5,506.00	\$2,821.00
B. <u>Meals</u>	\$2,011.00*	\$805.00*
The food service program strives to provide recruits with three balanced meals per day. Even though recruits are not required to purchase meals, the Fire Training Academy (FTA) recommends that recruits utilize the food service because of time constraints. If the request is made in advance, special dietary needs can be met, if the request is made in advance. *Note – the price of meals could change based on contract rates.		
C. <u>Housing</u>	\$2,036.00	\$979.00
D. <u>Total Costs (Tuition, Food, & Housing)</u>	<u>\$9,553.00</u>	<u>\$4,386.00</u>

E. Payment Deadlines

Tuition and fees are due in full on the first day of class. Late payment may result in cancellation of enrollment.

The sponsoring fire department will be invoiced for each recruit by the Fire Training Academy unless indicated otherwise.

Academic Calendar

Firefighter 1 & 2

Monday – Thursday 0600 hrs. to 1800 hrs.
(Except State Designated Holiday Weeks)

Class	Start Date	End Date
2024-01	January 25 th	to April 19 th
2024-02	May 2 nd	to July 25 th
2024-03	August 8 th	to November 1 st

Basic Firefighter 1
Friday – Sunday
1800 hrs. – 2200 hrs. (Friday)
0600 hrs. – 1800 hrs. (Saturday/Sunday)
 (Except State Designated Holiday Weeks)

Class	Start Date	End Date
RA 24-04	March 23 rd to	June 23 rd

SECTION 1.2 - REFUNDS

Should it become necessary for a recruit to withdraw from the Recruit Academy training program, the FTA Commander should be notified in writing one day prior to the recruit leaving. If applicable, a recruit must complete the official withdrawal procedure to receive a refund. Refunds will be made according to the following guidelines:

- Recruits who need to withdraw because of family reasons during the course will be enrolled in the next available course, if requested. The entity or individual will be invoiced for the prorated number of training days attended in the course, including meals and lodging.
- Recruits who need to withdraw because of illness or injury reasons will be enrolled in the next available course, if requested. The entity or individual will be invoiced for the prorated number of training days attended in the course, including meals and lodging.
- Refund Schedule:
 - Recruit Academy canceled by the Fire Training Academy.....100%
 - Withdrawal occurs prior to start of the Recruit Academy.....100%
 - Withdrawal occurs during the first week of training.....80%
 - Withdrawal occurs during the second week of training.....40%
 - Withdrawal occurs after the second week of training.....0%
- A recruit dismissed from the Recruit Academy for a policy violation is not eligible for a refund.
- A recruit dismissed from the Recruit Academy for performance reasons may be eligible for a prorated refund.
- Appeals for extenuating circumstances will be directed to the Fire Training Academy Commander in writing for consideration.

Contact/Registration Information

Administrative staff: (425) 453-3000.

Registration Form: <http://www.wsp.wa.gov/fire-training-academy/>

SECTION 2.0 - RECRUIT ACADEMY OBJECTIVES

The total allocation of personnel and resources devoted to the Recruit Academy programs is to provide the recruit with the highest quality instruction. The course content and required instructional hours are in accordance with the mandate as set forth by state guidelines.

The recruits completing their respective Recruit Academy can be assured that they have received the best available training to excel at the required functions of a probationary firefighter.

Upon completing the 12-week Recruit Academy, the recruit will receive a certificate of completion of the WSFTA Weekday Recruit Academy Program. In addition, recruits will be eligible to test for: IFSAC certification at the Fire Fighter 1, Fire Fighter 2, Hazardous Materials Awareness, and Hazardous Materials Operations levels.

Upon completing the 12-weekend Recruit Academy, the recruit will receive a certificate of completion of the Weekend Recruit Academy Program. In addition, recruits will be eligible to test for: IFSAC certification at Fire Fighter 1, Hazardous Materials Awareness, and Hazardous Materials Operations levels.

NOTES ABOUT IFSAC TESTING:

IFSAC's Written Test passing score is 70%. Practical passing score is 100%

To qualify for HazMat Operations, you must first test and pass HazMat Awareness

To qualify for Fire Fighter 1, you must first test and pass HazMat Operations

To qualify for Fire Fighter 2, you must first test and pass Fire Fighter 1

SECTION 3.0 - WSFTA ORGANIZATIONAL STRUCTURE

The FTA staff has the responsibility for the supervision and administrative coordination of all FTA affairs. The use of the Chain of Command is critical during the course of the academy.

State Fire Marshal: The State Fire Marshal is responsible for all phases of the Fire Service Training program, which includes all FTA programs.

Fire Training Academy Commander: The Commander is responsible for the overall administration of the Academy including all phases of the Fire Service Training program and all other FTA programs.

Fire Training Academy Assistant Commander: The Assistant Commander is responsible for the day to day administration of the FTA and all associated FTA programs.

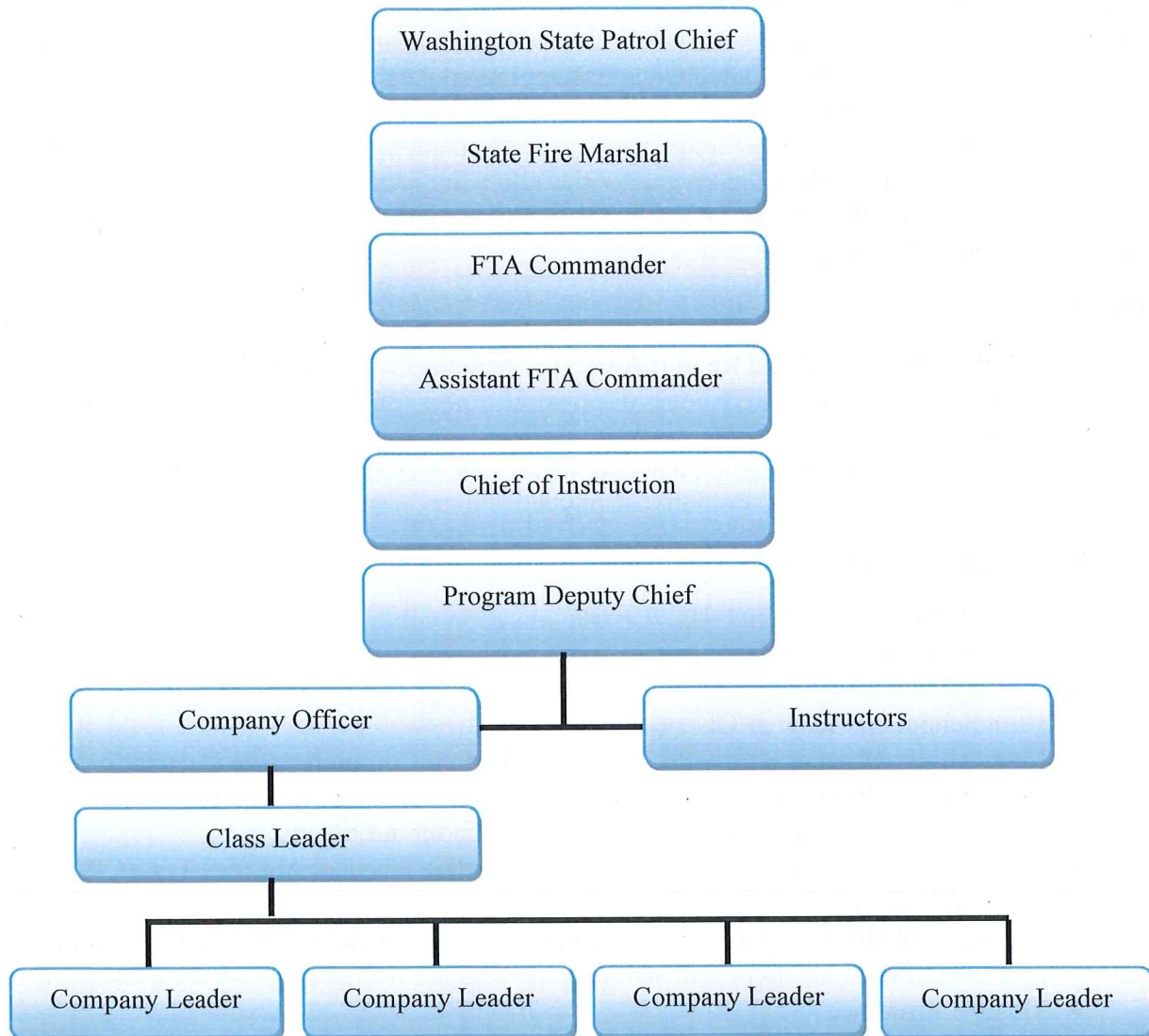
Chief of Instruction: The Chief of Instruction coordinates all FTA training programs. The Chief of Instruction serves as the liaison between instructors and the Fire Training Academy Commander.

Program Chief: The Program Chief is the Class Advisor and may be consulted by recruits regarding personal, academy, or on employment matters. The Program Chief is directly responsible for the day-to-day operation of the Recruit Academy. This individual is responsible for the organization, staffing, logistics, and overall operation of the recruit firefighter training program.

Academy Instructors: FTA instructors are selected for their expertise in specific fields. They are responsible for the instruction in their areas and for the conduct of their classes.

Company Officer: The Company Officer assists the Program Chief with the day-to-day activities of the individual recruits.

CHAIN OF COMMAND



SECTION 4.0 - FIREFIGHTER RECRUIT ACADEMY SYLLABUS

4.0.1 DESCRIPTION

The WFSTA Recruit Academy prepares recruits to meet the job performance requirements for career and volunteer firefighters whose duties are primarily structural in nature as described in *NFPA 1001 Standard for Fire Fighter Professional Qualifications*. Additional instruction is provided to meet the requirements of *Washington Administrative Code (WAC) 296-305 Vertical Safety Standards for Fire Fighters* and *NFPA 1500 Fire Department Occupational Safety and Health Program*. The Recruit Academy emphasizes manipulative skills, team building, physical fitness, and wellness concepts. Classroom and training ground instruction includes firefighter skills, fire behavior, fire control techniques, fire ground operations, salvage, hazardous materials, and incident command. Training ground activities allow the recruits to apply their knowledge and emphasize the mastery of basic manipulative firefighter activities and skills needed to perform tasks successfully and safely.

Duration:

Basic Firefighter I: 12-weekend Recruit Academy includes 274 Hours of Lecture, Manipulative Skills, Certification Testing, and 24 hours of physical fitness training.

Firefighter I & II: 12-week Recruit Academy includes 436 Hours of Lecture, Manipulative Skills, Certification Testing, and 44 hours of physical fitness/pallet loading.

Firefighter Recruit Academy Prerequisites:

- 18 years of age by the first day of class
- Valid state driver's license
- First Aid and CPR certification
- High School Graduate or GED certificate
- Medically certified as per NFPA 1582 (Standard on Comprehensive Occupational Medical Program for Fire Departments) or by the authority having jurisdiction (sponsoring department) medical evaluation requirements.
- Completed physical agility assessment or Candidate Physical Abilities Test (CPAT) evaluation
- The physical ability and dexterity to lift and carry heavy objects and endure working conditions and environmental hazards in which firefighting tasks are performed.*
- Medical Insurance

** Firefighter candidates that identify a medical condition that may limit involvement and participation in the training program shall submit a letter from the sponsor's medical physician stating that the individual meets the medical requirements in NFPA 1582.*

4.0.2 COURSE CONTENT

A: General Goals

1. At the conclusion of the Recruit Academy, the recruit will be tested to meet the State of Washington Accreditation and Standards as well as certification requirements for Fire Fighter 1, Fire Fighter 2 (per program), and Hazardous Materials Awareness and Operations. In addition, recruits will receive a Certificate of Completion for completing their applicable Recruit Academy program, denoting completed hours of training.

2. In addition, the recruit will receive training in the Incident Command System (IS) 100 and IS 700 National Incident Command System.

B: General Directives

1. Provide an approved curriculum that combines basic course work with enhanced instruction that meets and/or exceeds the requirements for IFSAC Fire Fighter I, Fire Fighter II and Hazardous Materials Awareness and Operations.
2. Ensure that the recruit can successfully perform tasks that combine manipulative and technical competency required for IFSAC Fire Fighter I & II certification and Hazardous Materials Awareness and Operation.
3. Build strength and stamina during the Recruit Academy by participating in a physical fitness training program.
4. Cultivate an attitude of teamwork and a mindset of leadership, prevention, and positive customer service.

C. Class Titles, Applicable Standards:

Orientation to Fire Service Organization.....	NFPA 1001-4.1.1
Protective Clothing and Equipment	NFPA 1001-4.1.2
.....	WAC 296-305-02001
.....	WAC 296-305-02004
Fitness and Disablers, Physical Fitness Training.....	NFPA 1500
Health & Safety.....	NFPA 1001-4.1.1.1
Respiratory Protection/ Breathing Apparatus	NFPA 1001-4.3.1; 4.5.1
.....	WAC 296-305-04001
Ladders.....	NFPA 1001-4.3.6; 4.3.9; 4.3.12; 4.5.1
Ropes and Knots	NFPA 1001-4.1.2; 4.3.20; 4.5.1
Hose	NFPA 1001-4.3.10; 4.3.13; 4.5.2
Search and Rescue	NFPA 1001-4.3.9
Ventilation.....	NFPA 1001-4.3.11; 4.3.12; 4.5.1
Fire Extinguishers and Agents.....	NFPA 1001-4.3.16
Salvage and Overhaul	NFPA 1001-4.3.13
Fire Behavior Science	NFPA 1001-4.3.10; 4.3.11; 4.3.12
Forcible Entry and Rescue Tools.....	NFPA 1001-4.3.4
Arson.....	NFPA 1001-4.3.13; 4.3.18
Inspection.....	NFPA 1001-4.3.12
Hazardous Materials (Awareness & Operations Levels)	NFPA 1072-4.2.1; 4.3.1; 4.4.1; 5.2.1; 5.3.1;
.....	5.4.1; 5.5.1; 5.6.1; 6.6.1;
5.2.1(b); 6.2.1; 6.6.1.....	WAC 296-62, Part P,Q & WAC 296-824
Fire Ground Operations**	NFPA 1001-5.3.1; 5.3.2; 5.3.3
Incident Command**	NFPA 1001-5.1.2
Building Construction.....	NFPA 1001-5.3.2
Sprinkler Systems	NFPA 1001-4.3.14
Public Education Delivery**	NFPA 1001-4.3.12
Ground Cover Fires.....	NFPA 1001-4.3.19
Live Fire Training	NFPA 1001-4.3.7; 4.3.8; 4.3.10
Foam Application**	NFPA 1001-5.3.1
General Firefighter II Qualifications**	NFPA 1001-5.1.2

Fire Department Communications.....	NFPA 1001-4.2.2; 4.2.3; 4.2.4
Fire Ground Operations**	NFPA 1001-5.3.1; 5.3.2; 5.3.3
Rescue Operations**	NFPA 1001-5.4.1; 5.4.2
Prevention, Preparedness and Maintenance**	NFPA 1001-5.5.4; 5.5.5

** Firefighter II requirement

4.0.3 METHODS OF INSTRUCTION

- A. Lecture
- B. Demonstration
- C. Hands-on Training
- D. Application
- E. Visual Aids

4.0.4 METHODS OF EVALUATION

- A. **Written and Oral Exams:** Class rating is based on examination questions correctly answered. The final written IFSAC exams require a minimum passing score of 70% for IFSAC Certification.
- B. **Task Performance:** Ratings based on Company Officer and instructor observations of student performance.
- C. **Skills Testing:** Follows Washington State Fire Fighter 1, Fire Fighter 2, and Hazardous Materials Operations IFSAC Task Sheets. The final skills IFSAC exams require a passing score of 100% for IFSAC Certification.

4.0.5 MATERIALS OF INSTRUCTION

A. Texts

- Essentials of Firefighting 7th Edition IFSTA
- Hazardous Materials for First Responders 5th Edition IFSTA
- Safety Standards for Fire Firefighters, Chapter 296-305 WAC
- Federal Department of Transportation (DOT) Emergency Response Guidebook (ERG)
- National Incident Management System (NIMS) ICS 100/IS 700
- Federal Emergency Management Agency (FEMA)

B. Supplementary Skills Manual

- Washington State Fire Marshal's Office, Fire Protection Bureau, Standards and Accreditation:
 - Fire Fighter 1 - Skill Sheets
 - Fire Fighter 2 - Skill Sheets
 - Hazardous Materials Awareness - Skill Sheets
 - Hazardous Materials Operations – Skill Sheets

4.0.6 TIME ALLOTMENTS

FF I	FF I & II		
HOURS		UNIT/TOPIC	DELIVERY
10	8	Academy Orientation	Lecture
2	2	Fire Service Organization	Lecture
6	6	Firefighter Safety (General)	Lecture
4	4	Personal Protective Equipment	Lecture
9	18	Breathing Apparatus	Lecture/Lab
21	32	Fire Service Ladders	Lecture/Lab
4	4	Ropes and Knots	Lecture/Lab
4	6	Fire Control	Lecture
9	16	Hose Handling Techniques	Lecture/Lab
9	17	Search and Rescue	Lecture/Lab
9	24	Ventilation	Lecture/Lab
9	8	Fire Extinguishers and Agents	Lecture/Lab
4	6	Salvage and Overhaul	Lecture/Lab
8	6	Fire Behavior	Lecture
9	9	Forcible Entry and Rescue Tools	Lecture/Lab
4	6	Fire Prevention	Lecture/Lab
4	8	Fire Department Communications	Lecture/Lab
4	12	Firefighter Survival	Lab
2	3	Arson Investigation	Lecture
4	8	Building Construction	Lecture
2	4	Sprinkler Systems	Lecture
45	56	Hazardous Materials	Lecture
51	97	Live Fire Exercise	Lecture/Lab
4	10	Maintenance	Lecture/Lab
4	8	NIMS/ICS/Leadership	Lecture
24	44	Physical Fitness Training	Lab
4	6	Electricity & National Gas Emergencies	Lecture/Lab
2	2	Drill and Ceremonies	Lab
27	30	Written & Practical Exams	Evaluation
0	10	Auto Extrication	Lecture/Lab
0	6	Hydrant/Hose Testing	Lecture/Lab
0	4	Tech Rescue	Lecture/Lab
298	480		

SECTION 5.0 - ORGANIZATIONAL STRUCTURE

5.0.1 Recruit Academy Organizational Structure

The Fire Service typically uses a paramilitary organizational model when establishing a command and rank structure that functions through a delegation of responsibility with some command authority. However, the military model and the Fire Service management model differ considerably in application. To provide a structure that models Fire Service organizations we have established an accountability model and assigned responsibilities in each recruit class at the FTA.

5.0.2 Company Officer

Company Officer is responsible for providing direction to the Class Leader for the day-to-day movements and activities of the recruits. Company Officers work closely with the Program Chief to ensure the daily training objectives are met, and FTA policies are being adhered to. Company Officer duties are as follows:

- A. Assist the Program Chief in all assigned duties.

- B. Report attendance to the Program Chief.
- C. Direct the Class Leader to the assigned location in proper uniform with the required equipment to train.
- D. Complete individual recruit weekly progress evaluations and provide those in a timely manner to the Program Chief.
- E. Ensure all other documentation is in order and transferred to the Program Chief in a timely manner.

5.0.3 Class Leader

The Recruit Academy is organized into companies led by a Class Leader. The Class Leader is directly responsible for the day-to-day movements of the class. The Class Leader reports to the Program Chief, Company Officer, and/or Lead Instructor. Class Leader duties are as follows:

- A. Assist the Company Officer in all assigned duties.
- B. Report attendance to the Company Officer.
- C. Ensure that the Companies report to the assigned location in proper uniform with the required training equipment.
- D. Ensure that all documents, assignments, absence memos, evaluation forms, or any other document is completed as expected and submitted on time to the Company Officer.
- E. Perform all tasks as assigned by the Program Chief, Lead Instructor, and/or Company Officer.
 - 1. Maintains control over all companies to ensure recruits comply with all rules and regulations.
 - 2. Ensure completion of equipment inventory and vehicle maintenance checks.
 - 3. If necessary, lead physical fitness training with Company Leaders' assistance.
 - 4. Improve the company's drill and order.
 - 5. Ensure the Bulldog votes are accounted for prior to 1300 hrs. on the last day of the training week and delivered to the Company Officer.

5.0.4 Company Leaders

Company Leaders are directly responsible for the day-to-day operation of their team. Company Leaders report directly to the Class Leader. Company Leader duties are as follows:

- A. Assist the Class Leader in all assigned duties as necessary.
- B. Report attendance to the Class Leader prior to physical fitness training or the start of class.
- C. Ensures that all written assignments, absence memos, evaluation forms, or other documents are properly completed and turned in on time to the Class Leader.
- D. Perform all other duties or tasks assigned by the training staff or Company Officer.
- E. Maintains control over Company to ensure proper conduct and compliance with Recruit Academy rules and regulations.
- F. Assure that Company is at the assigned area on time and in the proper uniform with all required tools and equipment.
- G. Manages equipment inventory and fluid level check of vehicles.
- H. Makes certain daily cleaning assignments are carried out.

5.0.5 Firefighter Recruit

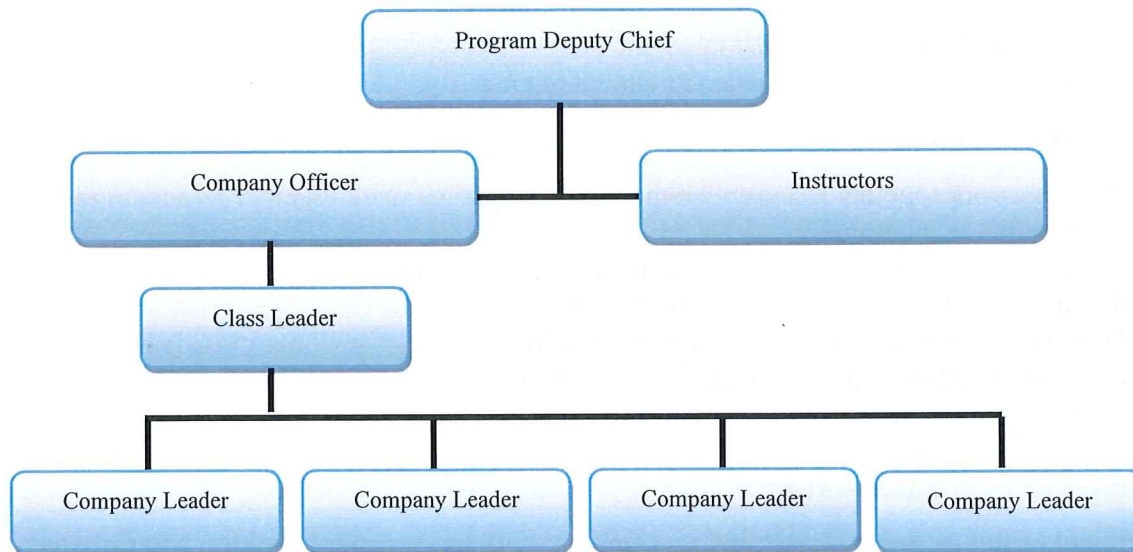
Firefighter Recruit is responsible for being a contributing member of their companies. Firefighter Recruit reports directly to the Company Leader. Firefighter Recruit duties are as follows:

- A. Assist the Company Leader in all assigned duties as necessary.
- B. Perform all duties as instructed to the best of their abilities.

- C. Be punctual for all assignments and in proper uniform.
- D. Be physically and mentally prepared for training.
- E. Maintain military bearing and courtesies at all times.

5.0.6 Selection of Class Leader and Company Leaders

The Program Chief and the Company Officer(s) will select the Class Leader and the Company Leaders. Eventually, every recruit can expect to be placed in a leadership role.



SECTION 5.1 - RECOGNITION

5.1.1 The Pathway

To travel on the "Pathway to Success" from the upper campus down to the drill ground is a privilege and an honor. Consequently, recruits shall not walk on it until permission is granted. The footpath, over the years, has come to symbolize the coming together of the class into a firefighting team. Therefore to earn the right to walk on the "Pathway" the class must demonstrate the following traits and values.

A. Discipline

1. Class sets goals and objectives and creates a plan with timelines to achieve them.
2. Recruits give their best effort in accomplishing tasks or assignments.
3. Able to carry out tasks or assignments with little supervision.
4. Show initiative and correct problems before being instructed to do so.

B. Respect/Courtesy

1. The class demonstrates a caring and polite attitude.
2. Recruits avoid conflict and/or have disagreements resolved mutually.
3. Behavior is professional; class demonstrates military courtesy and bearing.
4. Recruits avoid irritating habits or behavior.

C. Accountability

1. Recruits take responsibility for behavior and actions and make no excuses for mistakes.
2. Do not cover up a mistake or negligent act.
3. Do not lie, cheat or steal.

4. Assignments turned in on time.
5. Class reports to assigned location(s) on time and with the proper equipment and ready to learn.

D. Teamwork

1. Recruits watch out for one another. A buddy system is setup so that all recruits support one another.
2. Show support for one another by helping others to achieve success.
3. Team members do not use others as stepping-stones to success.
4. Individuals do not glorify their egos, but give credit to those who have earned it.
5. Drill and order performed in a professional manner.

E. Firefighting Skills

1. Recruits work together to complete the task; companies work together as a team and the team works as a company.
2. Recruits take criticism positively and learn from mistakes.
3. Recruits practice skills to improve performance.
4. Team continuously shows improvement and does not regress. Entire class is meeting minimum academic and manipulative skill standards.
5. Maintain equipment in a ready state.

5.1.2 Most Improved Firefighter Award

The recipient of this award is chosen by the Company Officer or Program Chief. Not only has this recruit improved in a variety of areas such as academic or physical ability, but has contributed to the improvement of their team, fieldwork or attitude.

5.1.3 Inspirational Award

The recipient of this award is chosen by fellow recruit firefighters. The recipient of this award will have demonstrated quality characteristics that inspire classmates to prevail during challenging times or a personal crisis. This recruit demonstrates:

- A. Integrity:** Awareness of the choices they make and take responsibility for the course of action they have chosen.
- B. Team Player:** Supports others and helps them perform at their best. Takes advantage of personal strengths to improve the team's performance. Motivates fellow recruits to contribute, makes the team stronger and more competent, and carries the team to the next level.
- C. Friendship:** Most importantly, the award recipient is a friend and is sensitive to the feelings and needs of others.

5.1.4 Bulldog Award

The Bulldog is a firefighter that shows aggressiveness, never gives up, and is able to rise above difficulty. The Bulldog is not necessarily at the top of their class but demonstrates the following seven characteristics:

- A. Courage:** Demonstrates confidence in their abilities; does the right thing for the company or fellow recruit despite personal hardship or sacrifice and stands up for unpopular ideas when it is the right thing to do.

- B. Dependability:** Follows through, keeps commitments, meets deadlines, takes and accepts responsibility for actions, admits mistakes, and works effectively with little or no direction from superiors.
- C. Flexibility:** Functions effectively in a changing environment, provides stability, and remains objective when confronted with many different tasks at once.
- D. Integrity:** Adheres to the Recruit Academy Code of Conduct and demonstrates military bearing; behavior exemplifies good moral values and professional responsibility. Gains trust/respect by their actions and serves as a role model for others.
- E. Judgment:** Uses logical and intellectual discernment to reach sound actions; bases decisions on logical, factual information and consideration of human factors; knows own authority and is careful not to exceed it; uses experience and information to gain perspective on present decisions.
- F. Respect for Others:** Honors rather than belittles the opinions or work of others and demonstrates a belief in fellow recruits' value regardless of each individual's background.
- G. Tenacity:** Anything worth doing takes persistence, perseverance, and stubborn determination. Tenacity is the quality displayed by someone who just won't quit – who keeps trying until they reach their goal

5.1.5 1st Due Engine Award

At the end of the Recruit Academy, up to four recruits will be selected as members of the 1st Due Engine Award. A recruit selected for this honor has demonstrated throughout the Recruit Academy the following traits and values:

A. Desire

1. Motivated to be a firefighter and to help others and their community.
2. Is looked upon by others as a role model, a recruit whose actions speak louder than their words.

B. Discipline

1. Sets or has a plan to become a firefighter.
2. Willing to make necessary sacrifices to achieve goals and objectives.
3. Does not let adversity diminish the desire to help others.

C. Honesty

1. Does not lie, cheat or steal.
2. Will not cover up a mistake or negligent act; will bring matters to the attention of the training staff.
3. Does not take credit for good deeds, acts or actions completed by others.
4. If a mistake is made, offers no excuse and does not blame others.

D. Accountability

1. Carries out directions and orders as expected.
2. Accepts leadership role and works with others to get the mission accomplished.
3. Is a good follower and helps leaders carry out and complete assignments.

E. Respect

1. Considers others as equals.

2. Willingly helps other recruits when asked.
3. Never gives any advice that can be detrimental to another.
4. Praises others for accomplishments and performance.
5. Lives up to promises made to others and considers a handshake as a bond.

F. Academic and Manipulative Skills

1. Individual's written exam scores are consistently in the top 30th percentile of the class.
2. Recruit completes manipulative skills with minimal errors.
3. Carries out firefighting (Engine Company) tasks safely and efficiently.

5.1.6 1st Due Truck Award (Firefighter 1 & 2 Academy)

At the end of the Recruit Academy, up to three recruits will be selected as members of the 1st Due Truck Award. A recruit selected for this honor has demonstrated throughout the Academy the following traits and values:

A. Desire

1. Motivated to be a firefighter and to help others and their community.
2. Is looked upon by others as a role model.
3. A recruit whose actions speak louder than their words.

B. Discipline

1. Sets or has a plan to become a firefighter.
2. Willing to make necessary sacrifices to achieve goals and objectives.
3. Does not let adversity diminish desire to help others.

C. Honesty

1. Does not lie, cheat or steal.
2. Will not cover up a mistake or negligent act; will bring matters to the attention of the training staff.
3. Does not take credit for good deeds, acts or actions completed by others.
4. If a mistake is made, offers no excuse and does not blame others.

D. Accountability

1. Carries out directions and orders as expected.
2. Accepts leadership role and works with others to get the mission accomplished.
3. Is a good follower and helps leaders carry out and complete assignments.

E. Respect

1. Considers others as equals.
2. Willingly helps other recruits when asked.
3. Never gives any advice that can be detrimental to another.
4. Praises others for accomplishments and performance.
5. Lives up to promises made to others and considers a handshake as a bond.

F. Academic and Manipulative Skills

1. Individual's written examination scores are consistently in the upper 30th percentile of class.
2. Recruit completes manipulative skills with minimal errors.
3. Carries out firefighting (Truck Company) tasks safely and efficiently.

SECTION 5.2 - ATTENDANCE

5.2.1 Class Schedule

A schedule of training activities shall be posted in the classroom area.

5.2.2 Class Attendance

All recruits shall be required to attend orientation on the scheduled week before class begins. During orientation, the FTA and Recruit Academy rules and procedures will be read and explained.

Recruits shall be required to attend all training sessions provided by the FTA. The training schedule during the Recruit Academy does not provide room for absences. **Recruits who miss more than three days of the Recruit Academy may be dismissed from the Academy.** The Program Chief and the Chief of Instruction shall review exceptions on a case-by-case basis. Therefore, it is the responsibility of each recruit to know and understand the following rules.

A. Attendance Criteria

Recruits may not graduate from the program if they:

1. Miss any of the mandatory subjects in the Recruit Academy.
2. Miss any of the manipulative skills training or testing that is offered on a single cycle in the Recruit Academy.
3. Have more than 30 hours of unexcused time in the Recruit Academy.

B. Absences

1. Excused

- a. Any family emergency that prevents a person from attending or actively participating in training sessions.
- b. Any medical illness or injury which may harm or impact the recruit's performance or the performance of others.
- c. Sponsoring organization request to meet with the recruit.

2. Unexcused

Any absence from training, which is not due to a medical cause, family emergency, or department request, shall be considered unexcused.

3. Procedure for Reporting Any Absence

- a. Any recruit unable to report for training at the start of the week shall use their chain of command for proper notification.
- b. The recruit shall notify either a Company Leader or the Class Leader of any absence from training as a result of illness or injury. The Class Leader will inform the Program Chief of the recruit's illness or injury.
- c. Any recruit absent from training must submit a memo utilizing the chain of command to the Program Chief at least two days prior. The memo shall describe the justification for missing training.
- d. In all cases, the Program Chief will notify the recruit's agency and inform them of the absence, illness, or injury.

5.2.3 Withdrawals

Should it become necessary for a recruit to withdraw from the Recruit Academy the FTA Commander shall be notified. All equipment and supplies issued to the recruit must be returned

before departing. A letter of withdrawal, signed by the recruit shall be given to the Program Chief.

- A. When a recruit withdraws for emergency reasons during a course and funds are left on account, the FTA will enroll them in the next available course if requested. Meals consumed and nights spent in housing will be deducted from the account.
- B. When a recruit withdraws from the course due to illness or injury and funds are left on account, the FTA will enroll them in the next available course if requested. Meals consumed and nights spent in housing will be deducted from the account.
- C. When a recruit withdraws from the course for any other reason, all fees will be forfeited.

SECTION 5.3 - INJURY REPORTING

5.3.1 Insurance

The WSFTA does not provide medical insurance coverage for recruits. Recruits or their sponsoring agency shall provide medical insurance coverage prior to attending the Recruit Academy.

5.3.2 Illness or Injury

- A. Recruits who become ill or injured must report the condition immediately to a Company Officer or Instructor so proper medical care may be provided, and a MANDATORY injury report is completed. All injuries or illnesses, no matter how minor, shall be reported.

5.3.3 Training Ground Injuries

- A. All training ground injuries, regardless of severity, shall be reported to the Program Chief as soon as possible.
- B. Injuries that require immediate emergency medical treatment will be reported at once to an instructor, Company Officer or the Program Chief.
- C. Any non-life threatening injury that demands medical care by a doctor will necessitate the recruit to be transported to a Hospital or Emergent Care Clinic for treatment.
- D. Recruit shall complete both sides of the Injury/Exposure Part A report and turn it in prior to the start of class the next day.
- E. An injury report form shall also be accompanied with witness statement(s).

5.3.4 Non-Training Ground Injuries

- A. Recruits shall report any non-related training injuries to the Program Chief as soon as possible.
- B. Recruit shall complete both sides of the Injury/Exposure Part A report and turn it in prior to the start of class the next day.
- C. The Program Chief will report all training and non-training ground injuries to the recruit's sponsoring fire department and the FTA Safety Officer.

SECTION 5.4 - PERSONAL HYGIENE AND GROOMING STANDARDS

5.4.1 Grooming Code

Firefighter Recruits shall conform to the following grooming standards with no exceptions:

A. Hair Length

1. Hair shall present a professional appearance at all times.
2. Hair shall not extend below the uniform collar with a uniform cap on.
3. Hair clips, ties, etc., that are similar in hair color may be used to secure the hair and bangs. The bulk or length of the hair must not interfere with the normal wearing of facepiece or helmet.

B. Facial Hair

Facial hair, sideburns, and/or mustaches shall not interfere with the seal of the self-contained breathing apparatus face piece. A recruit with facial hair that impedes the proper seal of the self-contained breathing apparatus facepiece shall not be permitted to participate in training for safety reasons.

1. Mustaches shall be neatly trimmed. They shall not extend laterally more than one-half ($\frac{1}{2}$) inch from the corner of the mouth or more than one-half ($\frac{1}{2}$) inch below the corner of the mouth. The mustache may not extend more than one-quarter ($\frac{1}{4}$) inch over the upper lip.
2. Beards of any style shall not be worn.
3. Recruits shall be cleanly shaven prior to 0800 hours each day.

C. Makeup

1. The wearing of facial make-up shall be kept to a minimum.
2. False eyelashes and/or artificial fingernails are not permitted. For safety reasons nail length shall not extend $\frac{1}{4}$ inch past the end of the fingers.

5.5 - DRESS CODE AND PERSONAL PROTECTIVE EQUIPMENT

5.5.1 Dress Code

Recruits are expected to be properly dressed while on the FTA campus. Recruits are required to wear shirts during training in all public areas of the campus.

T-shirts, sweatshirts, and caps worn during training must be department issued or approved (must be blue or black). 100% Cotton or Fire Resistant clothing shall be worn during live fire training. Recruits shall wear the assigned uniform of the day, as established by the Recruit Academy Program Chief, as follows:

A. Uniform

1. Red T-shirt "Recruit" (FTA Issued)
 - a. Department uniform pants
2. Class B uniform (department uniform shirt and pants)
 - a. White or Blue T-shirt underneath.

B. Boots

1. Fire Department safety toe duty boots are required.
2. Boots must be black in color, polishable, with non-marking soles.

C. Physical Training Clothing

1. Navy blue crew neck sweatshirt
 2. Navy blue gym shorts
 3. Navy blue sweat pants
 4. Navy blue or white T-shirts
 5. Plain black athletic socks or with a small brand logo
 6. Athletic shoes (preferable running shoes)
 7. Navy blue or black watch cap (knit stocking cap)
 8. Navy blue or black baseball style cap
- (Department identification and logos are acceptable on clothing.)*

D. Personal Protective Clothing and Equipment shall meet National Fire Protection Association (NFPA) Standard and Washington Administrative Code (WAC) 296-305 Firefighter Vertical Safety Standards.

E. Jewelry

The wearing of jewelry of any type, except watches, wedding rings, and medical alert identification bracelets, will be restricted during training evolutions due to safety concerns.

SECTION 5.6 - CODE OF CONDUCT

5.6.1 Conduct and Discipline

During the Recruit Academy, recruits are expected to conduct themselves in a manner consistent with becoming dependable and reliable firefighters. Immoral or disorderly conduct, such as profanity, racial or sexual slurs, harassment, and use of alcohol or illegal drugs, may result in dismissal from the Recruit Academy. The Chief of Instruction or the FTA Commander will address all infractions.

- Harassment is any unwarranted or unwanted verbal or nonverbal conduct that threatens, intimidates, pesters, embarrasses, annoys, degrades, or insults another person, either female or male, where such conduct has the purpose or effect of creating an offensive, intimidating, degrading, or hostile environment.
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or nonverbal actions of a sexual nature.
- Alcohol or illegal drugs are not permitted on campus. Anyone suspected of being under the influence of alcohol or illegal drugs shall be removed from campus, and the sponsoring departments notified (prescription drugs shall be kept in the prescribed container).
- The FTA has a “Zero Tolerance Policy” related to Harassment, Sexual Harassment, and alcohol or illegal drug use.

5.6.2 Demeanor

Recruits using vulgar, disrespectful, or disruptive remarks and/or engaging in other activities strictly prohibited by Academy rules and procedures will face disciplinary action. *Disciplinary action may include dismissal.* Conduct unbecoming a professional firefighter is strictly prohibited by the FTA.

The following are personality traits you will be held accountable for and expected to display:

A. Accountability

1. Recruits shall be responsible for their behavior and actions. Recruits will be judged by the choices they make.
2. Recruits will be accountable for turning in assignments as expected and policing their equipment.
3. One of the most important lessons to be learned and displayed during Recruit Academy is the ability to follow directions and orders. If an order is unclear, recruits are expected to ask for clarification. Recruits will be held accountable for following directions; not understanding the assignment is not an excuse.

B. Courtesy:

1. Recruits shall demonstrate a caring and polite attitude towards others at all times.
2. Rude or offensive behavior will be grounds for dismissal.
3. Firefighters must adapt and develop their attitude to avoid conflict. It is important to master courtesy while working in a close environment. Irritating habits must be reconciled and behavior modified to avoid conflict.

C. Honesty

1. Recruits shall not lie, cheat, or steal.
2. Recruits shall admit to making a mistake. If a mistake is made, the recruit will acknowledge the error and take corrective action to prevent it from happening again. "No excuse is offered."
3. Recruits shall not cover up a mistake or negligent act but shall bring it to the attention of the Training Staff.

D. Punctuality

1. Recruits shall carry out orders and assignments as expected and to the best of their abilities.
2. When given a location to report to, recruits shall move swiftly.

SECTION 5.7 - MILITARY BEARING AND COURTESY

5.7.1 Conduct and Behavior

The fire service and the Recruit Academy are structured as a Para-military organization. There are certain rules of conduct and behavior that apply to the military, which are also applicable to the Recruit Academy:

- A. All FTA staff and guests will be addressed by their respective title or a "Sir," "Mister," "Ma'am," or "Madame."
- B. Greet all staff and guests with an appropriate greeting, for example, "Good morning, Sir."
- C. Never interrupt an instructor or fellow recruit. Wait patiently until given the opportunity to speak or comment.
- D. When performance or behavior is being critiqued by an instructor and/or staff, the recruit shall respond in one of the following ways:
 - "Sir, yes Sir" or "Ma'am, yes Ma'am"
 - "Sir, no Sir" or "Ma'am, no Ma'am"
 - "Sir, no excuse Sir" or "Ma'am, no excuse Ma'am"
 - "I do not understand, Sir" or "I do not understand, Ma'am"

- E. Make way for all superiors. Clear doorways and hallways, hold doors open and assist in any way that presents itself.
- F. When in contact with Academy staff, wait to be dismissed before leaving. If unsure, recruits should ask, “Is that all Ma’am” or “Is that all Sir?”

SECTION 5.8 - GRADING STANDARDS

5.8.1 Evaluation Procedures and Process

Throughout the Recruit Academy, recruits will undergo written and manipulative examinations. The evaluation system is designed to objectively measure a recruit’s ability to meet the Recruit Academy’s performance standards. Therefore, a recruit must demonstrate four measurable qualities to graduate:

- A. The mental capacity to read pertinent firefighting information, retain it, apply it, and pass a written examination. **Minimum score of 80% is required on all written exams.**
- B. The manipulative ability to learn vital firefighting skills needed to safely carry out firefighting tasks under adverse conditions.
- C. The physical strength, endurance, and dexterity to lift and carry heavy objects and endure physically demanding working conditions over an extended period of time.
- D. The characteristics and values to create a positive work environment and demonstrate a positive attitude and ability to work with others.

5.8.2 Written and Practical Examinations

To ensure that the recruit’s aptitudes are accurately measured, the following evaluation procedures shall be utilized:

- A. Grading System: To rate each recruit in a systematic, accurate, and impartial manner, the grading procedure and terms listed below will be utilized:

1. Standard Definitions

- a. **Exceeds Standard:** Recruit exceeds the task performance expectations. Written Exam score of 100%
- b. **Meets Standard:** Recruit meets minimum task performance expectations. Written Exam score of 70 – 99%
- c. **Below Standard:** Recruit did not meet the minimum task performance expectations. Written Exam score below 70%

5.8.3 Written Examinations

Throughout the Recruit Academy, recruits will be given various written examinations. Each exam tests the recruit’s reading comprehension and knowledge of the various reading assignments. The number of questions in each quiz will vary. Recruits must score a minimum of 70% on all written exams in order to receive a passing grade.

- A. Any recruit scoring below 70% on a written exam shall be offered one (1) opportunity to retest. **Failure of any retest will automatically disqualify a recruit from the Recruit Academy. In addition, during the Recruit Academy, recruits that score below 70% on two (2) written exams shall attend a mandatory meeting between the Program Chief and the recruit’s sponsoring department.**

- B. To graduate from the Recruit Academy, a cumulative written score of 70% is required. A retest score does not change the original cumulative score.
- C. Prior to a recruit taking a retest, the Academy staff will provide the recruit with an organized review of the information regarding being tested. It is the recruit's responsibility to schedule the remediation session.

5.8.4 Manipulative Skills

Testing is an integral part of the Recruit Academy. Recruits must demonstrate that they possess the ability to learn vital skills and follow direction to carry out necessary emergency scene tasks.

5.8.5 IFSAC Written and Practical Examinations

Each skill or task is based on International Fire Service Accreditation Congress (IFSAC) testing standards and procedures. The recruit will be expected to complete each step in the process. The order of completion is not vital for certain tasks; however, certain skills have items that must be safely accomplished. A recruit unable to meet these expectations will be given an automatic failure. Written examinations are graded by the Washington State Patrol, Fire Protection Bureau, Accreditation and Certification Section. The Section will contact the candidate with their written exam score.

5.8.6 Performance Critiques / Dismissal

The Program Chief and/or Company Officer shall complete a performance evaluation for each recruit:

- A. Starting the second week of the Recruit Academy, a weekly letter on the recruit's performance for the previous week will be e-mailed to their Department Training Officer.
- B. Any recruit scoring below 70% shall meet with the Program Chief and the Company Officer(s) to discuss his/her performance.
 - 1. A time and date will be scheduled for an information review and the retest.
 - 2. The discussion with the recruit shall be documented and included in the recruit's weekly evaluation. The sponsoring department shall be notified.
- C. Drill performance assessment will be a coordinated effort between the instructional staff, the Company Officer(s) and the Program Chief. The instructor shall informally and briefly summarize each recruit's performance that they have had the opportunity to observe.
 - 1. Daily overall performance of skills will be rated as per the grading standards.
 - 2. Areas in which the recruit performed exceptionally well will be noted.
 - 3. Areas in which the recruit performed poorly, struggled to complete the task, or did not show improvement by the end of the session will be noted and discussed with the recruit.
 - 4. Any recruit whose manipulative skill performance is below the Recruit Academy standard or needs improvement shall meet and discuss the matter with the Program Chief at the end of the training day. The Program Chief will record the discussion and place a note in the recruit's file.
- D. Any recruit not meeting the academic and/or skill performance standards shall be recommended for dismissal from the training program. *Within 24 hours, the Program Chief shall notify the sponsoring department representative of the recruit's performance deficiencies.

1. The FTA Commander shall review the documented information and decide whether the documentation supports the Program Chief's recommendation of dismissal.
 2. After being advised of the FTA's recommendation, the sponsoring department representative may decide to have the recruit continue in the training program.
 3. The FTA Commander reserves the right to dismiss a recruit from the program regardless of the department's decision.
- E.** Any recruit who presents an imminent danger to themselves, other persons, or the educational process may be dismissed from the training program.
1. A recruit identified as presenting a risk shall be immediately removed from the activity. The issue will be discussed between the recruit and Company Officer(s). The discussion with the recruit shall be documented and included in the recruit's weekly evaluation.
 2. Should the issue continue, the recruit will meet with the Program Chief and the Company Officer(s). The discussion with the recruit shall be documented and included in the recruit's weekly evaluation. The sponsoring department will be notified immediately.
 3. Should the issue continue, the recruit will meet with the Program Chief, sponsoring department representative and/or the Chief of Instruction. A written Performance Improvement Plan (PIP) will be drafted and implemented. The PIP will be included in the recruit's file and noted on their weekly evaluation.
 4. Failure to improve per the PIP will result in the Program Chief drafting a written recommendation for dismissal from the program. The FTA Commander and Chief of Instruction shall review the recommendation and all documentation and meet with the recruit and sponsoring department representative. The FTA Commander shall provide a decision to dismiss or retain the recruit.
 5. The FTA Commander reserves the right to dismiss a recruit from the program regardless of the departments' concurrence.

5.8.7 Special Accommodations

Recruits requiring special accommodations under the Americans with Disabilities Act (ADA) shall provide sufficient documentation specific to the disability or disabilities as required by the WSFTA. The FTA staff will make all possible efforts to meet the needs of students requiring special accommodations.

5.8.8 Releasing of Test Scores and Transcripts

Test scores and training records will be released only upon written request. For details on the request process, contact the FTA Administrative Office at 425-453-3000.

SECTION 5.9 - CLASSROOM PROCEDURES

5.9.1 Classroom Procedures

- A.** When entering the classroom, recruits will remove their caps.
- B.** The class will come to attention whenever an officer or instructor enters the classroom unless directed otherwise at the start of the training. Recruits will remain standing until told to sit.

If an instructor is lecturing or the training staff is having a discussion with the class, the class will not come to attention if a superior officer walks in.

- C. Gum chewing and tobacco products shall not be permitted in the classroom or on the drill ground. Smoking will only be allowed in designated areas.
- D. Beverages and snacks may be allowed with the instructor's permission prior to the start of class.
- E. During instruction, recruits will not converse with one another. They will give their undivided attention to the instructor. Should they have any questions or need information clarified, recruits may ask the instructor to elaborate on the matter.
- F. To ask a question, recruits shall:
 - 1. Raise their hand until acknowledged by the instructor; stand at attention, state recruit number and last name, and then ask the question. Recruit will remain standing until told to have a seat.
- G. Personal handheld electronic devices are strictly prohibited during training activities (unless allowed by the Program Chief) and on test days.
- H. During instruction, should a recruit become drowsy, they are encouraged to get up and stand at the rear of the classroom.
- I. The instructor in charge of the class will set times for breaks.

SECTION 5.10 - CLEANING & MAINTENANCE RESPONSIBILITIES

5.10.1 Recruits shall be responsible for cleaning up after themselves.

An important responsibility of a firefighter is maintaining and cleaning equipment, vehicles, and facilities provided for them to carry out their mission. Apparatus and tools not in proper working order or condition can result in death or a serious injury.

- A. Firefighters demonstrate their pride by ensuring that facilities, equipment, and apparatus are clean and in good working order.
- B. Recruits shall inventory and inspect the equipment to ensure it is accounted for and in good working.

5.10.2 Cleaning & Maintenance Duties

A daily cleaning schedule will be posted. Engine Companies will be assigned the following cleaning duties.

- A. **Classroom:** at the end of each day, arrange items so that they are neat and orderly, tables cleared, carpet vacuumed, trash emptied, and water replenished.
- B. **Dining Hall:** at the end of each day, wipe/clean up the tables and chairs, clean the bathrooms, trash emptied, floors mopped, and water replenished.
- C. **Apparatus Bay:** at the end of each day, pick up various items left lying around and return them to their proper place, wipe up oil spots, clean the bathrooms, sweep and mop the apparatus floors, and hose off apparatus apron; end of each day.
- D. **Fire Apparatus & Equipment:** Assigned recruits shall inventory the equipment and conduct a maintenance check on Engines 1, 2, 3, and 4.
 - 1. Inventory Equipment before the start of training for the week and at the end of each training day.

2. Wash apparatus as directed and ensure various fluid levels (oil, fuel, coolant, battery water) are within the proper ranges.
 3. Complete Apparatus Check and Inventory form(s).
 4. Equipment and apparatus not in proper working order or needing maintenance shall be "RED TAGGED" and turned in with a service request.
- E. Training Locations and Props Used:** at the end of each day or use, clean up the area, arrange a neat and orderly appearance, equipment returned to its proper location, tables cleared, trash emptied, and replenish the water/rehab supply. Leave it better than it was found.
- F. Hazmat Building:** sweep and mop weekly plus daily cleanup after training and physical training.

SECTION 5.11 - GENERAL RULES AND GUIDELINES

5.11.1 Rules and guidelines governing recruit conduct will be strictly enforced.

Responsibility for compliance with these rules and guidelines rests with the recruit. Any recruit not in compliance will be subject to expulsion from the program. A full report of their conduct will be submitted to the recruit's Sponsoring Department.

- A. Personal Items:** The FTA will not assume any responsibility for loss, theft, or damage of personal items.
- B. General Care of the Facilities:** Recruits are required to place all refuse in the proper containers, observe all posted signs, and avoid any abuse of the FTA facilities. Abuse or damage of state property may result in dismissal from the Recruit Academy.
- C. Parking:** Recruits must park their vehicles in designated lots.
- D. Equipment and Supplies:** Recruits are responsible for the care and return of all FTA issued equipment and supplies.
- E. Use of the Exercise Area and Equipment is Encouraged:** The exercise room is limited to fitness use only. Leisure activity is not allowed. Recruits unaccustomed to using the exercise equipment should seek the supervision of a staff instructor.
- F. Medications:** The FTA does not provide medications of any kind for recruits. Recruits taking medications with side effects that might impact their ability to complete tasks safely shall not be permitted to train.
- G. Use of Tobacco Products:** The FTA prohibits using any tobacco products inside all buildings and on all training grounds. Containers are provided in designated areas for the disposal of cigarettes and cigars. Absolutely no smoking is allowed within 25 feet of doorways or windows that could be opened.
- H. Weapons and Explosives:** Weapons of any type and/or explosives are prohibited on the FTA campus. Any recruit found displaying and/or carrying any weapon or explosive may be subject to immediate dismissal (Commissioned law enforcement officers are exempt).
- I. Gambling, Intoxicants, and Narcotics:** Gambling in any form and/or possessing alcoholic beverages or illegal narcotics is prohibited on FTA Campus. Violation of any of the above will result in immediate dismissal.
- J. Impaired Behavior:** Any recruit that reports for training with the odor of alcohol or exhibits impaired behavior shall not be permitted to train and his/her Sponsoring department will be

immediately notified. The FTA Commander and the recruit's Sponsoring Department shall determine whether or not the recruit is dismissed from the training program.

- K. **Pornography:** Pornographic materials such as magazines, movies, posters, etc., are not permitted anywhere on campus.
- L. **Vehicle Safety Policies:** Seat belts shall be worn at all times. All traffic signs and posted speed limits on the FTA access road and campus shall be obeyed. Riding in the back of a pick-up truck or on the tail/running board or hose bed of fire apparatus is prohibited.
- M. All FTA policies and procedures are located at the administration building and are viewable upon request.
- O. Any complaint (s) that have not been resolved through the Chain of Command may be addressed with the Office of Professional Standards through the Washington State Patrol at <http://www.wsp.wa.gov/i-want-to/compliment-or-complaint/>

SECTION 5.12 - RECRUIT DORMITORY

5.12.1 Recruit Dormitory (Dorm)

Only recruits enrolled in the Recruit Academy or onsite for official training may stay in the dormitory. Unauthorized visitor(s) is prohibited in the dormitory and assigned rooms. Notify staff immediately of any suspected unauthorized person in the dorm.

- A. Dorm room inspections are performed at random. Inspections are limited to viewing observable conditions only. The inspections will be performed by the Program Chief and Company Officer (or FTA Staff).
 - 1. If violations of rules are suspected, all dormitory rooms shall be subject to inspection and/or search. Proper authorities will conduct investigations and searches.
 - 2. A request for admission to the WSFTA will be construed as implied consent to all investigations and searches.
 - 3. The Dorm is equipped with a video monitoring system, monitoring all public areas.
- B. Dormitory furnishings destroyed as a result of negligent acts will be charged directly to the recruit(s) responsible and/or the Sponsoring Department, as well as the cost for repairs or replacement. ***Recruits found responsible for negligent acts may be dismissed immediately from the Recruit Academy.***
- C. The FTA Administration will make room assignments. Changes to the room assignments are at the discretion of the Program Chief.
- D. Rooms are inspected prior to and upon departure of recruit occupancy. The recruit(s) is responsible for cleaning and vacuuming during their stay and prior to departure.
- E. Recruits shall share in the proper policing of their room, building, and campus as directed.
- G. No room shall be shared by a male recruit and a female recruit. Recruits of the opposite sex shall not visit one another's room at any time. ***Violation of this rule may result in immediate dismissal.***
- H. Recruits will be properly clothed when in public areas of the dormitory. Personal protective equipment is not permitted in the dormitory.
- I. Quiet time shall be observed between the hours of 2200 and 0600.

- J.** The FTA does not provide the linens for beds. Recruits can either bring their own sheets and blankets or a sleeping bag.
 - 1. Beds shall be made at all times while not in use to maintain a professional appearance.
- K.** Food or drinks are permitted in the sleeping quarters. Appliances (coffee makers, microwaves, popcorn makers, etc.) are prohibited in the sleeping quarters.
- L.** Brooms, mops and limited cleaning supplies are provided for use in the dormitory.
- M.** Dormitory common areas are under 24 hour video surveillance.