



OAKLAND VOLUNTEER FIRE COMPANY

Serving Stonycreek Township (Cambria) & Lorain Borough

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Training Standard Operating Policy

This policy updated & implemented on July 6th, 2026

I. Policy Information

The purpose of this policy is to:

1. Outline an official training policy on personnel training requirements and expectations.
2. Describe how training costs and tuition will be paid for by the company or reimbursed to members, based upon conditions.
3. Maintain compliance with federal and state standards and to ensure properly trained personnel for the benefit of our communities, and those we mutually assist on automatic or requested aid.
4. Enact a minimum training requirement for new members, as well as an annual minimum training expectation for existing personnel.
5. Introduce and implement a training reimbursement model.
6. Introduce and implement a policy for reimbursement back to the company, when a member breaks good faith.

II. Personnel Training Requirements & Expectations

A. Minimum Training Requirements for all personnel:

1. New personnel functioning as firefighting personnel, EMS personnel, or fire police personnel must complete and pass the following training within the first year of membership.
 - a. 12 hours of FEMA NIMS/ICS 100, 200, 700 and 800.
 - b. 4 hours of PA or National TIMS training.
 - c. 4 hours of BLS (First-Aid/CPR/AED) training.
 - d. 22 hours of Hazmat Awareness training and/or Hazmat Awareness ProBoard certification.

B. Minimum Training Requirements for Firefighting Personnel:

1. In addition to Section II, Part A, all personnel functioning as a firefighter must complete the following training. Personnel who do not complete the following training will only be permitted to function at the highest level of which they are trained, or as an observer.
 - a. 136 hours of firefighting “essentials”, with ProBoard (EL26 / NFPA 1010 as of 2026); This includes Fire Ground Support (ELFS) and Exterior & Interior Firefighting (ELFF1).
 - b. 32 hours of Hazmat Operations training with ProBoard certification.
 - c. NWCG Wildland firefighter training; S110, S190, S130 (with field day), and L180.
 - d. 40 hours of NFPA 1006 Common Passenger Vehicle Rescue with ProBoard certification.

C. Minimum Training Requirements for Fire Police Personnel:

1. In addition to Section II, Part A, all personnel functioning as a Fire Police must complete the following training. Personnel who do not complete the following training will only be permitted to function at the highest level of which they are trained, or as an observer.
 - a. 16 hours of Fire Police Basic training.
 - b. 16 hours of Fire Police Advanced training.

D. Minimum Training Requirements for EMS Personnel:

1. In addition to Section II, Part A, all personnel functioning as a EMS Personnel must complete the following training. Personnel who do not complete the following training will only be permitted to function at the highest level of which they are trained, or as an observer.
 - a. Pennsylvania or Nationally Certified EMR, EMT-B, EMT-A, EMT-P, or PHRN.
 - b. Any training as required by the Pennsylvania Department of Health and/or Command Physician.

E. Minimum Training Requirements for Apparatus Driver/Operators:

1. All personnel functioning as an apparatus driver/operator must fulfill the minimum training requirements listed in Section II, Part A, AND Section II, Parts B, C, OR D, in addition to the following:
 - a. Valid Pennsylvania Driver's License.
 - b. 16 hour EVDT Course (specific to vehicle type and weight class).
 - c. 16 hour Pumps I class (Engines, Brush, ATV).
 - d. 16 hour Pumps II class (Engines).
 - e. Minimum of 8 hours of drivers training per apparatus with an approved driver/operator.

F. Annual Training Expectations of All Personnel:

1. All personnel beginning their 2nd year of membership are expected to complete the following training annually:
 - a. 6 hours of Hazmat Operations refresher.
 - b. 4 hours of BLS (First-Ad/CPR/AED) training / refresher.
 - c. At least 18 hours (approximately 6 sessions) of company in-house training.
 - d. At least one weekend course during the CCRFA Annual Fire School OR at least 16 hours of relevant and beneficial training from an accredited source, with approval from a Chief Officer or Training Officer.
 - e. Apparatus drivers must complete at least 8 hours of drive time and apparatus familiarity per year.

G. Exemptions and Excuses:

Personnel with justified reasoning, which is covered under Section IV, will be exempt or excused from the expectations defined in Section II Part A and Section II Part F.

III. Good-Faith Training Coverage & Reimbursement Policy

A. Station-Covered Training Costs:

At the moment of this policy being enacted, all personnel will be eligible for having training costs covered by the fire company, for approved training sources or other considerations as outlined under Section V.

However, any personnel who sign up for training that the station covers the cost of, and fail to complete the entirety of the training for any reasons not outlined in Section IV will, for a minimum period of at least one year, will be responsible for their own training costs, to be reimbursed as outlined in Section III.B. After a period of at least one year, the fire company body may vote to restore privileges.

B. Personnel Reimbursed Training Costs:

Personnel that successfully complete training at their own expense may apply to be reimbursed by the Oakland Volunteer Fire Company, so long as the training meets the considerations as outlined under Section V.

IV. Acceptable Excuses:

A. Automatically Acceptable Reasons:

The following are considered automatically acceptable reasons for the inability to complete training, provided that the member shows proof:

1. Family Death/Bereavement.
2. Unexpected Hospitalization.
3. Personal injury or illness preventing attendance.
4. Military Deployment.
5. Legal Obligations (such as court obligations).
6. Severe weather obstructing travel.
7. Critical Family/Home Emergency.

B. Chief Officer Approved Reasons:

Any reasons given not listed in or relevant to Section IV.A would need to be approved by a chief.

V. Approved Training Considerations

A. Automatically Approved Training:

The following sources of training are approved by default for this policy

1. Essentials to Firefighting (EBM) / PA Entry Level Fire Training (EL-26)

This is the basic-level firefighting training held annually in multiple counties by the CCRFA.

2. CCRFA (Cambria County Regional Firefighters Association) Annual Fire School

Classes/courses hosted at the annual fire school program in April in Patton.

3. ProBoard Certifications

The following ProBoard national certifications:

- a. NFPA 1010: Support Person, Firefighter I, and Firefighter II.
- b. NFPA 1006: Passenger Vehicle Rescue, Heavy Vehicle Rescue, Rope Rescue
- c. NFPA 470: Hazmat Awareness and any Hazmat Operations levels.
- d. NFPA 1081: Driver/Operator.
- e. NFPA 1026: Safety Officer and Incident Commander.
- f. NFPA 1140: Wildland Firefighter I.

B. Chief Officer Approved Training:

Any training not listed under Section V.A must be approved by a Chief Officer to qualify.

VI. Other Reimbursement Assistance

Any reimbursement requests related to travel expenses and lodging for distant training courses must be approved by a Chief Officer per Section V.B.

VII. Reimbursement Schedule

Personnel receiving reimbursements listed in Sections III.B or VI, will receive reimbursement by check no later than the next meeting after submitting a receipt and training certificate(s) showing success of completion.