

SOUTH CACHE FIRE AND EMS ADVISORY COMMITTEE MEETING AGENDA

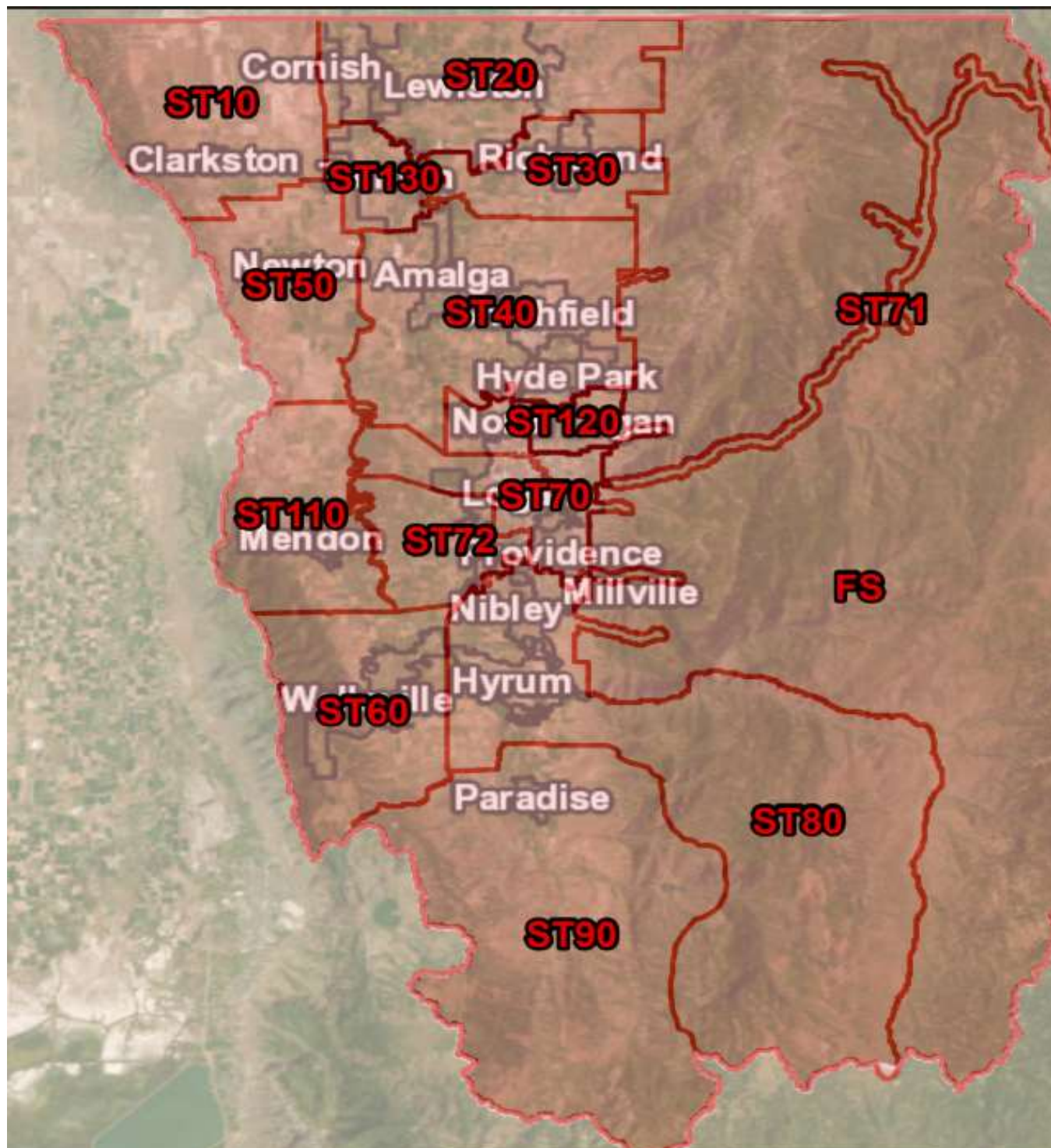
MONDAY, JULY 27, 2026 — 10:00 AM MT

The anchor location for this meeting shall be the Hyrum City Hall, 60 W Main St, Hyrum, UT 84319-1206.

1. **Call to Order and Roll Call**
2. **Discussion and Consideration:** Approval of the July 10, 2026, Meeting Minutes and the Current Agenda
3. **Workshop:** Cache County Executive George Daines/Cache Fire Chief Brady George
 - a. Presentation of the Broken-Out Fire Region Maps
 - b. Estimation of Financial Loss Due to Fires in the County
 - c. Discussion on Potential Tax Rate for the Cache Fire District
4. **Discussion:** Hyrum City Presentation on the 4th Model in Comparison to the Other Three Models Prepared by the County
5. **Discussion:** Future Model for the Cache Fire District
6. **Sub Committee Reports**
 - a. *Equipment* –
 - b. *Finance* –
 - c. *Training* –
 - d. *EMS* –
 - e. *Unincorporated Coordination* –
7. **Discussion:** Setting Date and Time for the Next Meeting
 - a. Recommended August 14, 2026, at 10:00 AM MT at the Hyrum City Hall

Scheduled Adjournment at 12:00 PM MT

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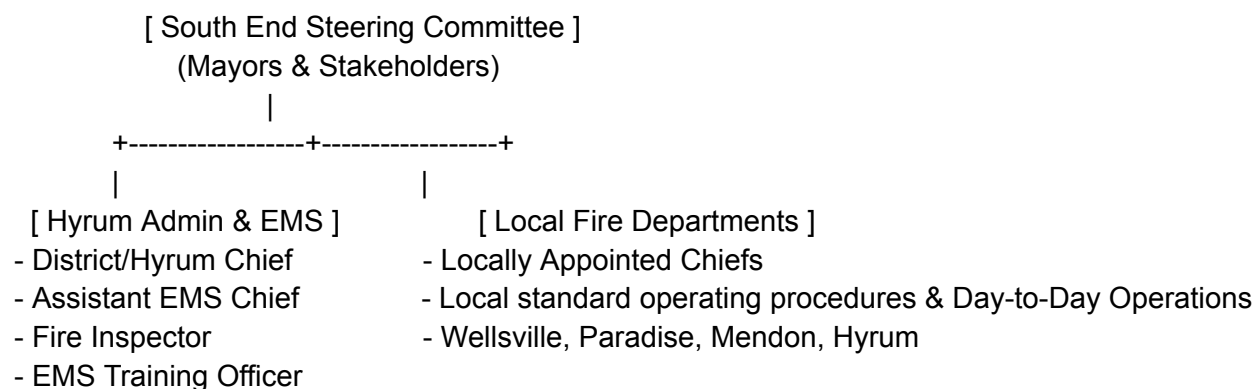
The Cache Valley South End Fire & EMS Collaborative Plan

Executive Summary

Rather than a single, centralized fire district, the South End Departments (Hyrum, Wellsville, Paradise, and Mendon) will operate under a cooperative interlocal agreement along with contracting cities on the south end (Nibley, Millville). Individual cities retain ownership of their departments, personnel, and identities, and have a say on how departments are run, while leveraging Hyrum's administrative infrastructure and ambulance license to deliver seamless, high-quality EMS and fire protection.

1. Leadership & Governance Structure

This model balances centralized coordination with localized command to ensure every mayor and chief retains a voice.



- **Hyrum Administration :**

- **Hyrum Fire Chief:** Will oversee hyrum fire and ems operations, Help manage reporting software, write SOP's. Can potentially offer administrative support for other departments, depending on how interlocal agreements are written.
- **Assistant Chief of EMS:** Manages the ambulance license, coordinates equipment compliance, and oversees regional EMS operations.
- **Full-Time Fire Inspector:** Handles fire safety inspections, plan reviews, and prevention programs for Hyrum (and potentially other partner cities via contract).

- **EMS Training Officer:** Standardizes training so all providers, regardless of their home department, operate at the same high clinical standard. Ensure all agencies are getting required training.
- **Local Autonomy:**
 - Each city's mayor retains the authority to appoint their own Fire Chief.
 - Local chiefs run their day-to-day operations and have the leeway to tailor their departments to their community's unique needs.

2. EMS & Ambulance Operations

Securing a state ambulance license is incredibly difficult for smaller departments. This model solves that hurdle collaboratively.

- **Licensing & Staffing:** Hyrum holds the ambulance license. Ambulances can be physically stationed at Wellsville, Paradise, or Mendon, but they will operate under Hyrum's license.
- **Employment & Liability:** Staff running the ambulances remain employees of their respective home cities. The hosting city covers their own employees' insurance, benefits, and workers' compensation.
- **Co-Branding and Pride:** Trucks can feature co-branded decaling (e.g., "*Hyrum Ambulance – Serving Wellsville*"), and firefighters wear their own department badges. This preserves local legacy and morale.

3. Financial & Revenue-Sharing Model

To get buy-in from city councils, the money must be transparent, and those doing the work must see the financial reward.

- **Ambulance Billing Revenue:** Revenue generated by transport goes directly back to the city that staffed the run and paid the wages.
- **Overhead & Subscription Cost-Sharing:**
 - The base rate to charge for ambulance services will be determined by calculating the total regional overhead costs (licensing, admin, billing fees).
 - **Wage Supplementing:** Cities receiving coverage from a neighboring station will pay a pre-determined supplement to help that station cover its staffing/wage costs.
- **Tax Allocation (The "Voucher" System):**
 - District tax revenues are allocated back to the participating cities ("vouchers").
 - Each city decides how to spend its share.
 - A designated percentage of these funds will be held in a **Joint South End Capital Fund** (voted on by the South End steering committee) to cover training, license administration, and major capital purchases (like new rigs).

4. Shared Wildland Fire Resources

Wildland deployments are a great source of revenue for small departments, but they are often limited by staffing or apparatus bottlenecks.

- **The Shared Roster:** If Wellsville has a brush truck but lacks a full crew, they can pull qualified, wildland-certified personnel from a shared South End roster (e.g., a firefighter from Paradise).
- **Fair Reimbursement Flow:**
 - **Personnel:** The firefighter's home department (Paradise) pays them for the deployment and bills the state for reimbursement. Paradise keeps a small admin margin (e.g., receiving \$38/hr from the state, paying the firefighter \$32/hr) to cover PPE, workers' comp, and insurance.
 - **Apparatus:** Because Wellsville provided the truck, the state's apparatus reimbursement revenue goes directly to Wellsville to maintain and upgrade their fleet.

Strengths of This Pivot

- **Politically Feasible:** It respects municipal sovereignty. Mayors don't have to cede control of their local departments to a distant board.
- **Preserves Culture:** Volunteer and combination departments run on pride. Keeping local badges and truck names keeps volunteers engaged.
- **Scalable:** The North End can easily replicate this exact blueprint using Smithfield's ambulance license, creating a balanced county system.

Strategic Points to Refine

Before presenting this to legal counsel or state EMS regulators, keep these areas in mind:

1. **State Regulatory Approval:** You will need to confirm with the Utah Bureau of EMS that Hyrum's license can legally cover "sub-contracted" or interlocal staffing from other municipalities under this specific structure.
2. **The Interlocal Agreement (ILA):** This will be the legal backbone of the plan. It must clearly define the liability shift between the licensing city (Hyrum) and the staffing cities (Wellsville, Paradise, Mendon).

Part 1: Analyzing the EMS Budget

To make cost-sharing fair, we split the budget into three distinct buckets:

1. Centralized Administrative Overhead (\$576,000)

These are the fixed costs required to keep the ambulance license active, provide medical direction, and manage regional training.

- **2 Admin (Chief & Asst. Chief):** \$280,000
- **Ambulance, Equipment and squad depreciation:** \$116,000
- **Professional Services & Software:** \$60,000 (Services: \$40k, Software: \$20k)
- **Offline Medical Director:** \$20,000
- **Training :** \$15,000
- **Insurance & Refunds:** \$25,000 (Insurance: \$24k/comms split, Patient Refunds: \$1k)
- **Billing Services:** \$20,000
- **Equipment/maintenance** \$40,000

2. Station Operations & Staffing (\$1,156,000)

These are the variable costs tied directly to physical stations, staffing hours, and daily operations.

- **3 Full-Time Fire/EMT:** \$350,000 Stationed in Hyrum (1 persons will be on 24-7) with 3 admin in the daytime and volunteers to fill in staffing)
- **Part-Time Employees & Volunteers:** \$280,000(1 persons will be on 24-7) with 3 admin in the daytime and volunteers to fill in staffing)
- **Paramedic** 450,000 (Stationed in Hyrum)
- **POC:** \$76,000 Wellsville

Part 2: South End Demographics (The Baseline)

To distribute these costs equitably, we use estimated population proportions for the participating South End entities:

Entity	Est. Population	Population %
Hyrum	11,500	36.5%
Nibley	9,300	29.5%
Wellsville	4,300	13.7%
Millville	2,500	7.9%
Unincorporated County (South)	1,500	4.8%
Mendon	1,300	4.1%
Paradise	1,100	3.5%

TOTAL	31,500	100%
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Part 3: The Three-Tiered Cost-Sharing Model

To ensure no single city feels exploited, the cost is shared via three distinct metrics:

Tier 1: Shared Administrative Overhead (Split by Population)

Every city benefits from having an active ambulance license, an offline medical director, regional training, and administrative chiefs. This \$443,000 should be divided proportionally by population.

$$\text{\$City Share} = \text{\$Admin Cost (\$443,000)} \times \text{\%Population}$$

- **Hyrum (36.5%):** \$210,240
- **Nibley (29.5%):** \$169,920
- **Wellsville (13.7%):** \$78,912
- **Millville (7.9%):** \$45,504
- **Unincorporated County (4.8%):** \$27,648 (*funded by Cache County*)
- **Mendon (4.1%):** \$23,616
- **Paradise (3.5%):** \$20,160

Tier 2: Station Operations & Staffing (Funded by EMS Revenue + Call Volume)

The \$1,156,000 operational and staffing cost should **not** be a flat tax on the cities. Instead, it is offset by billing revenue and call volume.

1. **Ambulance Revenue Offset:** All transport billing revenue goes directly back to the city providing the staffing for that run. If Wellsville staffs an ambulance and makes a transport, they keep 100% of that transport revenue to offset their staffing costs.
2. **The "Standby/Coverage" Supplement:** If Hyrum's staffed ambulance responds to a call in Millville or Paradise, those cities pay a "per-call service fee" (e.g., \$250 to \$400 per response) to Hyrum. This directly supplements the wages of the station providing the coverage.

Tier 3: Capital Replacement Fund (The Voucher/Joint Fund)

Rather than paying \$335,000 cash out of pocket every year, the steering committee should establish a **Joint South End Capital Fund** using a portion of the district tax vouchers.

- Each city pays a percentage of equipment and ambulances each year.
- This fund is strictly locked for regional capital assets (buying the next ambulance or upgrading regional Zoll monitors).
- The South End steering committee (mayors and chiefs) votes on which station gets the next truck based on regional wear-and-tear and coverage needs.

Part 4: Final Cost-Sharing Summary

This structure guarantees that small towns like Paradise and Mendon aren't bankrupt by operational costs, while high-growth areas like Hyrum and Nibley pay their fair share for system leadership.

+-----+	
TOTAL REGIONAL EMS BUDGET	
\$1,732,000	
+-----+	
+-----+	
[SHARED ADMIN SYSTEM]	[STATION OPERATIONS]
\$576,000	\$1,156,000
(Shared via Population %)	(Offset by EMS Revenue & Joint Capital Voucher)

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				EMS						
			Hyrum	hyrum	wellsville	hyrum				
		Overhead	3 full time	6 partime	2 poc	Paramedic	Ems salaries	total cost	Population	per capita
		\$576,000	\$350,000	\$280,000	\$76,000	\$450,000	\$1,156,000	\$1,732,000		
Hyrum	36.5%	\$210,240	\$190,050	\$152,040	0	\$164,250	\$506,340	\$552,330	11,500	\$48
Nibley	29.5%	\$169,920	\$103,250	\$82,600	0	\$132,750	\$318,600	\$355,770	9300	\$38
wellsville	13.7%	\$78,912	0	0	76000	\$22,502	\$98,502	\$154,912	4300	\$36
Millville	7.9%	\$45,504	\$27,650	\$22,120	0	\$10,487	\$60,257	\$95,274	2500	\$38
<i>unicorporated county</i>	4.8%	\$27,648	\$16,800	\$13,440	\$3,648	\$1,080	\$34,968	\$61,536	1500	\$41
mendon	4.1%	\$23,616	0	0	\$3,116	\$430	\$3,546	\$26,732	1300	\$21
paradise	3.5%	\$20,160	\$12,250	\$9,800	0	\$38	\$22,088	\$42,210	1100	\$38

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EMT Training Pathway Report

Minimum baseline training and certification pathway comparison

Introduction

This document was prepared at the request of the South Cache County Advisory Committee to compare different options for providing baseline Emergency Medical Technician (EMT) training to volunteers, new part-time personnel, and paid-on-call personnel. The training level reviewed is Emergency Medical Technician, along with the Utah EMS instructor and course coordination requirements that apply when an agency or training program delivers EMT education.

The purpose of this document is to outline the process associated with each training option and to identify practical advantages and disadvantages of each model. The options reviewed include department-led internal training, a regional department consortium approach, District-led regional training, and training through a third-party provider such as Bridgerland Technical College.

Each option is evaluated using the following general variables:

1. Alignment with Utah EMS licensure requirements and National Registry testing standards
2. Process for training delivery, skills instruction, and student competency validation
3. Coordination of National Registry cognitive and psychomotor testing requirements
4. Availability of qualified Utah EMS instructors and course coordinators
5. Availability of classroom space, skills lab equipment, EMS simulation equipment, and patient-care training resources
6. Availability of dedicated training vehicles or equipment and the potential impact on operational response resources
7. Interoperability between departments, EMS agencies, medical direction, and responding fire/EMS personnel
8. Suitability for volunteers, part-time personnel, and paid-on-call personnel
9. Scheduling considerations
10. Administrative and records-management requirements
11. Direct and indirect cost considerations
12. Department or District staffing, instructor, and course coordination requirements

This document examines the four most apparent options for training and does not attempt to describe or evaluate every possible option for achieving new EMT licensure or certification.

Baseline EMT Training Requirements

For purposes of this review, the baseline EMS training package includes the following certification and licensure components:

Training / Certification Component	General Purpose	Applicable Standard / Requirement	Certifying or Licensing Entity
Emergency Medical Technician	Establishes the basic knowledge, skills, and abilities needed to provide out-of-hospital emergency medical care and transportation under medical oversight.	National EMS Education Standards; National Registry EMT certification examination process; Utah Bureau of EMS licensure requirements.	National Registry of EMTs / Utah Bureau of Emergency Medical Services
BLS Provider CPR	Establishes basic life support skills, including CPR, AED use, bag-valve-mask ventilation, and team-based resuscitation.	BLS Provider CPR course accepted by Utah EMS licensing requirements.	Approved CPR training organization / Utah Bureau of Emergency Medical Services verification
National Registry Cognitive Examination	Evaluates entry-level EMT knowledge using the National Registry certification examination process.	National Registry EMT cognitive examination.	National Registry of EMTs
Psychomotor / Skills Competency	Validates EMT practical skills and patient-care competencies required for certification and licensure.	State-approved National Registry psychomotor or skills competency requirement.	Utah Bureau of Emergency Medical Services / National Registry process

These components are used as the baseline for comparing each training option in this document. The comparison focuses on how each option may support training delivery, skills validation, testing coordination, instructor and course coordinator requirements, equipment and facility needs, interoperability, scheduling, cost, and administrative support.

Utah EMS Licensure and National Registry Process

EMT licensure in Utah is administered by the Utah Bureau of Emergency Medical Services. Utah uses National Registry testing as part of the initial licensure process for EMT-level providers.

In general, initial EMT licensure requires completion of a state-approved EMT course, submission of the Utah EMS application, payment of required fees, fingerprinting and background check completion, and successful completion of the state-approved National Registry cognitive and psychomotor examination process.

Course completion, by itself, should not be treated as the same thing as Utah EMT licensure or National Registry certification. Final recognition depends on successful completion of the required testing, application, background check, and licensure process.

EMS Instructor and Course Coordinator Requirements

When an agency or training program delivers EMT education, the instructor and course coordination requirements are a significant part of the training model. Utah recognizes EMS Instructor, EMS Course Coordinator, and EMS Training Officer endorsements. The requirements below are included because they affect whether a department, consortium, or District can independently deliver or coordinate EMT training.

Endorsement	General Requirement	Key Documentation / Process Items	Cost / Renewal Notes
EMS Instructor Endorsement	Applicant must hold a current Utah EMS license as an EMR, EMT, AEMT, or Paramedic for at least two years.	Requires recommendation addressing EMS skills and teaching abilities, documentation of 15 hours of teaching experience, completion of the initial EMS instructor course, signed contract, and verification of at least 25 patient contacts within the prior year.	Utah publishes a \$150 endorsement fee. Endorsement renewal requires current Utah EMS licensure and completion of an instructor renewal course/seminar during the endorsement cycle.
EMS Course Coordinator Endorsement	Applicant must hold a current Utah EMS license and a current EMS Instructor endorsement.	Requires co-coordinator-of-record experience under an endorsed Course Coordinator, a recommendation letter, documentation of 30 hours of EMS instruction within the last year, completion of the Course Coordinator course, and a signed contract.	Utah publishes a \$75 endorsement fee. The endorsement is valid for two years and requires renewal and continued compliance with Utah BEMS standards.
EMS Training Officer Endorsement	Applicant must hold a current Utah EMS license and a current EMS Instructor endorsement.	Requires a minimum of 30 hours of EMS instruction within the past year, completion of the EMS Training Officer course, and a signed contract.	Utah publishes a \$75 endorsement fee. This role may be useful for agency-level continuing education and training oversight.

For planning purposes, any department-led, consortium-based, or District-led EMT course should identify who will serve as the endorsed Course Coordinator, who will provide instruction, who will verify student skills, and who will maintain the required course and student records.

Training Options Reviewed

This document reviews four primary options for delivering baseline EMT training. Each option may support the same general licensure outcome, but the process, resource needs, administrative responsibilities, cost considerations, and operational impacts differ.

Option	Training Model	General Description
A	Department-Led Internal Training	An individual department or agency trains its own personnel, provides required classroom and skills instruction, validates completion of required competencies, and coordinates National Registry and Utah EMS licensure requirements.
B	Regional Department Consortium	Multiple departments work together to provide EMT training through a shared regional model. A participating department or designated lead agency coordinates course approval, records, skills validation, and testing/licensure support.
C	District-Led Regional Training	The District provides EMT training for personnel from multiple departments using District training staff, facilities, EMS equipment, and administrative support. The District coordinates course records, student validation, and testing/licensure support.
D	Third-Party Training Provider	Personnel attend EMT training through a third-party provider, such as Bridgerland Technical College. The provider delivers the training and supports the licensure process. The sponsoring department remains responsible for tracking status and department-specific training needs.

The following sections review each option individually using the same general variables identified in the introductory summary.

Option A - Department-Led Internal Training

Under this option, an individual department or agency provides the required EMT training to its own personnel. The department delivers or coordinates the classroom instruction, skills training, competency validation, and required documentation before supporting National Registry testing and Utah EMS licensure.

Review Variable	Considerations
Training Delivery	Training is delivered internally by the individual department or agency. The department must provide or arrange instructors, course materials, classroom instruction, skills instruction, patient-care scenarios, and required documentation.
Skills Validation	The department is responsible for ensuring that each candidate completes required EMT skills instruction and competency validation before testing and licensure steps are completed.
Testing / Licensure Coordination	The department must support student completion of the Utah EMS application process and National Registry cognitive and psychomotor testing requirements.
Instructor / Coordinator Requirements	This option requires access to Utah-endorsed EMS instructors and an EMS Course Coordinator qualified to coordinate the course at the EMT level.
Equipment and Facilities	The department must provide or arrange classroom space, skills lab equipment, BLS equipment, patient-care simulation supplies, and other materials needed for EMT training.
Operational Resource Impact	If operational ambulances, response vehicles, or in-service EMS equipment are used for training, availability for emergency response may be affected during training sessions.
Interoperability	Training is closely aligned with the department's own equipment and procedures. Additional regional or District-level training may be needed to support common EMS practices with neighboring agencies.
Suitability for Volunteers / Part-Time / POC Personnel	This option may be well suited for departments that can schedule training around local personnel availability and have enough instructional and administrative support to manage the course.
Scheduling	Scheduling may be more flexible because the department controls the training calendar. Progress may be affected by instructor availability, call volume, clinical or skills requirements, and participant attendance.
Administrative Requirements	The department must maintain student records, attendance records, skills validation records, course approval documentation, testing documentation, and final licensure records.
Cost Considerations	Direct costs may be lower if the department already has instructors, facilities, and equipment. Indirect costs may include instructor time, equipment wear, supplies, administrative time, and possible impacts to response readiness.
Staffing / Instructor Requirements	This option requires sufficient EMS instructors, evaluators, a course coordinator, and administrative support to deliver and document the training process.

Option A - Department-Led Internal Training (cont.)

Potential Advantages

Advantage	Description
Local control	The department controls the pace, schedule, instructors, and local training priorities.
Department-specific training	Training can be built around the department's own EMS equipment, response model, documentation expectations, and medical direction.
Flexible scheduling	Training can be scheduled around the availability of local volunteers, part-time personnel, and paid-on-call personnel.
Lower direct tuition cost	Direct course costs may be lower when training is delivered using existing department resources.
Early department engagement	New personnel begin training within their own department and become familiar with local expectations early in the process.

Potential Disadvantages

Disadvantage	Description
High internal workload	The department must provide instructors, equipment, records management, skills validation, course coordination, and licensure support.
Instructor / coordinator availability	Departments without endorsed EMS instructors or a Course Coordinator may not be able to independently deliver or coordinate a course.
Use of operational equipment	Training may require operational EMS equipment or vehicles, which may affect response readiness during training sessions.
Limited regional consistency	Training may not fully align with neighboring departments or District practices unless regional interoperability training is added.
Documentation burden	The department is responsible for maintaining complete records needed to support testing, licensure, and future verification.

Option B - Regional Department Consortium

Under this option, multiple departments work together to provide baseline EMT training to new personnel. Training may be delivered through a shared regional course, a coordinated multi-department schedule, or a similar consortium model. A participating department or designated lead agency coordinates course records, skills validation, testing support, and Utah EMS licensure documentation.

Review Variable	Considerations
Training Delivery	Training is delivered jointly by participating departments. This may include shared instructors, shared course materials, regional skills days, common patient-care scenarios, and coordinated use of available facilities and equipment.
Skills Validation	Participating departments, or a designated lead agency, must validate that each candidate has completed the required EMT classroom and skills requirements before testing and licensure steps are completed.
Testing / Licensure Coordination	Testing and licensure support may be coordinated by participating departments or by a designated lead agency acting on behalf of the consortium. Clear responsibility should be assigned before the course begins.
Instructor / Coordinator Requirements	This option requires enough Utah-endorsed EMS instructors and an endorsed Course Coordinator to support the regional course.
Equipment and Facilities	The consortium must coordinate classroom space, skills lab equipment, BLS equipment, patient-care simulation materials, and any clinical or field experience requirements.
Operational Resource Impact	Unless dedicated training equipment or vehicles are available, participating departments may need to supply operational EMS equipment or apparatus, which may affect response availability in more than one community.
Interoperability	This option may support stronger interoperability by allowing personnel from multiple departments to train together, use common terminology, and develop shared expectations for EMS response.
Suitability for Volunteers / Part-Time / POC Personnel	This option may work well for volunteer, part-time, and paid-on-call personnel if the training schedule is developed around realistic evening, weekend, and attendance needs.
Scheduling	Scheduling requires coordination among multiple departments, instructors, facilities, and students. A fixed regional schedule may improve consistency but can be difficult for some personnel to attend.
Administrative Requirements	The consortium must identify who is responsible for course approval, rosters, attendance, student records, skills validation, testing support, and final licensure tracking.
Cost Considerations	Direct and indirect costs may be shared among participating departments. Costs may include instructor time, facility use, consumables, equipment use, administrative time, and travel.
Staffing / Instructor Requirements	This option requires enough qualified instructors, evaluators, a Course Coordinator, and administrative support from the participating departments or lead agency to deliver and document the training process.

Option B - Regional Department Consortium (cont.)

Potential Advantages

Advantage	Description
Shared workload	Instructors, facilities, equipment, and administrative duties may be shared among participating departments.
Regional consistency	Personnel from multiple departments can receive similar instruction and skill expectations.
Interoperability	Joint training may improve familiarity between departments and agencies that respond together or support one another.
Shared cost burden	Training-related costs may be distributed among participating departments rather than carried by one agency.
Larger student group	Combining students from multiple departments may make the training more efficient and easier to justify.

Potential Disadvantages

Disadvantage	Description
Coordination burden	Multiple departments must coordinate schedules, instructors, facilities, rosters, records, and testing support.
Need for clear lead agency	Without a designated lead agency, records management and licensure coordination may become inconsistent.
Use of operational equipment	Participating departments may need to use operational equipment or vehicles for training, which may affect response readiness.
Schedule challenges	A regional schedule may not fit every volunteer, part-time, or paid-on-call member's availability.
Varying department practices	Differences in equipment, documentation practices, medical direction, staffing models, and operating procedures may need to be addressed during training.

Option C - District-Led Regional Training

Under this option, the District provides baseline EMT training for personnel from multiple departments. Training is delivered through the District’s training program using District training staff, District facilities, EMS training equipment, and administrative support. The District coordinates course records, student validation, testing support, and Utah EMS licensure documentation.

Review Variable	Considerations
Training Delivery	Training is delivered by the District for personnel from multiple departments. The District provides the training structure, instructors, course materials, classroom instruction, skills training, and required documentation.
Skills Validation	The District validates that each candidate has completed the required EMT classroom and skills requirements before testing and licensure steps are completed.
Testing / Licensure Coordination	The District supports National Registry testing and Utah EMS licensure requirements on behalf of participating departments and candidates.
Instructor / Coordinator Requirements	This option requires District access to Utah-endorsed EMS instructors and an endorsed Course Coordinator qualified to coordinate EMT education.
Equipment and Facilities	The District can use its training facilities and EMS training equipment to support classroom instruction, skills stations, and patient-care scenarios.
Operational Resource Impact	Use of District training resources may reduce the need for individual departments to remove operational ambulances, response vehicles, or EMS equipment from service for training.
Interoperability	This option may provide a strong interoperability benefit because District personnel respond across jurisdictions and routinely interact with the departments involved. Training can be structured around common terminology, shared expectations, medical direction, and multi-agency operations.
Suitability for Volunteers / Part-Time / POC Personnel	This option is designed for volunteers, new part-time personnel, and paid-on-call personnel. The fixed schedule may support consistency, but attendance expectations should be clearly communicated before enrollment.
Scheduling	Training follows a fixed schedule similar to other structured EMT training programs. This may improve consistency but may also create attendance challenges for some personnel.
Administrative Requirements	The District is responsible for maintaining rosters, attendance records, skills validation records, testing documentation, and communication related to the Utah EMS licensure process. Participating departments should also retain records for their own personnel.
Cost Considerations	Costs may include District instructor time, facility use, training materials, consumables, EMS equipment use, administrative support, and any cost-sharing or allocation method used among participating departments.
Staffing / Instructor Requirements	This option requires sufficient District instructors, evaluators, a Course Coordinator, training officers, and administrative support to deliver and document the training process.

Option C - District-Led Regional Training (cont.)

Potential Advantages

Advantage	Description
Regional EMS training structure	The District can provide a common training structure for personnel from multiple departments.
Reduced operational impact	Use of District training resources may reduce the need for departments to use operational EMS equipment or vehicles during training.
Regional interoperability	Personnel can train in a setting that reflects regional response relationships, shared medical direction, and multi-agency operations.
Centralized administration	The District can manage rosters, records, skills validation, testing support, and licensure tracking in one system.
Common baseline expectations	Training can support a consistent baseline for volunteers, part-time personnel, and paid-on-call personnel across participating departments.

Potential Disadvantages

Disadvantage	Description
Fixed schedule	Personnel must be able to meet the District's training schedule and attendance expectations.
District staffing demand	The District must provide instructors, evaluators, training staff, course coordination, and administrative support.
Capacity limitations	Class size may be limited by instructor availability, facility capacity, skills equipment, simulation supplies, or clinical/field experience requirements.
Cost allocation	Participating departments may need to agree on how training costs are shared or assigned.
Department-specific follow-up	Individual departments may still need to provide orientation on local policies, equipment, station procedures, documentation expectations, and agency-specific response practices.

Option D - Third-party Training Provider

Under this option, personnel attend EMT training through a third-party training provider, such as Bridgerland Technical College. Bridgerland provides the structured EMT program, instructional schedule, training facilities, and program administration. The sponsoring department remains responsible for tracking the member's certification and licensure status, maintaining department records, and providing any department-specific orientation or operational training needed after completion.

Review Variable	Considerations
Training Delivery	Training is delivered through Bridgerland Technical College as a structured EMT program. The program provides instruction, course organization, and student requirements through the college.
Skills Validation	Bridgerland is responsible for the skills validation and program requirements associated with its EMT training program. The sponsoring department should confirm how those requirements align with Utah EMS licensure and National Registry testing expectations.
Testing / Licensure Coordination	Bridgerland identifies the licensure pathway as successful completion of the state-approved course, Utah EMS application, fees, DACS fingerprints, and National Registry cognitive and psychomotor exams. The sponsoring department should verify final certification and licensure for each candidate.
Instructor / Coordinator Requirements	Bridgerland provides the instructional and program coordination structure for enrolled students. The sponsoring department does not need to provide the core EMT instructor or course coordinator for this pathway.
Equipment and Facilities	Bridgerland provides or coordinates the program facilities and skills equipment needed for EMT training.
Operational Resource Impact	This option reduces the need for local departments to commit operational EMS equipment, ambulances, or response vehicles during the core training program.
Interoperability	Training through Bridgerland may provide a broad EMT training foundation. Additional department or District-level training may be needed to align the member with local EMS operations, documentation expectations, communications, and multi-agency response procedures.
Suitability for Volunteers / Part-Time / POC Personnel	This option may be useful for individual volunteers, new part-time personnel, or paid-on-call personnel who are able to meet the program schedule, attendance requirements, and cost expectations.
Scheduling	Bridgerland publishes an adult EMT schedule of Monday, Wednesday, and Friday from 8:00 a.m. to 12:00 p.m., with an estimated length of three months and 12 hours per week.
Administrative Requirements	Bridgerland manages program administration for enrolled students. The sponsoring department should still maintain its own records of enrollment, completion, testing, final licensure, and any local training requirements.
Cost Considerations	Bridgerland publishes an estimated program tuition and fee cost of approximately \$1,093 per student, not including the national testing fee. Additional costs may include background check, books, supplies, travel, wages, stipends, or backfill depending on department policy.
Staffing / Instructor Requirements	This option reduces the department's need to provide instructors for the core EMT program. Department or District staff may still be needed for local orientation, operational integration, and follow-up training.

Option D - Third-party Training Provider (cont.)

Potential Advantages

Advantage	Description
Structured outside program	The program provides an established training schedule, curriculum, and student process.
Reduced department delivery burden	Departments do not need to provide the full instructional staff, facilities, skills equipment, or course administration for the core program.
Reduced operational equipment impact	The program reduces the need for departments to use operational EMS equipment or vehicles during core training.
Published cost and schedule	The program publishes estimated tuition and fee information, program length, and adult schedule information.
Useful individual pathway	This option may be useful when a department has only one or two students, when local training seats are unavailable, or when a member cannot attend a District or regional course.

Potential Disadvantages

Disadvantage	Description
Higher direct cost than internal delivery	The published estimated program cost is approximately \$1,093 per student before any national testing fee or additional department or student expenses.
Fixed daytime schedule	The published adult schedule may be difficult for some volunteers, part-time personnel, or paid-on-call personnel who work during weekday daytime hours.
Less local operational alignment	The program may not fully reflect local department procedures, District practices, communications, documentation expectations, or mutual-aid response practices.
Additional follow-up training	Departments may need to provide local orientation and operational training after program completion.
Certification and licensure verification	The sponsoring department should verify course completion, testing, and final Utah EMS licensure for each candidate.

Final Comparison Considerations

The four options described in this document provide different approaches for delivering baseline EMT training and supporting certification and licensure for volunteers, new part-time personnel, and paid-on-call personnel. Each option involves different levels of department involvement, District involvement, outside training support, cost, scheduling structure, EMS equipment use, administrative responsibility, instructor and course coordinator requirements, and regional interoperability.

When reviewing these options, the South Cache County Advisory Committee may wish to consider the following questions:

Consideration	Questions for Review
Licensure Process	Does the option clearly support Utah EMS licensure requirements, including course completion, application, background check, National Registry testing, and final license tracking?
Instructor / Coordinator Requirements	Does the option have access to Utah-endorsed EMS instructors and an EMS Course Coordinator qualified to support EMT education?
Skills Validation	Does the option provide reliable skills instruction, psychomotor preparation, patient-care scenarios, and documentation needed for testing and licensure?
Equipment Availability	Does the option use dedicated EMS training equipment, or would operational ambulances, response vehicles, or EMS equipment need to be used for training?
Response Readiness	Could the training model affect a department's ability to respond to emergency calls during scheduled training sessions?
Interoperability	Does the option help personnel from different departments train together, use common terminology, understand shared EMS expectations, and integrate with District and mutual-aid response practices?
Local Operational Alignment	Does the training reflect the equipment, staffing models, medical direction, communications practices, documentation expectations, and operating procedures used by the departments and the District?
Volunteer / Part-Time / POC Suitability	Is the schedule realistic for personnel who may have full-time employment, family obligations, or other volunteer commitments?
Administrative Support	Who is responsible for enrollment, course records, attendance records, skills validation, testing support, licensure tracking, and final documentation?
Cost	What are the direct and indirect costs, including tuition, instructor time, facility use, equipment use, consumables, CPR requirements, background checks, National Registry testing fees, travel, wages, stipends, and possible backfill?
Capacity	How many students can reasonably be trained through the option during a single course cycle?
Follow-Up Training	Will departments need to provide additional local orientation or operational training after completion of the baseline EMT program?
Long-Term Sustainability	Can the option be repeated on a predictable basis as new volunteers, part-time personnel, and paid-on-call personnel are recruited?

This document is intended to provide a common framework for comparing the four identified training options. Additional discussion may be needed to determine available class sizes, final costs, course schedules, instructor availability, equipment needs, clinical or field experience requirements, testing coordination, and the preferred method for supporting Utah EMS licensure and National Registry testing.

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Firefighter Training Pathway Report

Minimum baseline training and certification pathway comparison

Introduction

This document was prepared at the request of the South Cache County Advisory Committee to compare different options for providing baseline firefighter training to volunteers, new part-time personnel, and paid-on-call personnel. The training levels reviewed include Firefighter I, Firefighter II, Hazardous Materials Awareness, and Hazardous Materials Operations.

The purpose of this document is to outline the process associated with each training option and to identify practical advantages and disadvantages of each model. The options reviewed include department-led internal training, a regional department consortium approach, District-led regional training, and training through a third-party provider such as Bridgerland Technical College.

Each option is evaluated using the following general variables:

1. Alignment with Utah firefighter certification requirements
2. Process for training delivery and internal skills validation
3. Coordination of Utah certification testing
4. Availability of live-fire training facilities and props
5. Availability of dedicated training apparatus
6. Impact on operational apparatus and emergency response readiness
7. Interoperability between departments and responding agencies
8. Suitability for volunteers, part-time personnel, and paid-on-call personnel
9. Scheduling considerations
10. Administrative and records-management requirements
11. Direct and indirect cost considerations
12. Department or District staffing and instructor requirements

This document examines the four most apparent options for training and does not attempt to describe or evaluate every possible option for achieving new firefighter certification.

Baseline Firefighter Training Requirements

For purposes of this review, the baseline firefighter training package includes the following certification levels:

Training Level	General Purpose	Applicable Standard	Certifying Entity
Firefighter I	Establishes the basic knowledge, skills, and abilities needed to operate as an entry-level firefighter under supervision	NFPA 1010, 2024 Edition	Utah Fire Service Certification Council / Utah Fire & Rescue Academy
Firefighter II	Builds on Firefighter I and prepares personnel for additional fireground, prevention, equipment, and operational responsibilities	NFPA 1010, 2024 Edition	Utah Fire Service Certification Council / Utah Fire & Rescue Academy
Hazardous Materials Awareness	Provides the ability to recognize hazardous materials, identify basic hazards, isolate the area, deny entry, and make appropriate notifications	NFPA 470, 2022 Edition; OSHA 29 CFR 1910.120(q)(6)(i)	Utah Fire Service Certification Council / Utah Fire & Rescue Academy
Hazardous Materials Operations	Provides the ability to operate defensively at hazardous materials incidents, support incident operations, and assist with protective actions and decontamination	NFPA 470, 2022 Edition; OSHA 29 CFR 1910.120(q)(6)(ii)	Utah Fire Service Certification Council / Utah Fire & Rescue Academy

These certification levels are used as the baseline for comparing each training option in this document. The comparison focuses on how each option may support training delivery, internal skills validation, certification testing coordination, manipulative skills testing (including live-fire training and testing requirements), apparatus and facility needs, interoperability, scheduling, cost, and administrative support.

Utah Certification Process

Firefighter certification in Utah is administered through the Utah Fire Service Certification System, under the direction of the Utah Fire Service Certification Council and the Utah Fire & Rescue Academy.

Personnel may complete the required training through different delivery models, including department-based training, regional training, District-led training, or another approved training provider. Regardless of the training model used, training should be provided by personnel trained to at least the same level as being sought by the student and preferably by personnel trained and certified as a fire service instructor. Certification requires completion of the required training objectives, documented training records, internal skills validation, successful completion of required written and practical certification examinations, and submission of the applicable certification request through the Utah certification system.

For departments or agencies that deliver training internally, the department is responsible for maintaining training records, documenting completion of required written and practical objectives, conducting the required in-house practical skills examination, and ensuring that candidates meet applicable prerequisites before state certification testing is requested.

Firefighter I certification also includes live-fire training and evaluation requirements. Because of this, each training option should be evaluated for its ability to provide access to appropriate live-fire facilities, props, instructors, apparatus, personal protective equipment, and documentation needed to support certification.

Course completion, by itself, should not be treated as the same thing as state certification. Final certification is issued through the Utah Fire Service Certification Council / Utah Fire & Rescue Academy certification system after the applicable certification requirements have been completed.

Training Options Reviewed

This document reviews four primary options for delivering baseline firefighter training. Each option may support the same general certification outcome, but the process, resource needs, administrative responsibilities, cost considerations, and operational impacts differ.

Option	Training Model	General Description
A	Department-Led Internal Training	An individual fire department trains its own personnel, validates completion of required classroom and manipulative skills training, and requests certification testing through the Utah certification system.
B	Regional Department Consortium	Multiple departments work together to provide training to new personnel through a shared regional training model. A participating department or designated lead agency coordinates records, skills validation, and certification testing requests.
C	District-Led Regional Training	The Fire District provides training for personnel from multiple departments using District training staff, District facilities, District apparatus, and the District's existing training props, including live-fire capability. The District coordinates records, internal validation, and certification testing requests.
D	Third-Party Training Provider	Personnel attend training through a third-party provider, such as Bridgerland Technical College. The provider delivers the training and may coordinate or assist with certification testing. The sponsoring department remains responsible for tracking certification status and department-specific training needs.

The following sections review each option individually using the same general variables identified in the introductory summary.

Option A — Department-Led Internal Training

Under this option, an individual fire department provides the required firefighter training to its own personnel. The department delivers the classroom instruction, manipulative skills training, internal skills validation, and required documentation before requesting certification testing through the Utah certification system.

Review Variable	Considerations
Training Delivery	Training is delivered internally by the individual fire department. The department must provide instructors, lesson plans, classroom instruction, manipulative skills training, training materials, and required documentation.
Internal Skills Validation	The department is responsible for validating that each candidate has completed the required didactic and manipulative training objectives before certification testing is requested.
Certification Testing Coordination	The department requests certification testing through the Utah certification system after candidates have completed the required training and internal validation process.
Live-Fire Training	The department must ensure that candidates have access to appropriate live-fire training and evaluation opportunities. This may require access to a burn prop, training facility, acquired structure, or other approved live-fire training setting.
Apparatus and Equipment	This option may require the use of operational apparatus for training unless the department has access to dedicated training apparatus. Use of operational apparatus may affect response availability during training.
Interoperability	Training is closely aligned with the department's own equipment and procedures. Additional regional training may be needed to support common practices with neighboring departments and responding agencies.
Suitability for Volunteers / Part-Time / POC Personnel	This option may be well suited for departments that can schedule training around local personnel availability and have enough instructors, equipment, and administrative support to manage the process.
Scheduling	Scheduling may be more flexible because the department controls the training calendar. However, training progress may be affected by instructor availability, call volume, facility access, and participant attendance.
Administrative Requirements	The department must maintain training records, attendance records, internal skills validation records, testing documentation, and final certification records.
Cost Considerations	Direct costs may be lower if the department already has instructors, facilities, and equipment. Indirect costs may include instructor time, apparatus use, equipment wear, PPE use, consumables, administrative time, and potential impacts to response readiness.
Staffing / Instructor Requirements	This option requires sufficient department instructors, evaluators, training officers, and administrative support to deliver and document the training process.

Option A — Department-Led Internal Training (cont.)

Potential Advantages

Advantage	Description
Local control	The department controls the pace, schedule, instructors, and local training priorities.
Department-specific training	Training can be built around the department's own equipment, apparatus, policies, and operating practices.
Flexible scheduling	Training can be scheduled around the availability of local volunteers, part-time personnel, and paid-on-call personnel.
Lower direct tuition cost	Direct course costs may be lower when training is delivered using existing department resources.
Early department engagement	New personnel begin training within their own department and become familiar with local expectations early in the process.

Potential Disadvantages

Disadvantage	Description
High internal workload	The department must provide instructors, equipment, records management, skills validation, and testing coordination.
Variable live-fire access	Departments without live-fire props or facilities may need to coordinate access through another agency or facility.
Use of operational apparatus	Training may require front-line apparatus, which may affect response readiness during training sessions.
Limited regional consistency	Training may not fully align with neighboring departments unless regional interoperability training is added.
Documentation burden	The department is responsible for maintaining complete records needed to support certification testing and future verification.

Option B — Regional Department Consortium

Under this option, multiple fire departments work together to provide baseline firefighter training to new personnel. Training may be delivered through a shared regional academy, a coordinated multi-department training schedule, or a similar consortium model. A participating department or designated lead agency coordinates training records, internal skills validation, and certification testing requests through the Utah certification system.

Review Variable	Considerations
Training Delivery	Training is delivered jointly by participating departments. This may include shared instructors, shared lesson plans, regional skills days, common training materials, and coordinated use of available facilities and equipment.
Internal Skills Validation	Participating departments, or a designated lead agency, must validate that each candidate has completed the required classroom and manipulative skills training before certification testing is requested.
Certification Testing Coordination	Certification testing may be requested by the participating departments or by a designated lead agency acting on behalf of the consortium. Clear responsibility should be assigned before the course begins.
Live-Fire Training	Live-fire training must be coordinated as part of the regional training process. This may require access to a shared burn prop, training facility, acquired structure, or other approved live-fire training setting.
Apparatus and Equipment	Unless dedicated training apparatus is available through the District or another provider, this option may require participating departments to supply operational apparatus for training. Use of operational apparatus may affect response availability in more than one community at the same time.
Interoperability	This option may support stronger interoperability by allowing personnel from multiple departments to train together, use common terminology, and develop shared expectations for fireground operations.
Suitability for Volunteers / Part-Time / POC Personnel	This option may work well for volunteer, part-time, and paid-on-call personnel if the training schedule is developed around realistic evening, weekend, and attendance needs.
Scheduling	Scheduling requires coordination among multiple departments, instructors, facilities, and students. A fixed regional schedule may improve consistency but can be difficult for some personnel to attend.
Administrative Requirements	The consortium must identify who is responsible for rosters, attendance, training records, internal skills validation, certification testing requests, communication with the Utah certification system, and final certification tracking.
Cost Considerations	Direct and indirect costs may be shared among participating departments. Costs may include instructor time, facility use, consumables, apparatus use, PPE use, live-fire materials, administrative time, and travel.
Staffing / Instructor Requirements	This option requires enough qualified instructors, evaluators, and administrative support from the participating departments or lead agency to deliver and document the training process.

Option B — Regional Department Consortium (cont.)

Potential Advantages

Advantage	Description
Shared workload	Instructors, facilities, equipment, and administrative duties may be shared among participating departments.
Regional consistency	Personnel from multiple departments can receive similar instruction and skill expectations.
Interoperability	Joint training may improve familiarity between departments that respond together or support one another through mutual aid.
Shared cost burden	Training-related costs may be distributed among participating departments rather than carried by one agency.
Larger student group	Combining students from multiple departments may make the training more efficient and easier to justify.

Potential Disadvantages

Disadvantage	Description
Coordination burden	Multiple departments must coordinate schedules, instructors, facilities, rosters, records, and testing requests.
Need for clear lead agency	Without a designated lead agency, records management and certification coordination may become inconsistent.
Use of operational apparatus	Participating departments may need to use front-line apparatus for training, which may affect response readiness.
Schedule challenges	A regional schedule may not fit every volunteer, part-time, or paid-on-call member's availability.
Varying department practices	Differences in equipment, policies, staffing models, and operating practices may need to be addressed during training.

Option C — District-Led Regional Training

Under this option, the Fire District provides baseline firefighter training for personnel from multiple departments. Training is delivered through the District’s training program using District training staff, the District’s shared training facility, dedicated training apparatus, and essential training props, including live-fire training capability. The District coordinates training records, internal skills validation, and certification testing requests through the Utah certification system.

Review Variable	Considerations
Training Delivery	Training is delivered by the District for personnel from multiple departments. The District provides the training structure, instructors, lesson plans, classroom instruction, manipulative skills training, and required documentation.
Internal Skills Validation	The District validates that each candidate has completed the required classroom and manipulative skills training before certification testing is requested.
Certification Testing Coordination	The District coordinates certification testing requests through the Utah certification system on behalf of the participating departments and candidates.
Live-Fire Training	The District has a shared training facility with essential props, including live-fire training capability. This allows live-fire training and evaluation requirements to be built into the training schedule.
Apparatus and Equipment	The District has dedicated training apparatus available for training. This reduces the need to use front-line operational apparatus from individual departments during training sessions.
Interoperability	This option may provide a strong interoperability benefit because District personnel respond across jurisdictions and routinely interact with the departments involved. Training can be structured around common terminology, shared expectations, regional response practices, and multi-agency operations.
Suitability for Volunteers / Part-Time / POC Personnel	This option is designed for volunteers, new part-time personnel, and paid-on-call personnel. The fixed schedule may support consistency, but attendance expectations should be clearly communicated before enrollment.
Scheduling	Training follows a fixed schedule similar to other structured firefighter training programs. This may improve consistency but may also create attendance challenges for some personnel.
Administrative Requirements	The District is responsible for maintaining rosters, attendance records, internal skills validation records, certification testing documentation, and communication with the Utah certification system. Participating departments should also retain certification and training records for their own personnel.
Cost Considerations	Costs may include District instructor time, facility use, training materials, consumables, PPE use, apparatus use, live-fire materials, administrative support, and any cost-sharing or allocation method used among participating departments. Existing District facilities, props, and apparatus may reduce the need for outside facility or apparatus costs.
Staffing / Instructor Requirements	This option requires sufficient District instructors, evaluators, training officers, and administrative support to deliver and document the training process.

Option C — District-Led Regional Training (cont.)

Potential Advantages

Advantage	Description
Existing training facility	The District already has access to a shared training facility with essential props and live-fire capability.
Dedicated training apparatus	District training apparatus can be used without relying heavily on operational apparatus from individual departments.
Reduced response-readiness impact	Use of dedicated training apparatus may reduce the impact on departments' ability to respond during training.
Regional interoperability	Personnel can train in a setting that reflects regional response relationships and multi-agency operations.
Centralized administration	The District can manage rosters, records, skills validation, and certification testing coordination in one system.
Common baseline expectations	Training can support a consistent baseline for volunteers, part-time personnel, and paid-on-call personnel across participating departments.

Potential Disadvantages

Disadvantage	Description
Fixed schedule	Personnel must be able to meet the District's training schedule and attendance expectations.
District staffing demand	The District must provide instructors, evaluators, training staff, and administrative support.
Capacity limitations	Class size may be limited by instructor availability, facility capacity, apparatus availability, PPE, or live-fire training requirements.
Cost allocation	Participating departments may need to agree on how training costs are shared or assigned.
Department-specific follow-up	Individual departments may still need to provide orientation on local policies, equipment, station procedures, and department-specific expectations.

Option D — Third-party Training Provider

Under this option, personnel attend firefighter training through a third-party training provider, such as Bridgerland Technical College. Bridgerland provides the structured firefighter training program, instructional schedule, training facilities, and program administration. The sponsoring department remains responsible for tracking the member's certification status, maintaining department records, and providing any department-specific orientation or operational training needed after completion.

Review Variable	Considerations
Training Delivery	Training is delivered through Bridgerland Technical College as a structured firefighter program. The program provides instruction, course organization, and student requirements through the college.
Internal Skills Validation	Bridgerland is responsible for the internal skills validation and program requirements associated with its firefighter training program. The sponsoring department should confirm how those requirements align with Utah certification testing expectations.
Certification Testing Coordination	Bridgerland may coordinate or assist with certification testing. The sponsoring department should verify the certification testing process for each cohort and confirm when final Utah certification is issued.
Live-Fire Training	Bridgerland appears to provide or coordinate the training facilities and props needed for firefighter training, including live-fire components where applicable. The sponsoring department should confirm live-fire completion and documentation requirements for each candidate.
Apparatus and Equipment	Bridgerland has dedicated training apparatus available for its program. This reduces the need for local departments to commit operational apparatus during training.
Interoperability	Training through Bridgerland may provide a broad firefighter training foundation. Additional department or District-level training may be needed to align the member with local operating practices, mutual-aid expectations, communications, and multi-agency response procedures.
Suitability for Volunteers / Part-Time / POC Personnel	This option may be useful for individual volunteers, new part-time personnel, or paid-on-call personnel who are able to meet the program schedule, attendance requirements, and cost expectations.
Scheduling	Bridgerland uses a fixed program schedule. This may provide predictability but may also create attendance challenges for personnel with work, family, or volunteer commitments.
Administrative Requirements	Bridgerland manages program administration for enrolled students. The sponsoring department should still maintain its own records of enrollment, completion, certification testing, final certification, and any local training requirements.
Cost Considerations	Bridgerland publishes an estimated program cost of approximately \$3,425 per student. Additional costs may include books, supplies, uniforms, PPE, travel, meals, wages, stipends, or backfill depending on department policy.
Staffing / Instructor Requirements	This option reduces the department's need to provide instructors for the core firefighter program. Department or District staff may still be needed for local orientation, operational integration, and follow-up training.

Option D — Third-party Training Provider (cont.)

Potential Advantages

Advantage	Description
Structured outside program	The program provides an established training schedule, curriculum, and student process.
Dedicated training apparatus	Bridgerland's training apparatus reduces the need for departments to use front-line operational apparatus during training.
Reduced department delivery burden	Departments do not need to provide the full instructional staff, facilities, props, or course administration for the core program.
Predictable schedule	The fixed program schedule may help departments and students plan around known class dates and requirements.
Useful individual pathway	This option may be useful when a department has only one or two students, when local training seats are unavailable, or when a member cannot attend a District or regional course.

Potential Disadvantages

Disadvantage	Description
Higher direct cost	The published program cost is approximately \$3,425 per student, before any additional department or student expenses.
Fixed schedule	The program schedule may be difficult for some volunteers, part-time personnel, or paid-on-call personnel to attend.
Less local operational alignment	The program may not fully reflect local department procedures, District practices, communications, or mutual-aid expectations.
Additional follow-up training	Departments may need to provide local orientation and operational training after program completion.
Certification verification	The sponsoring department should verify completion, certification testing, and final Utah certification for each candidate.

Final Comparison Considerations

The four options described in this document provide different approaches for delivering baseline firefighter training and supporting certification for volunteers, new part-time personnel, and paid-on-call personnel. Each option involves different levels of department involvement, District involvement, outside training support, cost, scheduling structure, apparatus use, live-fire access, administrative responsibility, and regional interoperability.

When reviewing these options, the South Cache County Advisory Committee may wish to consider the following questions:

Consideration	Questions for Review
Certification Process	Does the option clearly support Utah certification requirements, including training records, internal skills validation, certification testing, and final certification tracking?
Live-Fire Training	Does the option provide reliable access to live-fire training facilities, props, instructors, apparatus, PPE, and documentation needed for certification?
Apparatus Availability	Does the option use dedicated training apparatus, or would operational apparatus need to be removed from service for training?
Response Readiness	Could the training model affect a department's ability to respond to emergency calls during scheduled training sessions?
Interoperability	Does the option help personnel from different departments train together, use common terminology, and understand shared response expectations?
Local Operational Alignment	Does the training reflect the equipment, staffing models, communications practices, and operating procedures used by the departments and the District?
Volunteer / Part-Time / POC Suitability	Is the schedule realistic for personnel who may have full-time employment, family obligations, or other volunteer commitments?
Administrative Support	Who is responsible for enrollment, rosters, attendance records, internal skills validation, certification testing requests, and final certification records?
Cost	What are the direct and indirect costs, including tuition, instructor time, facility use, apparatus use, consumables, PPE, travel, wages, stipends, and possible backfill?
Capacity	How many students can reasonably be trained through the option during a single course cycle?
Follow-Up Training	Will departments need to provide additional local orientation or operational training after completion of the baseline certification program?
Long-Term Sustainability	Can the option be repeated on a predictable basis as new volunteers, part-time personnel, and paid-on-call personnel are recruited?

This document is intended to provide a common framework for comparing the four identified training options. Additional discussion may be needed to determine available class sizes, final costs, course schedules, instructor availability, equipment needs, live-fire documentation requirements, and the preferred method for coordinating certification testing through the Utah certification system.

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