



DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

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MAR 09 2021

The Honorable Henry J. Kerner  
Special Counsel  
United States Office of Special Counsel  
1730 M Street N.W., Suite 300  
Washington, DC 20036-4505

Re: OSC File No. DI-20-000404

Dear Mr. Kerner:

As agency head, the Secretary of the Air Force delegated to me the authority to review, sign, and submit to you the report required by Title 5, U.S.C. Section 1213(e). I am responding to your March 6, 2020 correspondence, wherein you refer for investigation whistleblower disclosures from [REDACTED], alleging employees at the Niagara Falls Air Reserve Station Fire Department (NFARSFD), Niagara Falls, New York, "may have engaged in conduct that constitutes a violation of law, rule, or regulation, gross mismanagement, and a substantial and specific danger to public safety." The allegations investigated were:

- (1) Whether NFARSFD Supervisors failed to discharge assigned duties by improperly validating training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*;
- (2) Whether NFARSFD Trainees received credit for falsified training entries, in violation of AFI 36-703;
- (3) Whether NFARSFD Instructors failed to discharge assigned duties by submitting false training entries for validation, in violation of AFI 36-703;
- (4) Whether NFARSFD Supervisors were made aware of potentially fraudulent training entries and failed to act, in violation of Department of Defense (DoD) 5500.7-R, *Joint Ethics Regulations (JER)*;
- (5) Whether the NFARSFD Fire Chief failed to ensure the NFARSFD was equipped with the appropriate training in preparation for emergency responses, in violation of DoD Manual 6055.06, *DoD Fire and Emergency Services Certification Program*;

- (6) Whether NFARSFD Supervisors/Assistant Chiefs/Fire Chief were made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of AFI 51-1102, *Cooperation with the Office of Special Counsel*; and
- (7) Whether NFARSFD Supervisors/Assistant Chiefs/Fire Chief were made aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety, in violation of AFI 51-1102.

There were five Subjects investigated for the seven allegations, some of whom were substantiated for multiple allegations. The following allegations were substantiated after investigation, by the preponderance of the evidence:

- (1) The evidence demonstrated that Subjects 1 and 2 failed to discharge their assigned duties by improperly validating training entries, in violation of AFI 36-703, resulting in a substantiation of Allegation #1;
- (2) The evidence demonstrated that Subject 4 received credit for falsified training entries, in violation of AFI 36-703, resulting in a substantiation of Allegation #2;
- (3) The evidence demonstrated that Subjects 1, 2, 3, and 4 failed to discharge their assigned duties by submitting false training entries for validation, in violation of AFI 36-703, resulting in a substantiation of Allegation #3;
- (4) The evidence demonstrated that Subjects 1 and 2 were made aware of potentially fraudulent training entries and failed to act, in violation of DOD 5500.7-R, JER, resulting in a substantiation of Allegation #4; and
- (6) The evidence demonstrated that Subjects 1, 2, and 5 were made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of AFI 51-1102, resulting in a substantiation of Allegation #6.

There was insufficient evidence to substantiate Allegations #5 or 7 against any of the five Subjects.

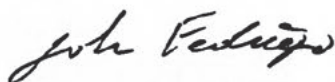
Finally, in addition to the allegations referenced above, there was a finding of abuse of authority, as defined by AFI 51-1102, for both Subjects 2 and 5, based on their actions and inactions, relating to their improper submission, validation, and/or failure to act when made aware of the potentially fraudulent training entries, as they both stood to personally gain professional recognition for the training statistics and records of completion for the NFARSFD.

In response to these findings, the Air Force is coordinating with the subject matter experts at the Air Force Civil Engineering Center (AFCEC) to send out data call spreadsheets to all detachment fire representatives with a request for those representative to work with their installation fire chiefs to ensure only personnel requiring varied roles in the Automated Civil Engineering System would have those permission and roles. AFCEC personnel have also assured us that they would leverage Air Force Information Technology governance to ensure that the data is safe, valid, and reliable. AFCEC will also work with and allow the Air Force Reserve Inspection Program processes to work and further identify systemic issues or items of concern.

Additionally, the Air Force has referred the matter to the appropriate command for consideration of disciplinary action against Subjects 1, 2, 3, 4, and 5.

I am enclosing the Report of Investigation (ROI) for your official use. I understand you will provide the full copy of this ROI to the President and Congressional oversight committees for their review, as well as to [REDACTED]. As directed by OSC in its Appendix to the March 6, 2020 referral letter, we also will provide a redacted version of the ROI in which agency employees are identified by position title vice name with an attached key identifying the employees by name and position. The redacted copy will be published on your webpage.

We appreciate your efforts to bring this matter to our attention. If the Department of the Air Force can be of any further assistance, please contact [REDACTED], Deputy General Counsel for Fiscal, Ethics and Administrative Law at (703) 693-9291, or via email at shannon.mcguire.2@us.af.mil.



JOHN A. FEDRIGO, SES  
Acting Assistant Secretary of the Air Force  
(Manpower & Reserve Affairs)

**Department of the Air Force**

**OSC FILE No. DI-20-000404**

Report of Findings

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## OSC SUMMARY OF INFORMATION INITIATING THE INVESTIGATION

By letter dated March 6, 2020 (referral letter) and signed by the Special Counsel, the Office of Special Counsel (OSC) referred to the Secretary of the Air Force (SECAF) for investigation, whistleblower disclosures alleging employees at the Niagara Falls Air Reserve Station Fire Department (*hereinafter* “NFARFSD”), Niagara Falls, New York, “may have engaged in conduct that constitutes a violation of law, rule, or regulation, gross mismanagement, and a substantial and specific danger to public safety.”<sup>1</sup> According to OSC, the whistleblower, Complainant/Fire Protection Inspector (*hereinafter* “Complainant/Fire Protection Inspector”), a fire fighter and fire inspector at NFARFSD, who has consented to the release of his name, “disclosed that throughout 2019, and possibly several years prior, NFARFSD officials falsified training records.” Complainant/Fire Protection Inspector further alleged leadership was aware of the falsifications, but failed to address the falsifications.

According to OSC, Complainant/Fire Protection Inspector provided the following factual information to support his allegations:

“The Air Force uses the Automated Civil Engineering System (ACES) to maintain training records, which can be accessed by anyone in the NFARFSD. The NFARFSD also maintained a personnel shift calendar which showed when employees were on-duty or off-duty, as well as their leave status. Complainant/Fire Protection Inspector reported that when he compared a small sample of 2019 ACES training attendance records with the 2019 personnel shift calendar, he discovered that for approximately 22 trainings, many employees that appeared on the ACES records as having attended the training also appeared on the personnel shift calendar as off-duty or in a leave status.”

“Complainant/Fire Protection Inspector stated that [Subject 2/Supervisory Firefighter/Assistant Chief of Training] is the lead administrator for the training program at the NFARFSD, and, as such, he is responsible for certifying and/or validating ACES training records. According to Complainant/Fire Protection Inspector, since approximately 2013, Subject 2/Supervisory Firefighter/Assistant Chief of Training has stated that he would allow Complainant/Fire Protection Inspector to accumulate training certifications and/or mandatory training hours without attending the trainings. Complainant/Fire Protection Inspector further asserted that he heard [Subject 2/Supervisory Firefighter/Assistant Chief of Training] make the same offer to other employees at the NFARFSD.”

Complainant/Fire Protection Inspector has explained that many of the trainings where he observed discrepancies between the attendance records or certifications and the shift calendar are necessary to maintain credentials or safely perform emergency services. Consequently, Complainant/Fire Protection Inspector alleged that some NFARFSD employees may not have received the necessary training, qualifications, or obtained necessary credentials to assist in different emergency responses, thereby impairing the agency’s ability to accomplish its mission.

After review, and based on the information disclosed by Complainant/Fire Protection

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<sup>1</sup> Niagara Falls Air Reserve Station is located in Niagara Falls, New York, where the host units are the 914<sup>th</sup> Air Refueling Wing and the 107<sup>th</sup> Attack Wing. NFARFSD is located on the installation, and the department is responsible for all of the Fire and Emergency Services Operations on the installation.

Inspector, OSC “concluded there was a substantial likelihood the information disclosed to OSC constituted a violation of law, rule or regulation, gross mismanagement, a gross waste of funds, and an abuse of authority.”

According to the OSC Referral Letter, the following two allegations were listed for investigation:

- Niagara Air Reserve FD training instructors, administrators, and/or management improperly created or otherwise maintained training records that reflected employees completed mandatory and/or voluntary training when they had not attended the training.
- Niagara Air Reserve FD employees did not receive requisite training to perform their duties safely and responsibly.

In its referral letter, OSC also noted that “specific allegations and references to specific violations of law, rule, or regulation are not intended to be exclusive,” and authorized the Investigating Officer (IO) to investigate “any related matters.” Therefore, the IO framed the following allegations:

- Allegation #1: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by improperly validating training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*. (Asst Chiefs)
- Allegation #2: Between on or about 4 January 2017 through on or about 2 November 2019, Trainee, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, received credit for falsified training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*. (All trainees)
- Allegation #3: Between on or about 4 January 2017 through on or about 2 November 2019, Instructor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by submitting false training entries for validation, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*. (All Instructors)
- Allegation #4: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act, in violation of Department of Defense 5500.7-R, *Joint Ethics Regulation*. (Asst Chiefs)
- Allegation #5: Between on or about 4 January 2017 through on or about 2 November 2019, Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to ensure the Niagara Air Reserve FD were equipped with the appropriate training in preparation for emergency

responses as required in, violation of Department of Defense (DoD) Manual 6055.06, *DoD Fire and Emergency Services Certification Program*. (Fire Chief)

- Allegation #6: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*. (Supervisor/Asst Chiefs/Fire Chief)
- Allegation #7: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*. (Supervisor/Asst Chiefs/Fire Chief)

## CONDUCT OF THE INVESTIGATION

The OSC Referral Letter was forwarded from the Office of Special Counsel to the Department of the Air Force Office of General Counsel (OGC) on 6 March 2020, and subsequently referred for investigation to the Secretary of the Air Force Inspector General Complaint Resolutions Directorate (SAF/IGQ) on 13 March 2020. The investigation originated as a whistleblower disclosures investigation, alleging employees at the NFARSFD, “*may have engaged in conduct that constitutes a violation of law, rule, or regulation, gross mismanagement, and a substantial and specific danger to public safety.*”

On March 17, 2020, SAF/IGQ tasked an investigation officer (IO) to conduct an investigation into the above-referenced allegations as contained in the OSC Referral Letter and properly framed by the IO. In the course of the OSC investigation, the IO conducted an initial complaint analysis interview with Complainant/Fire Protection Inspector and thereafter obtained information and/or testimony from five additional individuals. These five individuals were considered the subjects of this investigation and are identified as Subjects one (1) through five (5). The IO also collected and examined relevant documentation, including Alpha Rosters, Time and Attendance Reports, Leave Reports, Personnel Rosters, Training Records, and applicable policies and instructions. The IO researched and reviewed pertinent legal authorities, and received assistance from an assigned legal advisor.

The standard of proof used in determining the finding for each allegation was the preponderance of the evidence, *i.e.*, was it more likely than not that the alleged violation occurred.

Pursuant to 5 U.S.C. 1213(c), an agency is afforded 60 days to complete the required report of investigation. The Air Force has been granted extensions for its response to the OSC Referral Letter, which is now due on March 3, 2021.

## LEGAL FRAMEWORK

### Section 1213 Report Requirement

Pursuant to 5 U.S.C. § 1213(d), the Secretary's report to OSC is required to include, among other things, "a listing of any violation or *apparent* violation of any law, rule, or regulation." (Emphasis added).

### Civilian Conduct & Ethics

Department of Defense (DoD) 5500.7-R, *Joint Ethics Regulation*, para 1-100 states: DoD 5500.7-R serves as a single source of standards of ethical conduct and ethics guidance, including direction in the areas of financial and employment disclosure systems, post-employment rules, enforcement, and training. Additionally, para 12-401 lists the primary ethical values (a-j) of Honesty, Integrity, Loyalty, Accountability, Fairness, Caring, Respect, Promise Keeping, Responsible Citizenship, and the Pursuit of Happiness.

The Air Force implements and supplements Department of Defense (DoD) 5500.07-R, *Joint Ethics Regulation* with Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*. AFI 36-703 further implements Air Force Policy Directive (AFPD) 36-7, *Employee and Labor-Management Relations* and provides guidance and procedures on civilian employee standards of conduct and individual responsibility throughout the Air Force. AFI 36-703 applies to Title 5 civilian employees, Title 10, Defense Civilian Intelligence Personnel System or Cyber Excepted Service employees, and Defense Intelligence Senior Executive Service and Senior Leader employees. AFI 36-703 also applies to Air Force Reserve and Air National Guard. However, it does not apply to Title 32 Air National Guard Technicians.

In the event of a conflict between AFI 36-703 and the *Joint Ethics Regulation* (*hereinafter "JER"*), the guidance of the *JER* is controlling.

AFI 36-703 provides the following relevant guidance:

Para 1.1 states that both management and employees are responsible for maintaining a productive work environment and complying with standards of conduct and responsibilities essential to the effective functioning of the Air Force and accomplishment of its national security mission.

Para 1.2 states that AFPD 36-7 establishes policy for Labor-Management Relations, civilian conduct, discipline and adverse actions, and agency grievance procedures. AFI 36-703 provides guidance to implement AFPD 36-7 and directs civilian management officials, supervisors, and employees *will perform official duties lawfully and comply with ethical standards of conduct*.

Para 2.9 outlines the responsibilities of Supervisors and Management Officials.



Supervisors and management officials are expected to judiciously and timely accomplish duties in managing civilian employees. Those responsibilities are as follows:

- 2.9.1. Comply with civilian personnel laws, regulations, and negotiated labor agreements.
- 2.9.2. Treat employees with respect and consideration.
- 2.9.3. Create a work environment free from harassment.
- 2.9.4. Comply with attendance, leave, and overtime approval procedures.
- 2.9.5. Complete civilian personnel management actions without unnecessary delay.
- 2.9.6. Constructively counsel and correct employee and motivate employees to improve performance and conduct.
- 2.9.7. Attend required supervisory training and implement same.

Para **2.10** applies to all other employees. It prescribes each employee must perform official duties *lawfully and comply with prescribed standards of conduct in all official matters*.

Additionally, per Title 5 Code of Federal Regulations Part 2635 (5 CFR Part 2635), *Standards of Ethical Conduct for Employees of the Executive Branch*, all employees are expected to discharge assigned duties conscientiously and effectively.

## **Fire Department Training**

Department of Defense (DoD) Manual 6055.06, *DoD Fire and Emergency Services Certification Program*, implements a comprehensive DoD Fire & Emergency Safety Certification Program as part of the overall DoD Emergency Management Program per para 1.2.

Department of Defense (DoD) Instruction 6055.06, *DoD Fire and Emergency Services (F&ES) Program*, para. 6.10, directs the Air Force to ensure appropriate training is provided so fire departments are prepared to respond to emergencies appropriately.

AFI 32-2001, *Fire and Emergency Services Program*, implements Air Force Policy Directive (AFPD) 32-20, *Fire and Emergency Services*, and is consistent with DoDI 6055.06. AFI 32-2001 provides the following:

Para **3.4**, Fire and Emergency Services Training, states that the Installation Fire Chief (IFC) executes the Firefighter Certification and Training Program in accordance with (IAW) DoD 6055.06-M, the Air Force F&ES Training Plan and the Air Force Fire and Emergency Services Credentialing Program.

Para **3.4.1** states that training to achieve F&ES certifications is an *individual and personal responsibility*. Training to achieve certification is available to each Air Force employee at no cost to the unit or individual. Acquiring training for F&ES certifications from non-Air Force Department of Defense sources requires prior approval by the Installation and Mission Support Center Detachment Fire Chief. Air Force Civil Engineer Center/Readiness Division will not accept training older than five years for certification (**T-1**).

Para **3.4.2** Certification in the Department of Defense F&ES Certification Program is granted for certifications required for the *current* duty position, the next-higher position to

which an individual *may* be assigned or as required by the deployed duty position. Air Force Installation and Mission Support Center Detachment Fire Chiefs may approve waivers. All detachment-approved waivers are included in the individual certification package.

Niagara Falls Air Reserve Station Instruction 32-2001, *Fire Prevention Program*, is the localized instruction which implements Air Force Instruction (AFI) 32-2001, Fire Emergency Services Program, and establishes the Fire Chief's guidance for the operation of the 914<sup>th</sup> Mission Support Group, Niagara Falls Air Reserve Station Fire & Emergency Services Flight Fire Prevention Program.

### **Other Relevant Regulations**

In determining whether an AF employee's actions constituted an abuse of authority, gross waste of funds, or a gross mismanagement of his/her responsibilities, the AF is guided by the definitions prescribed in AFI 51-1102, *Cooperation with the Office of Special Counsel*.

AFI 51-1102 states that abuse of authority "occurs when there is an arbitrary or capricious exercise of power by a federal official or employee that adversely affects the rights of any person or that results in personal gain or advantage to himself or to other preferred persons. The definition of abuse of authority does not contain a de minimis standard or threshold."

AFI 51-1102 defines gross mismanagement as, "a management action or inaction which creates a substantial risk of significant adverse impact upon the agency's ability to accomplish its mission. It does not include management decisions which are merely debatable, nor does it mean action or inaction which constitutes simple negligence or wrongdoing."

AFI 51-1102 provides factors which constitute Substantial or Specific Danger to Public Health or Safety. It states, for civilian reprisal, a disclosure of a "danger to public health or safety" must be substantial and specific. A variety of factors may determine when a disclosed danger is sufficiently substantial and specific. Two of these are: (1) the likelihood of harm resulting from the danger; and (2) when the alleged harm may occur. If the disclosed danger could only result in harm under speculative or improbable conditions, or is not likely to occur in the immediate or near future but rather manifest only in the distant future, it would not qualify. The nature of the harm, that is the potential consequences, affects the substantiality of the danger.

### **SUMMARY OF EVIDENCE**

The following documents: Fire Protection Training Reports, Request for Leave or Approved Absences, and Time and Attendance Reports were placed into an excel spreadsheet to further summarize the evidence provided. The data compilation resulted in 730 line items with multiple fields that were comparatively analyzed.<sup>2</sup>

#### **Fire Protection Training Reports**

The NFARISFD utilized the Automated Civil Engineering System (ACES), which

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<sup>2</sup> When reviewing the evidence, please bear in mind that while NFARISFD is predominately composed of civilian employees, there are some civilian employees who serve in the same department, in a dual capacity, under the Air Force Specialty Codes (AFSC).

maintained all of the Fire Protection Training for Fire Department personnel conducted by the instructors within the NFARSFD. The Fire Protection Training Reports are documented on the Air Force Information Management Tool (AF IMT) 1085. The AF IMTs contained the following: Date, Name of Instructor, Time of Training (start to finish), Total Duration of Training, Subject of Training, Location of Training, Type of Training, Equipment and Training Aids Used, Gallons/Pounds Agent/Fuel Used, Training Objectives, Description of Training Conducted, Personnel who attended the training, a Make Up Training area (attendees and dates for training make up), and an approvals section for the instructor and assistant chief for verification purposes. One hundred twenty-eight Fire Protection Training Reports were obtained and analyzed from training courses held from 2018 through 2019 based on Complainant/Fire Protection Inspector's assertion of fraudulent training entries.

The Make-up Training areas of the reviewed Fire Protection Training Reports were not utilized, and, therefore, there is no evidence that the relevant personnel completed the reported training at a later time. If makeup training was completed, it should have been reflected on the training records within ACES.

Below are the course objectives for two courses taught during the 2018 and 2019 calendar years.

#### Fire Ground Survival Training Objectives:

- Course objective (CO): understand key situations when mayday calls must be made, and the procedures for announcing a mayday.
- CO: explain the differences of "emergency traffic" and "mayday", and give examples of both.
- CO: review and understand procedures for receiving, dispatching, and radio communications for mayday calls.
- Performance objective (PO): demonstrate escape from elevated location utilizing hose, ladders, and rope escape systems.
- PO: move a downed firefighter from the following; up-stairs, down stairs, from a ladder, from below the floor, through basement window, and from attic space.
- PO: demonstrate the ability to access and extricate a downed firefighter by breaching, breaking and from entanglement and entrapment.

#### Structural Exercise Training Objectives:

- CO: Identify the safety considerations that should be taken prior to initiating a Structural Exercise.
- PO: Demonstrate the ability to operate effectively and/or evaluate crew's performance on the scene of a Structural Exercise

In this training, Firefighters Crews responded to a simulated fire in the base theater stage area with one unaccounted person. The crews were assessed on their ability to demonstrate proper techniques and response procedures in a safe manner while also searching for and rescuing the unaccounted person.

In the event that a firefighter becomes entrapped or downed on a response, the training in the above courses reinforces methods to save the firefighter's life. Due to the functions performed by firefighters, the danger and likelihood of harm are substantial and increase exponentially in the absence of this standard training. Thus, if the above training is not completed by pertinent Fire Department personnel, it could create a substantial risk of

significant adverse impact upon the agency's ability to accomplish its mission, which could constitute a substantial and specific danger to public health and safety.

### **Request for Leave or Approved Absences**

The NFARISFD utilized the Automated Time and Attendance Production System (ATAAPS), which is the current timekeeping system for civilians employed through the Department of the Air Force (DAF). All DAF employees have a responsibility to submit their Request for Leave or Approved Absences utilizing ATAAPS.

The Request for Leave or Approved Absences contained the following fields: Name, Employee or Social Security Number, Organization, Type of Leave/Absence, Dates of Leave, Time of Leave, Total Hours of Leave, Family and Medical Leave, Remarks, Certification, Employee Signature, Date Signed, Official Action on Request (approved/disapproved), Reason for Disapproval (if disapproved), Supervisor Signature and Date of Signature.

There were 52 pay periods spanning 2018 to 2019 detailing Request for Leave or Approved Absences for all assigned NFARISFD personnel. Based on Complainant/Fire Protection Inspector's allegation that some training entries included personnel who were on leave at the time of the training, those 52 pay period Request for Leave or Approved Absence Reports were obtained, reviewed, and analyzed in comparison to the 128 Fire Protection Training Reports analyzed from training courses spanning 2018 to 2019.

### **Time and Attendance Reports**

The Time and Attendance Reports covered two weeks in each pay period and contained the following fields: Command Designator, Installation, Activity Code, Installation Code, Unit Identification Code (UIC), Social Security Number, Work Schedule, Review Date, Team, Work Center, Status, Roster, Run Date, Pay Period Start Date, Pay Period End Date, Employee Name, Leave Concurrence, Certified, Primary Certifying Official and a phone number.

Additionally, Time and Attendance Reports contained the scheduled hours for week one and two, regular hours work, any premium hours, the Labor Code, Job Order, Job Order Description, Sub Account Code, Operation Code, Type of hours submitted (Regular, Leave, etc.), Night Differential, and whether the employee received Hazard pay or a reason for taking any type of leave.

Based on Complainant/Fire Protection Inspector's allegation that some training entries included personnel who were off-duty or on leave at the time of the training, the IO obtained 52 pay periods of Time and Attendance Reports (2018- 2019) and 52 pay periods detailing Request for Leave or Approved Absences (2018-2019) to compare to the 128 Fire Protection Training Records. The 128 Fire Protection Training Records obtained, detailed training courses spanning 2018 to 2019 for all assigned NFARISFD personnel.

## **ANALYSIS**

### **Fire Protection Training Reports**

According to the OSC referral letter dated March 6, 2020, Complainant/Fire Protection

Inspector, a fire fighter and fire inspector at NFARISFD, disclosed that throughout 2019, and possibly several years prior, NFARISFD officials falsified training records. Complainant/Fire Protection Inspector reported that when he compared a small sample of 2019 ACES training reports with the 2019 personnel shift calendar, he discovered approximately 22 training events in which employees appeared on the ACES reports as having attended the training, but also appeared on the personnel shift calendar as off-duty or on leave.<sup>3</sup>

Complainant/Fire Protection Inspector testified on April 2, 2020, that ACES is where the training records along with log calls and fire inspections are maintained. Complainant/Fire Protection Inspector also testified that the Fire Department has a specific module within the system and there were tabs for each division within the NFARISFD. Complainant/Fire Protection Inspector testified that the following individuals were administrators within ACES: Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 3/Lead Firefighter 1. Complainant/Fire Protection Inspector further stated everyone within NFARISFD had full access to pull documents or conduct research within ACES.

Complainant/Fire Protection Inspector testified to a specific individual example; Reference 1/Firefighter1 was a person who was injured, placed on compensatory leave, and then leave without pay. Complainant/Fire Protection Inspector testified that Reference 1/Firefighter1 was continuously listed on training reports when he was not physically present. The evidence demonstrated multiple training inconsistencies within the 2018-2019 training reports as compared to Reference 1/Firefighter1's Time and Attendance Card, and Requests for Leave or Approved Absences.

The IO asked Complainant/Fire Protection Inspector if sign in sheets were collected for each training conducted. Complainant/Fire Protection Inspector testified that sign in sheets were not historically used in NFARISFD. He further stated that personnel were put on the training entries, even though they were not present for training. The evidence revealed this statement to be accurate as relevant personnel were unable to produce sign in sheets for review, and personnel were added to training courses without having attended those courses.

Complainant/Fire Protection Inspector testified that the instructor teaching the class is supposed to file the training report, and that the training report should then be validated by the training chief. The evidence demonstrated that on the training reports, there was a portion for an assistant chief to sign for validation. Additionally, Complainant/Fire Protection Inspector testified that he saw some of the operations fire chiefs validate training to include, Subject 1/Supervisory Firefighter/Assistant Chief of Operations, Reference 2/Supervisory Firefighter/Assistant Chief of Operations, and Reference 3/Supervisory Firefighter. The evidence corroborated that the training chief was not the only person who validated training reports.

Complainant/Fire Protection Inspector testified that he made his chain of command aware of the fraudulent training records and issues. He testified that he spoke with Subject 2/Supervisory Firefighter/Assistant Chief of Training in a face to face discussion prior to discussing the issues with his then supervisor, Reference 4/Former Assistant Chief-Retired (Retired). Complainant/Fire Protection Inspector further testified that he made Subject

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<sup>3</sup> Shift Fire Fighters work two cycles of 48 hours on shift, 72 hours off shift; then they work a cycle of 48 hours on shift and 48 hours off shift. After the described schedule is completed, the cycle starts over and repeats as outlined.

1/Supervisory Firefighter/Assistant Chief of Operations aware of the same fraudulent training records and record issues. He stated Subject 1/Supervisory Firefighter/Assistant Chief of Operations advised him to write a Memorandum for the Record (MFR) and to send the MFR to his supervisor. Complainant/Fire Protection Inspector testified that he sent the MFR to Reference 4/Former Assistant Chief-Retired, Reference 3/Supervisory Firefighter, and Subject 5/Fire Chief.

Complainant/Fire Protection Inspector stated he sent the aforementioned MFR to the IO as requested, but to date, the IO has not received the MFR. Additionally, the IO requested the original MFR e-mail exchange to be provided. Complainant/Fire Protection Inspector advised that the MFR was handed directly to his supervisor. The MFR notification could not be verified as Complainant/Fire Protection Inspector did not provide the proof of notification. Subject 1/Supervisory Firefighter/Assistant Chief of Operations did confirm that he advised Complainant/Fire Protection Inspector to complete a MFR about four years ago to capture his concerns and issues with his coworkers, but he does not recall one of those items being falsified training.

Complainant/Fire Protection Inspector testified that Subject 2/Supervisory Firefighter/Assistant Chief of Training also signed fraudulent training certifications, specifically for Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention. Complainant/Fire Protection Inspector stated some of the fraudulent training certifications may have resulted in promotions. He further testified Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have Fire Instructor II and Hazardous Materials Incident Commander training, which he believed were needed for promotion.

The evidence demonstrated that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention obtained both certifications.

Complainant/Fire Protection Inspector testified that Subject 2/Supervisory Firefighter/Assistant Chief of Training also offered to sign fraudulent training records for him in exchange for his silence about Subject 2/Supervisory Firefighter/Assistant Chief of Training signing fraudulent training records. Complainant/Fire Protection Inspector testified that he declined the offer from Subject 2/Supervisory Firefighter/Assistant Chief of Training. He also stated that untrained fire fighters were still responding to emergencies that are extremely dangerous, and that firefighters have been hurt as a result of their inadequate training.

There was no further evidence to support the allegation that Subject 2/Supervisory Firefighter/Assistant Chief of Training made such offers to any personnel, but there were inconsistencies in multiple training courses that Subject 2/Supervisory Firefighter/Assistant Chief of Training instructed or validated.

Complainant/Fire Protection Inspector stated that Subject 2/Supervisory Firefighter/Assistant Chief of Training directed other members of the NFARSFD to input fraudulent training, even if the personnel were not present in order to meet the end of the year completion goals. The end of the year completion goals, based on the NFARSFD training plan and applicable instructions, were to have at least 90 percent of identified critical training completed, and at least 80 percent of identified non-critical training completed. Complainant/Fire Protection Inspector stated he had personally observed Subject 2/Supervisory

Firefighter/Assistant Chief of Training inform the fire captains on how to manipulate the system and input fraudulent training reports.

On September 28, 2020, Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that there were two ACES administrators (Reference 5/Lead Firefighter 1 and Subject 3/Lead Firefighter 1). He also testified that once the individual instructor taught the course, the instructor would input the training course into ACES and he then validated the training. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that anyone who had been loaded into ACES could input a training course. Subject 1/Supervisory Firefighter/Assistant Chief of Operations was asked by the IO to describe in detail, his process for training validation. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that when he validated training, the records were already entered into the ACES system by the instructors. He stated that he went to the validation tab within ACES, verified the training and ensured everything was entered (the training class, the description, type of training). Subject 1/Supervisory Firefighter/Assistant Chief of Operations stated that after he checked those areas, he then validated the courses.

Subject 1/Supervisory Firefighter/Assistant Chief of Operations was asked how he verified the attendees in each course prior to validation. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that he utilized the daily shift roster and compared the names on the training reports to the names of those scheduled and on duty. According to Subject 1/Supervisory Firefighter/Assistant Chief of Operations, he utilized an Excel spreadsheet used by operations on a daily basis to record personnel attendance. The IO asked Subject 1/Supervisory Firefighter/Assistant Chief of Operations if he checked the shift roster and Excel spreadsheet and compared those documents to the training records after the instructors entered the attendees. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified “at times we do, we’ve stressed the importance of the individuals inputting the classes to ensure that they are inputting only the personnel who attended the class.” Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that it is the instructors’ responsibility to ensure they entered a true training report.

Subject 1/Supervisory Firefighter/Assistant Chief of Operations’ testimony demonstrated that he did not have a consistent process or checks and balances for the training validation process to ensure instructors were only inputting accurate attendees on the training reports. Furthermore, Subject 1/Supervisory Firefighter/Assistant Chief of Operations stated that there were times when he validated a training, but did not verify that the personnel who were listed on the training report were also on duty at the time.

The IO asked Subject 1/Supervisory Firefighter/Assistant Chief of Operations about manual training record sign in sheets. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified, “We stopped with the printed out 1085’s (training reports) and having personnel sign the course, unless it’s for an Emergency Medical Technician (EMT) recertification, where they have their own training program that they follow.” Subject 1/Supervisory Firefighter/Assistant Chief of Operations stated that the EMTs have the individual sign in sheets for each class that they take, but as far as their annual required training, they stopped printing out the 1085s and having individuals sign the 1085s. He also stated that manual sign in sheets had not been required for quite some time. The manual sign in sheets are an additional measure that could be utilized to reduce instances of falsified training records, by

having each attendee provide his or her hand signature to certify his or her physical presence at training.

Subject 1/Supervisory Firefighter/Assistant Chief of Operations was asked if he had ever submitted false training entries to ACES. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified in the negative, to his knowledge. The evidence demonstrated that Subject 1/Supervisory Firefighter/Assistant Chief of Operations has submitted and verified false training entries. Subject 1/Supervisory Firefighter/Assistant Chief of Operations was asked by the IO if he had ever offered to any personnel, the opportunity to accumulate training certifications and/or mandatory training hours without attending those trainings. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that he had not made that offer to any personnel, and was subsequently asked if he had heard any rumors of Subject 2/Supervisory Firefighter/Assistant Chief of Training making the same offer to subordinate personnel. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that he had heard rumors over the past three years from the management staff (Subject 5/Fire Chief, Reference 3/Supervisory Firefighter, Reference 2/Supervisory Firefighter/Assistant Chief of Operations, Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention, Subject 2/Supervisory Firefighter/Assistant Chief of Training, Reference 6/Fire Protection Specialist/Assistant Chief of Health and Safety and Subject 1/Supervisory Firefighter/Assistant Chief of Operations) and prior investigations about Subject 2/Supervisory Firefighter/Assistant Chief of Training. He stated that Subject 2/Supervisory Firefighter/Assistant Chief of Training assigned Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention over Complainant/Fire Protection Inspector despite Complainant/Fire Protection Inspector's concern that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have the proper certifications.

Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified he had not been made aware of any individuals falsifying training, "but after all this, these accusations came out, the only thing that they did to ensure that this does not happen again is to have our instructors complete proper training reports by only putting the attendees on the training reports." On September 29, 2020, Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that he validated training in ACES every couple of days, or maybe once a week. He stated that one of the Ops Chiefs also validated training, but they usually try to just have the training chief validate the training. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that there were two ACES administrators (Reference 5/Lead Firefighter 1 and Subject 3/Lead Firefighter 1).

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO to describe the training validation process and the specific things he would evaluate prior to validating a training. Subject 2/Supervisory Firefighter/Assistant Chief of Training stated he would usually look at which classes took place that day, particularly at the end of the year, because some personnel needed to make up courses (reflected on a delinquency report), and at the class roster(s) just to see who was in attendance.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO, when validating training, how was he certain that the personnel listed by instructor into the ACES system were actually in the course, and actually took the course in its entirety. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified, "Sir, we have a great department here. Are we perfect? No, no department is, but I believe in my guys." Subject 2/Supervisory Firefighter/Assistant Chief of Training further stated that "what it boiled down to, the idea of



pencil whipping, or would it be like let's pretend we took a class, and just sign off, and submit a training report.”

Subject 2/Supervisory Firefighter/Assistant Chief of Training further testified, “You would have to have 15 or 20 people willing to lie.” The evidence demonstrated over 128 instances where training documentation was fraudulently entered or inconsistent. Subject 2/Supervisory Firefighter/Assistant Chief of Training’s testimony provides no reasonable certainty that he verifies the personnel listed on the training report actually attended the courses which he was signing for validation purposes. Therefore, Subject 2/Supervisory Firefighter/Assistant Chief of Training’s assessment of the process for validation and trusting subordinate personnel to input training records properly is flawed.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was further asked by the IO how he validated or verified training reports aside from “just trusting his guys.” Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that when he goes out to the trainings, he generally knows who is there. He also stated that he would not tell the IO that he knows every time that somebody was on the training report that wasn't in the training. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that he has told his personnel (captains, lieutenants, and firefighters), to never pencil whip training; make sure if you need to make up training, we'll make it up. He stated it’s not worth breaching your integrity, and, he believes in them.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO about failure to discharge assigned duties by improper validation of training entries. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that ACES is a flawed system, but that if he took training, he would complete a training report that will be logged into the ACES, and he would list all the personnel that were in that class. He stated that he would list himself as an instructor, and would sometimes have an instructor evaluator, just to evaluate training.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked if he had ever taken it upon himself, prior to validating training reports, to review the attendees’ time and attendance records to ensure their time and attendance matched with the training courses that were rendered. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that he did not cross reference the employees’ time cards to the training, nor did he compare the Present & Kelly Day (P&K) Roster or shift roster to the training courses that were administered.

Although Subject 2/Supervisory Firefighter/Assistant Chief of Training also testified to making himself available, and witnessing some of the training that occurred, the evidence demonstrated that there was no standardized process of accurately validating training. Subject 2/Supervisory Firefighter/Assistant Chief of Training is also a designated time keeper within the ATAAPS system for NFARISFD, and had the ability to cross reference and verify training attendees being on or off duty, or in an approved leave status, but failed to utilize the resources (Time Keeper in ATAAPS, shift rosters, P&K rosters) for that purpose.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked if the attendees were required to sign a manual sign-in attendance sheet as well, or if he simply relied on the input of ACES. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that

“when the training was completed, somebody, one of the people in the room would be assigned to complete the training report.”

Subject 2/Supervisory Firefighter/Assistant Chief of Training provided an example. He stated that he may delegate a person to take care of the training report for the day. He stated that the person delegated would ensure everybody that was on duty that day of training, and present in the class, was listed on the training report. He further stated that it was the Captains that would either complete the training report, or assign the training report, and then they would ensure the training report was completed accurately.

Subject 2/Supervisory Firefighter/Assistant Chief of Training’s testimony appears contradictory at times. For instance, Subject 2/Supervisory Firefighter/Assistant Chief of Training stated the instructor would input the training reports, but later stated the training reports were assigned to a Captain, or someone would be delegated to complete the training report in the room. When Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked about the inconsistency, he stated that it was up to the instructor who they wanted to complete the training report. He stated that sometimes it is a teachable moment where the instructor may complete the training report with one of their subordinates to teach them how to complete a training report. He further testified that it has never come to his attention that someone may have improperly validated training.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO if he ever submitted a false training entry, or if there was ever a report of anyone else submitting false training entries. He testified that he had never submitted a false training entry, and that there had been no reports of falsified training. However, the evidence demonstrated that there were over 128 training inconsistencies. Some of those training inconsistencies were entered by Subject 2/Supervisory Firefighter/Assistant Chief of Training and some were also validated by Subject 2/Supervisory Firefighter/Assistant Chief of Training.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked if there were ever any issues with the P&K roster, where it was corrupted, or if he had to start over, or fix it. Subject 2/Supervisory Firefighter/Assistant Chief of Training stated that “he heard from others, possibly [Reference 2/Supervisory Firefighter/Assistant Chief of Operations], that there was something done to the P&K roster, or it was deleted, or something along those lines.” The P&K Rosters were not used for this investigation based on the potential for the P&K Rosters to be modified and/or corrupted.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO if he ever offered to any personnel the opportunity to accumulate training certifications, and/or mandatory training hours without having attended the training. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that he had not offered any personnel the opportunity to accumulate training certifications, and/or mandatory training hours without having attended the training. He also testified that he never heard of any instructors, or personnel within his department, offering the opportunity to accumulate training certifications, and/or mandatory training hours without having attended the training.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO if he was made aware of potentially fraudulent prerequisite training entries, leading to potentially

fraudulent certifications. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that there were so many parameters in place that would make that an impossibility, and detailed that each person has to go in and take their Career Development Course (CDC) examination, enroll in the virtual learning center (VLC), or that Subject 2/Supervisory Firefighter/Assistant Chief of Training would enroll the student in the course through Air University (AU).

Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that after the student completed the course quizzes and end of course test, the course completion certificate became part of a CDC package submitted to higher headquarters. Subject 2/Supervisory Firefighter/Assistant Chief of Training also stated that each student has to print out a practical exercise evaluation form and that form can only be signed off by someone who has the certification sought or higher.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked if there were any employees who obtained certifications for courses that had prerequisites, and if so, were any of those employees falsely recorded as having completed the prerequisites before moving on to the certification course. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that the aforementioned question/allegation was not true and provided several examples to include Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention as to why the allegation was not true in Subject 2/Supervisory Firefighter/Assistant Chief of Training's opinion. Subject 2/Supervisory Firefighter/Assistant Chief of Training stated Complainant/Fire Protection Inspector was upset that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was selected for the Fire Prevention Chief position and Complainant/Fire Protection Inspector was not. Subject 2/Supervisory Firefighter/Assistant Chief of Training stated that after Complainant/Fire Protection Inspector was informed that he did not get the position, complaints began to surface.

On September 30, 2020, Subject 3/Lead Firefighter 1 testified that he was the main or primary administrator for ACES and Fire Emergency Services Information Management System (FES IMS). He also stated that he had one additional person (Reference 5/Lead Firefighter 1) that aided him with those administrative duties. Subject 3/Lead Firefighter 1 detailed that ACES maintained documentation for emergency dispatch calls, shifts of each firefighter as entered into the system, personnel certificates and certifications, and record keeping for all buildings on base to include fire systems, fires, fire alarms, fire extinguishers, and Personal Protective Equipment (PPE).

Subject 3/Lead Firefighter 1 testified that he validated training in ACES and FES IMS, but the Assistant Chiefs of Operations or Assistant Chief of Training were the individuals who normally validated training after the instructors entered the courses into ACES. Subject 3/Lead Firefighter 1 further testified that he validated records if the supervisors were unable to access the program, were unable to validate the training within a reasonable period of time, or if the Assistant Chief of Training was on vacation and the records were due for the month.

Subject 3/Lead Firefighter 1 was asked by the IO, if he failed to discharge assigned duties by improperly validating training entries. Subject 3/Lead Firefighter 1 reiterated that although he had the ability to validate training, the validation was normally done by the Assistant Chief of Operations or the Assistant Chief of Training.

The evidence revealed that Subject 3/Lead Firefighter 1 validated few training courses within the courses analyzed with no discrepancies. However, there were training inconsistencies noted where Subject 3/Lead Firefighter 1 was listed as having instructed a course, but the Time and Attendance Records and Request for Leave or Approve Absences demonstrated that Subject 3/Lead Firefighter 1 was on leave during the course of instruction.

Subject 3/Lead Firefighter 1 was asked by the IO to explain the validation process. Subject 3/Lead Firefighter 1 testified that he evaluated the training reports to ensure the subject of training and how the training was delivered was documented. Subject 3/Lead Firefighter 1 then stated that he would go through the training report to see who was present for the training. He stated that depending on how the training report was set up, ACES would account for the personnel who were sick and they would not get credit for the course, and those personnel would have to complete makeup training and would reflect on a delinquency report. Subject 3/Lead Firefighter 1 was asked by the IO if it was a manual process to validate personnel present for the training. Subject 3/Lead Firefighter 1 testified that it is usually a manual process. He stated that upon going into ACES to create the training report, you have the ability to pick each individual, or you could sort through the people that were on duty that day. He further stated that it is the responsibility of the station captain to input people on vehicles, and that could confirm whether the personnel were present, due to the personnel driving or being assigned as crew on a vehicle. He stated the assignment would also justify that the personnel were on the roster and scheduled for duty.

The evidence demonstrated multiple instances where personnel were listed on a training report and the personnel were either performing other duties, in a leave status, or documented in multiple training courses at different locations at the same time. Subject 3/Lead Firefighter 1 stated that personnel could still receive the training, at a later date, and if the record is not validated yet, they are able to add themselves or add personnel to the training report dependent upon their permission level in ACES.

The evidence further revealed that there was a section within the training report to input make up training, but this section was not utilized on any of the training analyzed, and personnel were documented as being present for training, when in fact, they were on leave or absent during the training courses.

Subject 3/Lead Firefighter 1 testified that there was the ability to add people onto the training records that were not there, and it has happened. He stated he could not say how often or how many people have done it, but it has happened. No further information was available or supplied as to why actions were not taken to remedy the problem. Subject 3/Lead Firefighter 1 also testified that he utilized the shift roster and the ACES roster to validate training. As a result of Subject 3/Lead Firefighter 1's validation practices, there were no training courses validated by Subject 3/Lead Firefighter 1 that were deemed inconsistent or fraudulent.

Subject 3/Lead Firefighter 1 stated he was verbally instructed by the ACES program management and Subject 2/Supervisory Firefighter/Assistant Chief of Training to only input personnel present for the training. He testified that the verbal instruction was reiterated by the Assistant Chiefs of Operation. Subject 2/Supervisory Firefighter/Assistant Chief of Training previously testified to giving the verbal instruction as testified by Subject 3/Lead Firefighter 1. Subject 3/Lead Firefighter 1 testified to hearing rumors that as long as you were on the POD

(duty assignment rotation) that you would receive credit for training. The evidence supports the testimony of Subject 3/Lead Firefighter 1 and the rumors.

On September 30, 2020, Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention, testified that she validated training in ACES, but has never improperly validated training. She testified that ACES was where instructors would document classes with the additional people that were in the class, and also list the instructors in order to receive credit for the course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention also testified that ACES was used for training, dispatch, calls, logs, and for signing out, if personnel traveled anywhere. She confirmed Subject 3/Lead Firefighter 1 as one of the ACES administrators.

The IO asked Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention if the instructors are inputting training attendees into ACES when they are projected to take the course, or after they have actually taken the course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that if she taught a course, she would put herself and the people that were present during the training into ACES. She further stated that as the instructor, she would get credit for the course, and that instructors getting credit for courses they instructed was a standard practice.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was asked by the IO if Subject 2/Supervisory Firefighter/Assistant Chief of Training normally validated training, and what process was utilized to validate that training attendees on the list actually attended the training sessions. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that she would check the rosters to see if personnel were on shift for the day of training. She also stated the rosters were updated daily, and you could look at the assignment sheets that were printed as well.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was asked again about whether she validated training in ACES. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that she had not validated training and that she only created courses. This statement contradicted her earlier testimony that she did validate training in ACES.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was asked by the IO if she received credit for falsified training entries, in violation of AFI 36-703, *Civilian Conduct and Responsibility*. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that there was an incident where she needed a pre-requisite course (Fire Instructor 2) prior to taking an officer course (Officer 2). She stated that she was not aware that she did not have the course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention stated that Complainant/Fire Protection Inspector made her aware of needing the course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention stated that with Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief's permission, she was able to get the course done in a proper amount of time.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention subsequently provided her training certificates which demonstrated that she completed the pre-requisite course prior to attending the new training course. Although, the officer course required that the pre-requisites were met prior to registering for the course, Subject 4/Supervisory

Firefighter/Assistant Chief of Fire Prevention notified her leadership and took remedial actions to complete the pre-requisites prior to attending the officer course.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was asked about the nature of her relationship with Subject 2/Supervisory Firefighter/Assistant Chief of Training, and if she had ever been offered credit for a course which she did not attend. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that Subject 2/Supervisory Firefighter/Assistant Chief of Training has been a friend for a long time. She also denied being offered by other personnel opportunities to receive credit for a course which she did not attend.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that everybody in management verbally instructed the instructors to only list training attendees that attended the courses on the training reports. She further stated that if an employee called off sick and it was a training class that was done via PowerPoint, they could get the training on their own and they would be added to the sheet. As another option, the absent personnel could make up the training on another day.

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was asked if she had ever been made aware of potentially false training entries, and, if so, what did she do to correct those potentially falsified or fraudulent training entries. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention testified that she was not made aware of any falsified training records, so there was nothing that she did to better the process and the same is applicable for the in-house training at the station.

The evidence demonstrated that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention entered training into ACES as the instructor of courses. Some of the courses entered by Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention contained personnel who were on leave, but were listed as having attended a course in which Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was alleged to have instructed. The evidence further demonstrated that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention had entered courses she supposedly instructed, but her Time and Attendance Report and Request for Leave or Approved Absence forms proved that she was not present for duty during the purported time of the courses instructed.

On October 1, 2020, Subject 5/Fire Chief testified that he had been in his position since May 2014, and he managed the overall flight functions, consisting of the following sections: dispatch, fire prevention, operations, health and safety, and training as his primary duties. He also testified that his ACES administrators were Reference 5/Lead Firefighter 1 and Subject 3/Lead Firefighter 1.

Subject 5/Fire Chief was asked if he was made aware of potentially fraudulent training entries and failed to act on that information. Subject 5/Fire Chief testified that he was not told the information directly, and that he did not have any proof of the alleged fraudulent training entries. Subject 5/Fire Chief stated that this issue has been going on for quite some time and that this was not his first time having to explain this issue.

Subject 5/Fire Chief testified that NFARFSD instituted a second training program where the Fire Captains maintained hard copy records as back up for what was trained each month and throughout the year. The records provided were incomplete and did not document who was trained on each specific training dates. The document only provided the training, instructor, date, tier, and the evaluator if one was present for the course.

Subject 5/Fire Chief was asked if he was aware of any personnel on his leadership staff, or instructor roles that were made aware of potentially falsified or fraudulent training entries. Additionally, he was asked if any of his management team or subordinates ever made him aware of potentially fraudulent training issues or entries. Subject 5/Fire Chief testified that he never saw any proof and was not made aware of potentially fraudulent training issues or entries.

Subject 5/Fire Chief was asked if he failed to ensure that NFARFSD personnel were equipped with the appropriate training in preparation for emergency responses as required in violation of DoDI 6055.06, *Department of Defense Fire and Emergency Services Certification Program*.

Subject 5/Fire Chief testified that the reality is his personnel are required to be trained and certified to a particular level just to have the job. He stated that training and certifications were conditions of employment. The training program was designated via AFI 32-2001 and the ACES FD program. He further stated that the job qualification standards come from Air Force Civil Engineer Support Center. Although the statement made by Subject 5/Fire Chief is accurate, the evidence demonstrated that some NFARFSD did not receive the training they should have received in preparation for emergency responses.

Subject 5/Fire Chief was asked how he ensured personnel were properly trained and equipped for emergency responses. Subject 5/Fire Chief testified that the department conducted exercises, live fire training, in-house training, and some academic and practical evaluations. The evidence demonstrated that Subject 5/Fire Chief's statement was accurate. However, the evidence also demonstrated that some personnel had multiple training inconsistencies and may not have received the proper or adequate training necessary to perform their functionality within the NFARFSD.

The IO inquired about specific instances of personnel (Reference 1/Firefighter 1, Reference 7/Firefighter 2, and Reference 8/Firefighter 3) getting hurt in the line of duty, which could have been attributed to a lack of proper training. Subject 5/Fire Chief had to be refreshed on those incidents by the IO. Subject 5/Fire Chief testified that he believed the aforementioned firefighters were trained in accordance with requirements. Subject 5/Fire Chief also stated that there were some contributing factors to the three injured personnel. He testified that Reference 1/Firefighter 1 hurt his back while assisting the community, and it was due to improper lifting techniques. He stated they identified the issue and made sure personnel remembered to lift with their legs and not their backs. Subject 5/Fire Chief stated it was the same issue with Reference 8/Firefighter 3's shoulder injury. Reference 8/Firefighter 3's shoulder injury may have been how he exited a vehicle and potentially "wrenched his shoulder."

Subject 5/Fire Chief stated Reference 7/Firefighter 2's injury occurred during training and was a safety/training accident. He stated they were trying to complete training on a new aircraft within a hangar. He stated the person who was supposed to be safely holding the ladder

was not doing so effectively, and the feet of the ladder slipped on the wet floor. Subject 5/Fire Chief further stated that they then realized there was fluid on the floor which contributed to the ladder slipping.

Subject 5/Fire Chief was asked if he was made aware of potentially fraudulent training entries and failed to act on that information. Subject 5/Fire Chief testified that he had never received any documented proof or the attempt to show him that fraudulent training entries occurred. Subject 5/Fire Chief was then asked if training attendees are required to manually sign an attendance sheet for the trainings that they attended. Subject 5/Fire Chief testified that they try to have all personnel to sign in on the training rosters to make sure they are duly accounted for, but if you develop a training in ACES, it will automatically generate a list of names based on the uploaded roster. He stated that if an individual was not at training, then it would be blank on the sign in.

The evidence did not yield any manually signed training reports, only training reports generated within ACES.

Subject 5/Fire Chief was asked if the instructors were actually inputting the names of the personnel into the ACES system for each training. Subject 5/Fire Chief stated yes, and subsequently stated, he was not an expert, but to develop the training report, you had to select the names in the ACES program of the individuals that were in training. He stated he normally used the shift roster to fill out the form.

Subject 5/Fire Chief was asked to describe the validation process and what verification methods were utilized for training reports. Subject 5/Fire Chief testified that the instructor built the course on a training report that they inputted into the ACES system. He stated, then someone had to validate those training courses in the ACES program. The validation was done by going into ACES and validating the training. Subject 5/Fire Chief stated that the Assistant Chiefs of Operation validated training because they were assigned those rights. Subject 5/Fire Chief also thought the training officer could validate training as well.

Subject 5/Fire Chief testified that the verification measures were looking at the shift roster to determine who was present and if they were in the class. He stated that because the Assistant Chiefs are not required to attend the classes, it was up to the Captains to identify whether an individual was present or not present for training. He stated that personnel who could not or did not attend the courses could be caught up the following quarter, based on the training courses offered. He stated that if they did not get credit within the quarter, then the next quarter they could obtain the credit for training.

Subject 5/Fire Chief stated that all of his Assistant Chiefs who validated training, as a standard, checked the shift rosters for validation and that they were quite diligent in checking the rosters. Subject 5/Fire Chief was asked how often he communicated with his Assistant Chiefs to ensure they were using the P&K, or shift rosters for validation purposes. Subject 5/Fire Chief testified that he touched base with the Assistant Chiefs each quarter and the Training Officer also looked at the POD training from each and reported to him with a statement of assurance. According to Subject 5/Fire Chief, the statement of assurance validated where the department was with their overall training for their annual training program.



The aforementioned statement does not specify a specific timeline on when or if Subject 5/Fire Chief ensured that his subordinate personnel were utilizing validation measures consistently or effectively. The evidence demonstrated that not all Assistant Chiefs or Instructors were utilizing validation measures. Subject 5/Fire Chief also stated that the Assistant Chief or the Captains could have removed any person who was not in training and those personnel could complete make up training at the end of the month.

Subject 5/Fire Chief was asked if he was aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications. Subject 5/Fire Chief responded that he was not aware of any false prerequisite certifications, but he did know of a situation where an individual signed up for a course and she (Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention) did not have the prerequisite for the course. He stated Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention obtained the required prerequisite certification course (Instructor 2) prior to her attending the new certification course (Officer 3).

Subject 5/Fire Chief further stated that he learned about the training situation with Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention at an Alternative Dispute Resolution hearing with another employee (Complainant/Fire Protection Inspector), and that as of May 2019, his department was attempting to do a better job with ensuring prerequisites were met prior to enrolling into certification courses.

The evidence supports that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have the prerequisite to register for the new course as required, but she did remedy the situation as she notified her leadership and obtained the course pre requisite prior to attending the training for the new certification course.

Subject 5/Fire Chief was asked to describe the process for obtaining the Instructor 2 certification. Subject 5/Fire Chief testified that it was an enrollment process to obtain entry into the course, and that personnel could either self-register, or be enrolled by the Training Chief. He stated that most of the courses were now online and that the personnel would be issued a password profile to go into the course until the academic portion was completed. He stated that after the academic portion was completed, the employee had to take a formal computer-based test and achieve a score of 80 percent or higher to pass the test. He stated that after the test was completed and passed, a 10-day, notification from the Air Force Civil Engineer Support Center would be obtained to go through the performance practical to obtain the certification, and once the performance practical was successfully completed, the certification would be awarded. Subject 5/Fire Chief stated that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention had to go to the test control center to take her examination.

Subject 5/Fire Chief was asked if there were any certified personnel that met the prerequisite training based on potentially fraudulent or falsified training entries. Subject 5/Fire Chief testified that if that situation happened, that would be a very bad situation. He stated that if the Air Force Civil Engineer Support Center found out or it was identified that there was fraudulent certifications, they would pull certifications and NFARSFD's ability to do any type of training courses.

Subject 5/Fire Chief was asked if any of his personnel responded to or participated in exercises that they were not properly trained to handle. Subject 5/Fire Chief testified in the

negative and stated that was the purpose of exercises. He stated exercises were intended to provide his personnel with the training to understand the processes. Subject 5/Fire Chief also stated that there was never a complaint or investigative inquiry into unqualified personnel responding to an emergency that lacked the necessary medical and/or fire training to provide adequate care.

SAF/IGQ evaluated 128 Fire Protection Training Reports from the ACES training courses held from 2018 through 2019 for all assigned NFARISFD personnel. The IO corroborated that there were in fact a multitude of training inconsistencies in which personnel received credit for training, as the data shows over in the following pages.

The IO did not utilize the personnel shift calendar or the P&K Roster due to multiple personnel having access to those documents and the substantial likelihood that those records may have been modified. The IO obtained 52 pay periods of Time and Attendance Reports (2018-2019) and 52 pay periods detailing Request for Leave or Approved Absences (2018-2019) to compare to the 128 Fire Protection Records. The evidence analyzed by the IO revealed the following issues as compiled into the 730 line items Excel document. The yellow signifies there was leave submitted and taken, but it did not interfere with the training course instructed, verified, or taken. The red signifies that the person was on leave during the reported course of instruction and could not have reasonably taught or taken training.

Date of Training	Instructor	Asst Chief Verified	Received Credit for Training	Subject of Training	Time of Training
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	AIRCRAFT LIVE FIRE TRAINING	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	AIRCRAFT LIVE FIRE TRAINING	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	0900-1000

	Operations	Operations		
6/11/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	AIRCRAFT LIVE FIRE TRAINING 0900-1000
1/11/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	FIREGROUND SURVIVAL/RIT 0900-1800
1/11/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 8/Firefighter 3	FIREGROUND SURVIVAL/RIT 0900-1800
1/11/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	FIREGROUND SURVIVAL/RIT 0900-1800
1/11/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	FIREGROUND SURVIVAL/RIT 0900-1800
1/11/2019	Subject 2/Supervisory Firefighter/Assistant	Subject 2/Supervisory Firefighter/Assistant	Firefighter 8	FIREGROUND SURVIVAL/RIT 0900-1800

	Chief of Training	Chief of Training		
9/3/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 2	FIRE ALARM SYSTEMS 0900-1000
9/3/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 4	FIRE ALARM SYSTEMS 0900-1000
9/3/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	FIRE ALARM SYSTEMS 0900-1000
9/3/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 5/Lead Firefighter 1	FIRE ALARM SYSTEMS 0900-1000
6/26/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	TRANSIENT A/C EGRESS/FAM DC-9 1000-1100
7/11/2019	Firefighter 8	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 2/Supervisory Firefighter	FLIGHTLINE /AIRPORT 0900-1100

				FAMILIARIZATION	
6/28/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	NR/NYS EMT (ELECTIVE)	1300-1400
6/28/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	NR/NYS EMT (ELECTIVE)	1300-1400
6/28/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	NR/NYS EMT (ELECTIVE)	1300-1400
1/22/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	NFPA 1500	0900-1000
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	SCBA	1000-1100
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	SCBA	1000-1100
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	SCBA	1000-1100
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	SCBA	1000-1100
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of	Firefighter 5	SCBA	1000-1100

		Operations			
1/22/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 5/Lead Firefighter 1	NR/NYS EMT (PREPARAT ORY)	0900-1100
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 5/Lead Firefighter 1	SCBA	1000-1100
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 14	SCBA	1000-1100
9/3/2019	Subject 4/Supervisory Firefighter/Assi stant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 12	FIRE ALARM SYSTEMS	0900-1000
9/3/2019	Subject 4/Supervisory Firefighter/Assi stant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 5	FIRE ALARM SYSTEMS	0900-1000
9/3/2019	Subject 4/Supervisory Firefighter/Assi stant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 14	FIRE ALARM SYSTEMS	0900-1000
6/26/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	TRANSIENT A/C EGRESS/FA M DC-9	1000-1100
6/26/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 5/Lead Firefighter 1	TRANSIENT A/C EGRESS/FA M DC-9	1000-1100

6/28/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 6	NR/NYS EMT (ELECTIVE)	1300-1400
7/9/2019	Firefighter 13	Firefighter 13	Lead Firefighter 2	NEAR MISS REPORT	0700-0800
7/9/2019	Firefighter 13	Firefighter 13	Lead Firefight er 2	NIOSH ANNUAL FIREFIGHTE R FATALITY STUDY	0800-0900
7/9/2019	Firefighter 13	Firefighter 13	Firefighter 15	NIOSH ANNUAL	0800-0900

				FIREFIGHTER FATALITY STUDY	
7/9/2019	Firefighter 13	Firefighter 13	Reference 5/Lead Firefighter 1	NEAR MISS REPORT	0700-0800
7/9/2019	Firefighter 13	Firefighter 13	Reference 5/Lead Firefighter 1	NIOSH ANNUAL FIREFIGHTER FATALITY STUDY	0800-0900
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	FIREGROUND SURVIVAL/RIT	0900-1000
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	FIREGROUND SURVIVAL/RIT	0900-1000
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	FIREGROUND SURVIVAL/RIT	0900-1000
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	FIREGROUND SURVIVAL/RIT	0900-1000
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of	Subject 2/Supervisory Firefighter/Assistant	FIREGROUND SURVIVAL/RIT	0900-1000



		Operations	t Chief of Training	
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	FIREGROUND SURVIVAL/RIT 0900-1000
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	FIREGROUND SURVIVAL/RIT 0900-1000
6/25/2019	Firefighter 13	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	FIREGROUND SURVIVAL/RIT 0900-1000
3/15/2019	Firefighter 13	Subject 3/Lead Firefighter 1	Firefighter 16	RISK MANAGEMENT 1300-1400
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	Hazardous Communications 0900-1000

1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	HEARING CONSERVATION	1000-1100
1/17/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	NFPA 1500	1000-1100
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	Hazardous Communications	0900-1000
1/17/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	NFPA 1500	1000-1100
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	Hazardous Communications	0900-1000
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	HEARING CONSERVATION	1000-1100
1/17/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	NFPA 1500	1000-1100

1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	Hazardous Communications	0900-1000
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	HEARING CONSERVATION	1000-1100
1/17/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 5	NFPA 1500	1000-1100
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 6/Fire Protection Specialist	HEARING CONSERVATION	1000-1100
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	Hazardous Communications	0900-1000
1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	HEARING CONSERVATION	1000-1100
1/17/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	NFPA 1500	1000-1100

1/9/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	HEARING CONSERVATION	1000-1100
1/17/2019	Reference 3/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	NFPA 1500	1000-1100
6/28/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 6	NR/NYS EMT (ELECTIVE)	1000-1100
8/13/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 8	NEAR MISS REPORT	1300-1300
8/13/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 18	NEAR MISS REPORT	1300-1300
6/28/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 3	NR/NYS EMT (ELECTIVE)	1000-1100

6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	STRUCTURA L EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 6	STRUCTURA L EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 10	STRUCTURA L EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	STRUCTURA L EXERCISE	0930-1030
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Reference 1/Firefighter 1	STRUCTURA L EXERCISE	0930-1030
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 6	STRUCTURA L EXERCISE	0930-1030
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 10	STRUCTURA L EXERCISE	0930-1030
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Lead Firefighter 4	STRUCTURA L EXERCISE	0930-1030
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Aaron Firefighter 13	STRUCTURA L EXERCISE	0900-1000

6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 2	STRUCTURA L EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 4	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 4	STRUCTURA L EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	STRUCTURA L EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervi sory Firefighte r/Assistan	STRATEGIES , TACTICS, AND OPERATION S	1000-1100

			Chief of Training	
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	STRUCTURAL EXERCISE 0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	STRATEGIES, TACTICS, AND 1000-1100

				OPERATION S	
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 5	STRUCTURA L EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 14	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 14	STRUCTURA L EXERCISE	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefight er 2	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefight er 2	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefight er 4	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of	Subject 2/Supervi sory Firefighte	Lead Firefight er 4	AIRCRAFT LIVE FIRE TRAINING	1001-1101



	Operations	r/Assistant Chief of Training			
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 12	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 12	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	AIRCRAFT LIVE FIRE TRAINING	1001-1101

8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	1001-1101

8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 6/Fire Protection Specialist	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 5/Lead Firefighter 1	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 5/Lead Firefighter 1	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 14	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 14	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	1001-1101
1/11/2019	Subject 4/Supervisory Firefighter/	Subject 2/Supervisory Firefighter	Reference 1/Firefighter 1	FIRE ALARM SYSTEMS	1100-1200

	Assistant Chief of Fire Prevention	r/Assistant Chief of Training			
1/11/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 8/Firefighter 3	FIRE ALARM SYSTEMS	1100-1200
1/11/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	FIRE ALARM SYSTEMS	1100-1200
1/11/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	FIRE ALARM SYSTEMS	1100-1200
1/11/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 8	FIRE ALARM SYSTEMS	1100-1200
8/1/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	FIRE ALARM SYSTEMS	0900-1000
8/1/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	FIRE ALARM SYSTEMS	0900-1000
3/8/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	FIRE ALARM SYSTEMS	0900-1000
3/8/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	FIRE ALARM SYSTEMS	0900-1000
5/23/2019	Lead Firefighter	Subject	Firefighter 12	HAZMAT EXERCISE	0845-1345

	5	1/Supervisory Firefighter/Assistant Chief of Operations			
9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	0700-0800
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 1/Firefighter 1	HAZMAT (TO INCLUDE POLICE FIREFIGHTING)	0900-1100

6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 8	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100
9/26/2019	Firefighter 16	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	VEHICLE EXTRICATION	0900-1000
4/30/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	STRUCTURAL LIVE FIRE TRAINING	0900-1100
1/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	FIREGROUND SURVIVAL/RIT	0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	OSHA 1910.130 BLOODBORNE PATHOGENS	0900-1000

	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	ROPES AND KNOTS	0900-1000
3/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	SCBA	1000-1100
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	SCBA	1000-1100
1/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	FIREGROUND SURVIVAL/RIT	0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	OSHA 1910.130 BLOODBORNE PATHOGENS	0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	SCBA	1000-1100
5/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	NR/NYS EMT (TRAUMA)	1000-1100
5/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of	Subject 1/Supervisory Firefighter/Assistant Chief of	Reference 1/Firefighter 1	NR/NYS EMT (TRAUMA)	1000-1100

	Training	Operations			
4/30/2019	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Subject 1/Supervisory Firefighter/ Assistant Chief of Operations	Firefighter 20	STRUCTURAL LIVE FIRE TRAINING	0900-1100



3/28/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	NEAR MISS REPORT	0900-1000
3/28/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	NEAR MISS REPORT	1001-1101
5/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1001-1101
5/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	ASSIGNED A/C EGRESS/FAM C-135 FR	0900-1000
1/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	FIREGROUND SURVIVAL/RIT	0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	OSHA 1910.130 BLOODBORNE PATHOGENS	0900-1000

4/16/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	ROPES AND KNOTS	1000-1100
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	SCBA	1000-1100
4/30/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 15	STRUCTURAL LIVE FIRE TRAINING	0900-1100
1/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	FIREGROUND SURVIVAL/RIT	0900-1000
4/30/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 6	STRUCTURAL LIVE FIRE TRAINING	0900-1100
4/1/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 21	ALARM ROOM OPERATIONS	0700-0830
10/24/2019	Subject 2/Supervisory	Subject 1/Supervisory	Firefighter 11	ASSIGNED A/C EGRESS/FAM C-135 FR	1401-1501

	Firefighter/Assistant Chief of Training	Firefighter/Assistant Chief of Operations			
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	FIRE CONTROL	1401-1501
5/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	NR/NYS EMT (TRAUMA)	1000-1100

10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	VEHICLE EXTRICATION 1300-1400
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	VENTILATION 1300-1400
5/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	ASSIGNED A/C EGRESS/FAM C-135 FR 0900-1000
1/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	FIREGROUND SURVIVAL/RIT 0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	OSHA 1910.130 BLOODBORNE PATHOGENS 0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 5	SCBA 1000-1100

4/10/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	ASSIGNED A/C EGRESS/FA M C-135 FR	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	ASSIGNED A/C EGRESS/FA M C-135 FR	1401-1501
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	VEHICLE EXTRICATION	1300-1400
5/1/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1300-1400
5/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	ASSIGNED A/C EGRESS/FA M C-135 FR	0900-1000
1/9/2019	Subject 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant	Reference 5/Lead Firefighter 1	FIREGROUND SURVIVAL/RIT	0900-1000

	r/Assistant Chief of Training	stant Chief of Operations		
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	OSHA 1910.130 BLOODBORNE PATHOGENS 0900-1000

1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	SCBA	1000-1100
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	OSHA 1910.130 BLOODBORNE PATHOGENS	0900-1000
1/17/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	SCBA	1000-1100
5/16/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 18	AIRCRAFT INCIDENT MANAGEMENT	1300-13000
3/27/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	LADDERS	1000-1100
5/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	NR/NYS EMT (TRAUMA)	1000-1100
3/27/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	ROPES AND KNOTS	0900-1000

5/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1001-1101
6/3/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 7	FIREGROUND SURVIVAL/RIT	1400-1600
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	NR/NYS EMT (ELECTIVE)	1300-1400
6/14/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	AIRCRAFT LIVE FIRE TRAINING	0900-1000
7/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	ASSIGNED A/C EGRESS/FAM C-135 FR	0930-1030
11/1/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	FIREGROUND SEARCH AND RESCUE	1300-1400



10/23/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	NR/NYS EMT (ELECTIVE) 0900-1000
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	RESCUE TECHNICIAN - ROPE RESCUE 1300-1400

6/14/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	AIRCRAFT LIVE FIRE TRAINING	0900-1000
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	NR/NYS EMT (ELECTIVE)	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	RESCUE TECHNICIAN - ROPE RESCUE	1300-1400
3/8/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	ROPES AND KNOTS	1000-1100
11/1/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	FIREGROUND SEARCH AND RESCUE	1300-1400
7/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	ASSIGNED A/C EGRESS/FAM C-135 FR	0930-1030
11/1/2019	Subject 2/Supervisory	Subject 2/Supervisory	Firefighter 10	FIREGROUND SEARCH AND RESCUE	1300-1400

	sory Firefighter/Assistant Chief of Training	sory Firefighter/Assistant Chief of Training			
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	NR/NYS EMT (ELECTIVE)	0900-1000
6/14/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	0900-1000
7/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	ASSIGNED A/C EGRESS/FA M C-135 FR	0930-1030
3/8/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	ROPES AND KNOTS	1000-1100
4/30/2019	Lead Firefighter 6	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	RESCUE TECHNICIAN - ROPE RESCUE	0900-1100
4/30/2019	Lead Firefighter 6	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 20	RESCUE TECHNICIAN - ROPE RESCUE	0900-1100

4/30/2019	Lead Firefighter 6	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 15	RESCUE TECHNICIAN - ROPE RESCUE	0900-1100
4/30/2019	Lead Firefighter 6	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 6	RESCUE TECHNICIAN - ROPE RESCUE	0900-1100

6/20/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	STRATEGIES , TACTICS, AND OPERATION S	0900-1000
3/15/2019	E. Lead Firefighter 8	Subject 3/Lead Firefigh ter 1	Firefighter 16	PPE RISK ENTERPRISE ASSESSMEN T	1330-1430
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 2	HEALTH/WE LLNESS	1000-1100
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 4	HEALTH/WE LLNESS	1000-1100
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 24	INCIDENT INFORMATI ON RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 24	LIFE SAFETY AND CODE ENFORCEME NT	0900-1000
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	HEALTH/WE LLNESS	1000-1100
1/15/2019	Reference 6/Fire	Subject 1/Supervisory	Firefighter 8	HEALTH/WE LLNESS	1400-1500

	Protection Specialist	Firefighter/Assistant Chief of Operations			
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 8	LIFE SAFETY AND CODE ENFORCEMENT	0900-1000
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 5	HEALTH/WE LLNESS	1000-1100
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 6/Fire Protection Specialist	HEALTH/WE LLNESS	1000-1100
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 6/Fire Protection Specialist	INCIDENT INFORMATION RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 6/Fire Protection Specialist	LIFE SAFETY AND CODE ENFORCEMENT	0900-1000
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	HEALTH/WE LLNESS	1000-1100
1/9/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	HEALTH/WE LLNESS	1000-1100

8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 18	LIFE SAFETY	0900-1000
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				AND CODE ENFORCEMENT	
5/8/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	FIRE CONTROL	1300- 1400
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	NR/NYS EMT (ELECTIVE)	1000-1100
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	NR/NYS EMT (ELECTIVE)	1400-1500
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	NR/NYS EMT (ELECTIVE)	1000-1100
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	NR/NYS EMT (ELECTIVE)	1000-1100
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	NR/NYS EMT (ELECTIVE)	1000-1100
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	NR/NYS EMT (ELECTIVE)	1000-1100
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	NR/NYS EMT (ELECTIVE)	1000-1100



8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Reference 6/Fire Protection Specialist	NR/NYS EMT (ELECTIVE) 1000-1100
3/8/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefighter 4	FIRE HAZARD IDENTIFICA TION AND MITIGATION 1300-1400
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefighter 4	NR/NYS EMT (ELECTIVE) 1000-1100
5/9/2019	Referen ce 5/Lead Firefight er 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	ARFF VEHICLE FAMILIARIZ ATION 0900-1000
6/7/2019	Referen ce 5/Lead Firefight er 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	FIREGROUN D SEARCH AND RESCUE 0900-1000
6/7/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 2	FORCIBLE ENTRY 1000-1100
1/17/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 2	NEAR MISS REPORT 0900-1000

5/9/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	ARFF VEHICLE FAMILIARIZATION	0900-1000
1/17/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	NEAR MISS REPORT	0900-1000
1/17/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	NEAR MISS REPORT	0900-1000

6/20/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	VEHICLE EXTRICATION	1000-1100
1/17/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	NEAR MISS REPORT	0900-1000
1/17/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	NEAR MISS REPORT	0900-1000
5/9/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	ARFF VEHICLE FAMILIARIZATION	0900-1000
1/17/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	NEAR MISS REPORT	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 2	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 2	ROPES AND KNOTS	1000-1100

8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Lead Firefighter 4	PUMP OPERATION S AND FIREGROUND HYDRAULIC S	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Firefighter 4	ROPES AND KNOTS	1000-1100
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Firefighter 12	PUMP OPERATION S AND FIREGROUND HYDRAULIC S	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Firefighter 12	ROPES AND KNOTS	1000-1100
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Firefighter 4	PUMP OPERATION S AND FIREGROUND HYDRAULIC S	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/ Assistant Chief of Training	Firefighter 5	ROPES AND KNOTS	1000-1100

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8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 5/Lead Firefighter 1	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 5/Lead Firefighter 1	ROPES AND KNOTS	1000-1100
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 14	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	0900-1000
8/15/2019	Reference 5/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 14	ROPES AND KNOTS	1000-1100
8/1/2019	Lead Firefighter 4	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	FLIGHTLINE /AIRPORT FAMILIARIZATION	0900-1000
8/1/2019	Lead Firefighter 4	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	FLIGHTLINE /AIRPORT FAMILIARIZATION	0900-1000

11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	NEAR MISS REPORT	0930-1030
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 1/Firefighter 1	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100
11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	NEAR MISS REPORT	0930-1030
7/9/2019	Firefighter 13	Firefighter 13	Lead Firefighter 4	NIOSH ANNUAL FIREFIGHTER FATALITY STUDY	0800-0900
7/9/2019	Firefighter 13	Firefighter 13	Firefighter 11	NEAR MISS REPORT	0700-0800
7/9/2019	Firefighter 13	Firefighter 13	Firefighter 11	NIOSH ANNUAL FIREFIGHTER FATALITY STUDY	0800-0900
3/15/2019	Firefighter 13	Subject 3/Lead Firefighter 1	Firefighter 16	NEAR MISS REPORT	0930-1000

8/13/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 17	NEAR MISS REPORT	1300-1300
8/13/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 24	NEAR MISS REPORT	1300-1300
8/13/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 15	NEAR MISS REPORT	1300-1300
6/28/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 8	NR/NYS EMT (ELECTIVE)	1000-1100
8/13/2019	Firefighter 17	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 7	NEAR MISS REPORT	1300-1300
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 4/Supervisory Firefighter/Assi stant Chief of Fire Prevention	STRUCTURA L EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 25	STRUCTURA L EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	STRUCTURA L EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 21	STRUCTURA L EXERCISE	0900-1000



6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 26	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 27	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 9	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 7	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 6/Fire Protection Specialist	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	STRUCTURAL EXERCISE	0900-1000
6/11/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	STRUCTURAL EXERCISE	0900-1000
6/11/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	STRUCTURAL EXERCISE	0900-1000

6/11/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 3	STRUCTURAL EXERCISE	0900-1000
6/11/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	STRUCTURAL EXERCISE	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	STRUCTURAL EXERCISE	0930-1030
6/19/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	STRUCTURAL EXERCISE	0930-1030
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	STRATEGIES, TACTICS, AND OPERATIONS	1000-1100

6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 16	STRATEGIES , TACTICS, AND OPERATION S	1000-1100

6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 16	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 6	STRATEGIES, TACTICS, AND OPERATIONS	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 6	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	STRATEGIES, TACTICS, AND OPERATIONS	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	STRATEGIES, TACTICS, AND OPERATIONS	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	STRUCTURAL EXERCISE	0900-1000

6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	STRATEGIES , TACTICS, AND OPERATION S	1000-1100
6/25/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	STRUCTURAL EXERCISE	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 19	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 19	AIRCRAFT LIVE FIRE TRAINING	1001-1101

Training					
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 11	AIRCRAFT LIVE FIRE TRAINING	0900-1000

8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 11	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 6/Fire Protection Specialist	AIRCRAFT LIVE FIRE TRAINING	0900-1000

8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 22	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 22	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Fire Protection Inspector	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Fire Protection Inspector	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 23	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 23	AIRCRAFT LIVE FIRE TRAINING	1001-1101
8/15/2019	Subject 1/Supervisory	Subject 2/Supervisory	Lead Firefighter 4	AIRCRAFT LIVE FIRE TRAINING	0900-1000



	Firefighter/Assistant Chief of Operations	Firefighter/Assistant Chief of Training			
8/1/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	FIRE SUPPRESSION SYSTEMS	1001-1101
3/8/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 17	FIRE ALARM SYSTEMS	0900-1000
3/8/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 21	FIRE ALARM SYSTEMS	0900-1000
3/8/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	FIRE ALARM SYSTEMS	0900-1000
3/8/2019	Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 18	FIRE ALARM SYSTEMS	0900-1000
6/27/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	AIRCRAFT LIVE FIRE TRAINING	1910-2010
6/27/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	ARFF VEHICLE FAMILIARIZATION	2015-2045

6/3/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 2/Supervisory Firefighter	AIRCRAFT LIVE FIRE TRAINING	0930-1130
6/27/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 2/Supervisory Firefighter	ARFF VEHICLE FAMILIARIZ ATION	2015-2045
6/3/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 3/Lead Firefigh ter 1	AIRCRAFT LIVE FIRE TRAINING	0930-1130

6/27/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 3	AIRCRAFT LIVE FIRE TRAINING	1910-2010
6/27/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 3	ARFF VEHICLE FAMILIARIZ ATION	2015-2045
6/27/2019	Reference 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 7	ARFF VEHICLE FAMILIARIZ ATION	2015-2045
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Reference 3/Supervisory Firefighter	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 17	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Subject 4/Supervisory Firefighter/Assi stant Chief of Fire Prevention	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 24	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 25	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 6	HAZMAT EXERCISE	0800-1100

9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Complainant/Fi re Protection Inspector	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Lead Firefighter 6	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 21	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 26	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 27	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 9	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 7	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 10	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Subject 5/Fire Chief	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Reference 6/Fire Protection Specialist	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Firefighter 18	HAZMAT EXERCISE	0800-1100

9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Lead Firefighter 7	HAZMAT EXERCISE	0800-1100
9/20/2019	Reference 2/Supervisory Firefighter	Reference 2/Supervisory Firefighter	Lead Firefighter 4	HAZMAT EXERCISE	0800-1100
6/20/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Motor Vehicle Dispatcher	STRATEGIC/ MASTER PLANNING	0915-1015
5/23/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	HAZMAT EXERCISE	0845-1345
6/20/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	STRATEGIC/ MASTER PLANNING	0915-1015
9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	VEHICLE SAFETY/EM ERGENCY VEHICLE OPERATION S	0700-0800
9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 19	VEHICLE SAFETY/EM ERGENCY VEHICLE OPERATION S	0700-0800
5/23/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 20	HAZMAT EXERCISE	0845-1345

9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	VEHICLE SAFETY/EM ERGENCY VEHICLE OPERATION S	0700-0800
5/23/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 16	HAZMAT EXERCISE	0845-1345
5/23/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 26	HAZMAT EXERCISE	0845-1345
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 13	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 13	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400

6/20/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 8	STRATEGIC/MASTER PLANNING	0915-1015
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
6/6/2019	Lead Firefighter	Subject	Firefighter 17	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400

	5		1/Supervisory Firefighter/Assistant Chief of Operations			
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	HAZMAT (TO INCLUDE POL FIREFIGHTING)		0900-1100
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	HAZMAT (TO INCLUDE POL FIREFIGHTING)		0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	HAZMAT (TO INCLUDE POL)		0900-1400



				FIREFIGHTI NG)	
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 29	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 25	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 19	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 8/Firefighter 3	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 20	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100

6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 20	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefig hter 9	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 16	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100

6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 16	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 6	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 15	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 15	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400

4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefigh ter 6	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefigh ter 6	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 21	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 22	VEHICLE SAFETY/EM	0700-0800

				EMERGENCY VEHICLE OPERATION S	
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 26	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 27	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 7/Firefighter 2	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 9	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of	Firefight er 7	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100

Operations					
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 8	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 8	HAZMAT (TO INCLUDE POL)	0900-1100

				FIREFIGHTING)	
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 8	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100
9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	0700-0800
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 30	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 10	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100

6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 10	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	HAZMAT (TO INCLUDE POL FIREFIGHTING)	0900-1100



6/20/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 23	STRATEGIC/ MASTER PLANNING	0915-1015
9/26/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 23	VEHICLE SAFETY/EM ERGENCY VEHICLE OPERATION S	0700-0800
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 5/Lead Firefighter 1	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 14	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 14	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
6/6/2019	Lead Firefighter	Subject	Firefighter 18	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400

	5		1/Supervisory Firefighter/Assi stant Chief of Operations			
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Fire Protection Inspector	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)		0900-1100
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 3	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)		0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 7	HAZMAT (TO INCLUDE POL		0900-1100

				FIREFIGHTI NG)	
6/6/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 7	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1400
4/18/2019	Lead Firefighter 5	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 4	HAZMAT (TO INCLUDE POL FIREFIGHTI NG)	0900-1100
9/26/2019	Firefighter 16	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	VEHICLE EXTRICATIO N	0900-1000
9/26/2019	Firefighter 16	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 19	VEHICLE EXTRICATIO N	0900-1000
9/26/2019	Firefighter 16	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	VEHICLE EXTRICATIO N	0900-1000
9/26/2019	Firefighter 16	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 16	VEHICLE EXTRICATIO N	0900-1000
9/26/2019	Firefighter 16	Subject	Fire Protection	VEHICLE EXTRICATIO N	0900-1000

		1/Supervisory Firefighter/Assistant Chief of Operations	Inspector		
9/26/2019	Firefighter 16	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	VEHICLE EXTRICATION	0900-1000
1/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	FORM 55 SAFETY	1100-1200
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 3/Supervisory Firefighter	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	SALVAGE AND OVERHAUL	0900-1000
4/30/2019	Subject 2/Supervisory Firefighter/Assistant Chief of	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 28	STRUCTURAL LIVE FIRE TRAINING	0900-1100



10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Automotive Equipment Dispatcher	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Automotive Equipment Dispatcher	SALVAGE AND OVERHAUL	0900-1000
5/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	ASSIGNED A/C EGRESS/FAM C-135 FR	0900-1000
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 3/Supervisory Firefighter	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory	Subject	Firefighter 17	SALVAGE AND OVERHAUL	0900-1000

	sory Firefighter/Assistant Chief of Training	1/Supervisory Firefighter/Assistant Chief of Operations			
1/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Motor Vehicle Dispatcher	BUILDING CONSTRUCTION	0900-1000
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 29	SALVAGE AND OVERHAUL	0900-1000





2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 2/Supervisory Firefighter	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 24	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 25	SALVAGE AND OVERHAUL	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	ASSIGNED A/C EGRESS/FAM C-135 FR	1401-1501
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	FIRE CONTROL	1401-1501
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800

10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	VEHICLE EXTRICATION	1300-1400
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	VENTILATION	1300-1400
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 31	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 8/Firefighter 3	SALVAGE AND OVERHAUL	0900-1000
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 20	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
5/9/2019	Subject 2/Supervisory Firefighter	Subject 1/Supervisory Firefighter/Assistant	Lead Firefighter 5	ARFF VEHICLE FAMILIARIZATION	0700-0800

	r/Assistant Chief of Training	stant Chief of Operations			
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 5	ASSIGNED A/C	1401-1501

				EGRESS/FA M C-135 FR	
9/26/2019	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	FIRE CONTROL	1401-1501
3/28/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	FIRE HAZARD IDENTIFICA TION AND MITIGATION	1102-1202
4/30/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	STRUCTURA L LIVE FIRE TRAINING	0900-1100
10/24/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	VEHICLE EXTRICATIO N	1300-1400
9/26/2019	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 5	VENTILATIO N	1300-1400
2/12/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefig hter 9	SALVAGE AND OVERHAUL	0900-1000
1/22/2019	Subject 2/Supervisory Firefighter/Assi	Subject 1/Supervisory Firefighter/Assi	Firefighter 16	FORM 55 SAFTEY	1100-1200

	stant Chief of Training	stant Chief of Operations			
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 16	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
1/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	FORM 55 SAFETY	1100-1200
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 32	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	FIRE CONTROL	1401-1501

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3/27/2019	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervisory Firefighter/Ass istant Chief of Training	LADDERS	1000-1100
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10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
3/27/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 2/Supervisory Firefighter/Assistant Chief of Training	ROPES AND KNOTS	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 21	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 26	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 27	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 7/Firefighter 2	SALVAGE AND OVERHAUL	0900-1000

2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	SALVAGE AND OVERHAUL	0900-1000
5/30/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	0900-1000
5/30/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	ASSIGNED A/C EGRESS/FA M C-135 FR	1300-1400
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 8	SALVAGE AND OVERHAUL	0900-1000
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 33	SALVAGE AND OVERHAUL	0900-1000
10/29/2019	Subject 2/Supervisory	Subject 1/Supervisory	Lead Firefighter 8	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800



	Firefighter/Assistant Chief of Training	Firefighter/Assistant Chief of Operations			
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	PUMP OPERATION S AND	1600-1800

				FIREGROUND D HYDRAULIC S	
4/16/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	ROPES AND KNOTS	1000-1100
1/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	0700-0800
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 5/Fire Chief	SALVAGE AND OVERHAUL	0900-1000
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	PUMP OPERATIONS AND FIREGROUND HYDRAULIC S	1600-1800
3/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	ROPES AND KNOTS	0900-1000
1/15/2019	Subject 2/Supervisory Firefighter/Assistant	Subject 1/Supervisory Firefighter/Assistant Chief of	Reference 6/Fire Protection Specialist	FIRE BEHAVIOR	1300-1400

	t Chief of Training	Operations			
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 6/Fire Protection Specialist	SALVAGE AND OVERHAUL	0900-1000
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	FIRE CONTROL	1401-1501
5/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	NR/NYS EMT (TRAUMA	1000-1100
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	VENTILATION	1300-1400
5/1/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	FIREGROUND SURVIVAL/RIT	0900-1100
1/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	FORM 55 SAFETY	1100-1200

	stant Chief of Training	stant Chief of Operations			
10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	PUMP OPERATION S AND	1600-1800

				FIREGROUND HYDRAULICS	
3/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	ROPES AND KNOTS	0900-1000
1/9/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	FIREGROUND SURVIVAL/RIT	0900-1000
1/22/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	FORM 55 SAFETY	1100-1200
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 18	SALVAGE AND OVERHAUL	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	ASSIGNED A/C EGRESS/FAM C-135 FR	1401-1501
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	FIRE CONTROL	1401-1501

10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	PUMP OPERATIONS AND FIREGROUND HYDRAULICS	1600-1800
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	VEHICLE EXTRICATION	1300-1400
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	VENTILATION	1300-1400
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 3	SALVAGE AND OVERHAUL	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	ASSIGNED A/C EGRESS/FAM C-135 FR	1401-1501
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	FIRE CONTROL	1401-1501

10/29/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	PUMP OPERATION S AND FIREGROUN D HYDRAULIC S	1600-1800
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10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	VEHICLE EXTRICATION	1300-1400
9/26/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 23	VENTILATION	1300-1400
2/12/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 7	SALVAGE AND OVERHAUL	0900-1000
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 2	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
3/8/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 17	ROPES AND KNOTS	1000-1100
8/15/2019	Subject 2/Supervisory Firefighter/Assistant	Subject 2/Supervisory Firefighter/Assistant	Lead Firefighter 4	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202



	t Chief of Training	t Chief of Training			
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 19	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 5	NR/NYS EMT (ELECTIVE)	1300-1400
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
7/12/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	Firefighter 6	ASSIGNED A/C EGRESS/FAM C-135 FR	0930-1030

	r/Assistant Chief of Training	r/Assistant Chief of Training			
11/1/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 6	FIREGROUN D SEARCH AND RESCUE	1300-1400

10/23/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 6	NR/NYS EMT (ELECTIVE)	1300-1400
8/15/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 12	AIRCRAFT RESPONSE AND FIREFIGHTI NG PRINCIPLES	1102-1202
8/15/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	AIRCRAFT RESPONSE AND FIREFIGHTI NG PRINCIPLES	1102-1202
11/1/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	FIREGROUN D SEARCH AND RESCUE	1300-1400
9/25/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	NR/NYS EMT (ELECTIVE)	1300-1400
10/23/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	NR/NYS EMT (ELECTIVE)	0900-1000

10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	RESCUE TECHNICIAN - ROPE RESCUE	1300-1400
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Complainant/Fire Protection Inspector	NR/NYS EMT (ELECTIVE)	1300-1400
3/8/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 21	ROPES AND KNOTS	1000-1100
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
11/1/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	FIREGROUND SEARCH AND RESCUE	1300-1400
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	NR/NYS EMT (ELECTIVE)	1300-1400
10/23/2019	Subject 2/Supervisory	Subject 2/Supervisory	Firefighter 9	NR/NYS EMT (ELECTIVE)	0900-1000

	y Firefighter/Assistant Chief of Training	Firefighter/Assistant Chief of Training			
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	RESCUE TECHNICIAN - ROPE RESCUE	1300-1400
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	AIRCRAFT RESPONSE	1102-1202

				AND FIREFIGHTING PRINCIPLES	
9/25/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 7	NR/NYS EMT (ELECTIVE)	1300-1400
10/23/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 7	NR/NYS EMT (ELECTIVE)	0900-1000
10/24/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefight er 7	RESCUE TECHNICIA N - ROPE RESCUE	1300-1400
8/15/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 11	AIRCRAFT RESPONSE AND FIREFIGHTI NG PRINCIPLES	1102-1202
6/14/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 10	AIRCRAFT LIVE FIRE TRAINING	0900-1000
8/15/2019	Subject 2/Supervi	Subject 2/Supervi	Firefighter 10	AIRCRAFT RESPONSE AND FIREFIGHTI NG PRINCIPLES	1102-1202

	sory Firefighter/Assistant Chief of Training	sory Firefighter/Assistant Chief of Training			
10/23/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	NR/NYS EMT (ELECTIVE)	1300-1400
10/24/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	RESCUE TECHNICIAN - ROPE RESCUE	1300-1400
3/8/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	ROPES AND KNOTS	1000-1100
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 4	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 6/Fire Protection Specialist	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202

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8/15/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefight er 22	AIRCRAFT RESPONSE AND	1102-1202
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				FIREFIGHTING PRINCIPLES	
9/25/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 22	NR/NYS EMT (ELECTIVE)	1300-1400
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 5/Lead Firefighter 1	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 14	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
3/8/2019	Subject 2/Supervisor y Firefighter/Assistant Chief of Training	Subject 2/Supervisor y Firefighter/Assistant Chief of Training	Firefighter 18	ROPES AND KNOTS	1000-1100
8/15/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Fire Protection Inspector	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
9/25/2019	Subject	Subject	Fire Protection	NR/NYS EMT (ELECTIVE)	1300-1400

	2/Supervisor y Firefighter/A ssistant Chief of Training	2/Supervisor y Firefighter/A ssistant Chief of Training	Inspector		
8/15/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 23	AIRCRAFT RESPONSE AND FIREFIGHTI NG PRINCIPLES	1102-1202
8/15/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefighter 4	AIRCRAFT RESPONSE AND FIREFIGHTI NG PRINCIPLES	1102-1202
11/1/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Lead Firefighter 4	FIREGROUN D SEARCH AND RESCUE	1300-1400
9/25/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Lead Firefighter 4	NR/NYS EMT (ELECTIVE)	1300-1400
10/23/2019	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Subject 2/Supervisor y Firefighter/A ssistant Chief of Training	Lead Firefighter 4	NR/NYS EMT (ELECTIVE)	0900-1000
10/24/2019	Subject 2/Supervisor	Subject 2/Supervisor	Lead Firefighter 4	RESCUE TECHNICIA	1300-1400

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3/21/2019	Subject 2/Supervisory Firefighter/As sistant Chief of Training	Subject 3/Lead Firefighter 1	Subject 4/Supervisory Firefighter/Assi stant Chief of Fire Prevention	NR/NYS EMT (TRAUMA	1200-1300
3/21/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 3/Lead Firefigh ter 1	Subject 3/Lead Firefigh ter 1	PUMP OPERATION S AND FIREGROUN D HYDRAULIC S	1300-1400
3/21/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 3/Lead Firefigh ter 1	Subject 3/Lead Firefigh ter 1	STRUCTURA L LIVE FIRE TRAINING	1400-1500
3/21/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 3/Lead Firefigh ter 1	Subject 3/Lead Firefigh ter 1	STRUCTURA L/MWS VEHICLE FAMILIARIZ ATION	1500-1600
3/21/2019	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Subject 3/Lead Firefigh ter 1	Subject 3/Lead Firefigh ter 1	VEHICLE EXTRICATIO N	0900-1000
3/21/2019	Subject 2/Supervi	Subject 3/Lead	Subject 3/Lead	VEHICLE SAFETY/EM ERGENCY VEHICLE OPERATION S	1600-1700

	sory Firefighter/Assistant Chief of Training	Firefighter 1	Firefighter 1		
3/21/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 3/Lead Firefighter 1	Subject 3/Lead Firefighter 1	WATER SUPPLIES, FIRE HOSE AND FIRE STREAMS	1000-1100
4/30/2019	Lead Firefighter 6	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 16	RESCUE TECHNICIAN - ROPE RESCUE	0900-1100
4/30/2019	Lead Firefighter 6	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 8	RESCUE TECHNICIAN - ROPE RESCUE	0900-1100
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 13	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 3/Supervisory Firefighter	STRUCTURAL/MWS VEHICLE	1800-2000

				FAMILIARIZATION	
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 2	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 4	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 19	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 20	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter	Subject 1/Supervisory	Firefighter 16	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000

	1	Firefighter/Assistant Chief of Operations				
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 12	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000	
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 32	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000	
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000	
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 8	STRUCTURAL/MWS VEHICLE	1800-2000	

				FAMILIARIZATION	
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 22	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Fire Protection Inspector	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000
10/29/2019	Subject 3/Lead Firefighter	Subject 1/Supervisory	Firefighter 23	STRUCTURAL/MWS VEHICLE FAMILIARIZATION	1800-2000



	1	Firefighter/Assistant Chief of Operations			
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 2	TRANSIENT A/C EGRESS/FAM DC-9	0900-1000
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	TRANSIENT A/C EGRESS/FAM DC-9	0900-1000
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 12	TRANSIENT A/C EGRESS/FAM DC-9	0900-1000
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 3/Lead Firefighter 1	TRANSIENT A/C EGRESS/FAM DC-9	0900-1000
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 4	TRANSIENT A/C	0900-1000

				EGRESS/FA M DC-9	
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Reference 5/Lead Firefighter 1	TRANSIENT A/C EGRESS/FA M DC-9	0900-1000
9/26/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 14	TRANSIENT A/C EGRESS/FA M DC-9	0900-1000
7/11/2019	Firefighte r 8	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 8	FLIGHTLINE /AIRPORT FAMILIARIZ ATION	0900-1100
6/26/2019	Subject 5/Fire Chief	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefight er 2	NIOSH ANNUAL FIREFIGHTE R FATALITY STUDY	0900-1000
6/26/2019	Subject 5/Fire Chief	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Reference 5/Lead Firefighter 1	NIOSH ANNUAL FIREFIGHTE R FATALITY STUDY	0900-1000
8/13/2019	Reference 6/Fire Protection	Subject 1/Supervisory Firefighter/Assi stant Chief of	Firefighter 28	INCIDENT INFORMATI ON RESEARCH	0900-1000

	Specialist	Operations			
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 17	LIFE SAFETY AND CODE ENFORCEMENT	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 3/Lead Firefighter 1	INCIDENT INFORMATION RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 29	INCIDENT INFORMATION RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Lead Firefighter 9	INCIDENT INFORMATION RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 15	LIFE SAFETY AND CODE ENFORCEMENT	0900-1000

8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	INCIDENT INFORMATI ON RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 27	INCIDENT INFORMATI ON RESEARCH	0900-1000
8/13/2019	Reference 6/Fire Protection Specialist	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Lead Firefighter 7	LIFE SAFETY AND CODE ENFORCEME NT	0900-1000
3/8/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefight er 17	FIRE HAZARD IDENTIFICA TION AND MITIGATION	1300-1400
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Lead Firefighter 5	NR/NYS EMT (ELECTIVE)	1400-1500
3/8/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 6	FIRE HAZARD IDENTIFICA TION AND MITIGATION	1300-1400

9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 6	NR/NYS EMT (ELECTIVE)	1400-1500
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Complainant/Fi re Protection Inspector	NR/NYS EMT (ELECTIVE)	1400-1500
3/8/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 21	FIRE HAZARD IDENTIFICA TION AND MITIGATION	1300-1400
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 9	NR/NYS EMT (ELECTIVE)	1400-1500
8/15/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefight er 7	NR/NYS EMT (ELECTIVE)	1000-1100
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 7	NR/NYS EMT (ELECTIVE)	1400-1500
3/8/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 10	FIRE HAZARD IDENTIFICA TION AND MITIGATION	1300-1400
9/25/2019	Reference	Subject	Firefighter 10	NR/NYS EMT (ELECTIVE)	1400-1500

	6/Fire Protection Specialist	2/Supervisory Firefighter/Assistant Chief of Training			
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 6/Fire Protection Specialist	NR/NYS EMT (ELECTIVE)	1400-1500

9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Firefighter 22	NR/NYS EMT (ELECTIVE)	1400-1500
3/8/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervi sory Firefighte r/Assistan t Chief of Training	Firefighter 18	FIRE HAZARD IDENTIFICA TION AND MITIGATION	1300-1400
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Fire Protection Inspector	NR/NYS EMT (ELECTIVE)	1400-1500
9/25/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assi stant Chief of Training	Lead Firefighter 4	NR/NYS EMT (ELECTIVE)	1400-1500
6/7/2019	Referen ce 5/Lead Firefight er 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	FIREGROUN D SEARCH AND RESCUE	0900-1000
6/7/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	FORCIBLE ENTRY	1000-1100
1/22/2019	Referen ce 5/Lead Firefight er 1	Subject 1/Supervisory Firefighter/Assi stant Chief of Operations	Firefighter 12	NR/NYS EMT (MEDICAL/B EHAVIORAL )	1300-1500
1/22/2019	Referen	Subject	Firefighter 11	HEARING CONSERVAT ION	1001-1101

	ce 5/Lead Firefighter 1	1/Supervisory Firefighter/Assistant Chief of Operations			
1/22/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 11	OSHA 1910.130 BLOODBORNE PATHOGENS	1102-1202
6/7/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 4	FIREGROUND SEARCH AND RESCUE	0900-1000
6/7/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 5	FORCIBLE ENTRY	1000-1100
6/7/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	FIREGROUND SEARCH AND RESCUE	0900-1000
6/7/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	FORCIBLE ENTRY	1000-1100
1/22/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Reference 5/Lead Firefighter 1	NR/NYS EMT (MEDICAL/B EHAVIORAL )	1300-1500



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1/22/2019	Reference 5/Lead Firefighter er 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Firefighter 14	NR/NYS EMT (MEDICAL/BEHAVIORAL )	1300-1500
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9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 25	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100
11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	NEAR MISS REPORT	0930-1030
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 6	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 12	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100

11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	NEAR MISS REPORT	0930-1030
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100
11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	NEAR MISS REPORT	0930-1030
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 9	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100
11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 7	NEAR MISS REPORT	0930-1030
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant	Firefighter 7	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATIONS	1100-1100

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9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Firefighter 10	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATION S	1100-1100
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Reference 6/Fire Protection Specialist	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATION S	1100-1100
11/2/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	NEAR MISS REPORT	0930-1030
9/26/2019	Lead Firefighter 4	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Lead Firefighter 4	VEHICLE SAFETY/EMERGENCY VEHICLE OPERATION S	1100-1100

- 1.) There were students that were given credit for multiple training courses (different topics) taught by different instructors on the same date and at the same time as another training course.
- 2.) Students in a leave status, according to their Time and Attendance Report and Request for Leave or Approved Absences, were given credit by instructors and verified by an assistant chief for training courses despite their leave status.<sup>2</sup>
- 3.) There were multiple training courses that overlapped with another training course and students were given credit for both courses despite not being able to be in two places and

being instructed by two instructors at the same time.

- 4.) There were courses listed and allegedly taught by instructors who were on leave at the time of the course of instruction.

Date of Training	Instructor	Asst Chief Verified	Subject of Training	Time of Training
6/11/2019	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	AIRCRAFT LIVE FIRE TRAINING	0900-1000
9/3/2019	Subject 3/Lead Firefighter 1	Subject 2/Supervisory Firefighter/Assistant Chief of Training	FIRE ALARM SYSTEMS	0900-1000
1/11/2019	Subject 2/Supervisory Firefighter/Assistant Chief of Training	Subject 2/Supervisory Firefighter/Assistant Chief of Training	FIREGROUND SURVIVAL/RIT	0900-1800
6/26/2019	Subject 3/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	TRANSIENT A/C EGRESS/FAM DC-9	1000-1100
7/11/2019	Firefighter 8	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	FLIGHTLINE/AIRPORT FAMILIARIZATION	0900-1100
6/28/2019	Reference 6/Fire Protection Specialist	Subject 2/Supervisory Firefighter/Assistant Chief of Training	NR/NYS EMT (ELECTIVE)	1300-1400
6/25/2019	Reference 5/Lead Firefighter 1	Subject 1/Supervisory Firefighter/Assistant Chief of Operations	SCBA	1000-1100

<sup>2</sup> There were approximately 241 Students that were given credit for multiple training courses at the same time and/or were determined to be on leave according to their Time and Attendance and Request for Leave or Approved Absences Records.

- 5.) There were courses that listed instructors teaching multiple courses (different topics) on the same date at the same time.
- 6.) There were incorrect times listed on multiple courses where the start and end time of the course was the same (e., 1300-1300).
- 7.) There were instructors listed as students in courses at the same date/time they were listed as having taught another course at a different location.
- 8.) There were instructors who self-verified the courses they taught in the capacity of the Assistant Chief, and also received credit for the courses as attendees. The following are a list of those instructors with the dates, times, and courses.

Date of Training	Instructor	Asst Chief Verified	Subject of Training	Time of Training
7/9/2019	Firefighter 13	Firefighter 13	NEAR MISS REPORT	0700-0800
7/9/2019	Firefighter 13	Firefighter 13	NIOSH ANNUAL FIREFIGHTER FATALITY STUDY	0800-0900
6/11/2019	Subject 1/Supervisory Firefighter	Subject 1/Supervisory Firefighter	AIRCRAFT LIVE FIRE TRAINING	0900-1000
6/19/2019	Subject 1/Supervisory Firefighter	Subject 1/Supervisory Firefighter	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter	Subject 1/Supervisory Firefighter	STRUCTURAL EXERCISE	0900-1000
6/25/2019	Subject 1/Supervisory Firefighter	Subject 1/Supervisory Firefighter	STRATEGIES, TACTICS, AND OPERATIONS	1000-1100
9/20/2019	Reference 2/Supervisory Firefighter/Assistant Chief of Operations	Reference 2/Supervisory Firefighter/Assistant Chief of Operations	HAZMAT EXERCISE	0800-1100
1/11/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	FIREGROUND SURVIVAL/RIT	0900-1800
3/8/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	ROPES AND KNOTS	1000-1100
6/14/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	AIRCRAFT LIVE FIRE TRAINING	0900-1000
7/12/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	ASSIGNED A/C EGRESS/FAM C-135 FR	0930-1030
9/25/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	NR/NYS EMT (ELECTIVE)	1300-1400
10/23/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	NR/NYS EMT (ELECTIVE)	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	RESCUE TECHNICIAN - ROPE RESCUE	1300-1400
11/1/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	FIREGROUND SEARCH AND RESCUE	1300-1400
3/8/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	ROPES AND KNOTS	1000-1100

6/14/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	AIRCRAFT LIVE FIRE TRAINING	0900-1000
7/12/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	ASSIGNED A/C EGRESS/FAM C-135 FR	0930-1030
8/15/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	AIRCRAFT RESPONSE AND FIREFIGHTING PRINCIPLES	1102-1202
9/25/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	NR/NYS EMT (ELECTIVE)	1300-1400
10/23/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	NR/NYS EMT (ELECTIVE)	0900-1000
10/24/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	RESCUE TECHNICIAN - ROPE RESCUE	1300-1400
11/1/2019	Subject 2/Supervisory Firefighter	Subject 2/Supervisory Firefighter	FIREGROUND SEARCH AND RESCUE	1300-1400

### Request for Leave or Approved Absences and Time and Attendance Reports

The NFARSFD utilized ATAAPS, the current timekeeping system for civilians employed through the DAF. All DAF employees have the responsibility to submit their Request for Leave or Approved Absences and Time and Attendance utilizing ATAAPS. There were 52 pay periods spanning 2018 to 2019, detailing Request for Leave or Approved Absences, and the Time and Attendance for all assigned NFARSFD personnel. Based on Complainant/Fire Protection Inspector’s assertion of fraudulent training entries, the Request for Leave or Approved Absences, and Time and Attendance Reports for those 52 pay periods were obtained, reviewed, analyzed. The aforementioned were subsequently compared to the 128 Fire Protection Training Reports obtained and analyzed. The 128 Fire Protection Training Reports covered training reported as completed in the ACES system from 2018 through 2019.

The evidence detailed the following:

There were seven instructors listed as having instructed multiple training courses, and also listed as students in the same or different trainings at the same time, but their Request for Leave or Approved Absences and Time and Attendance Reports demonstrated they were on leave during the reported time of the trainings. There were 243 instances where students received credit for course training that they did not attend.<sup>o</sup>

There were also training inconsistencies that demonstrated students were listed in multiple trainings with different instructors at the same time.

### Abuse of Authority

AFI 51-1102 states that abuse of authority: “Occurs when there is an arbitrary or capricious exercise of power by a federal official or employee that adversely affects the rights of

<sup>o</sup> All data is detailed in the preceding chart.



any person or that results in personal gain or advantage to himself or to preferred other persons.” The definition of abuse of authority does not contain a de minimis standard or threshold.

The evidence in the record supports a finding of abuse of authority by Subjects 2 and 5. The evidence revealed the actions or inactions of Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief were significant, and rise to the level of abuse of authority. While Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief did not adversely affect the rights of any other person, they both stood to personally gain professional recognition for the training statistics and records of completion for the NFARSFD. Moreover, management’s failure to look into the falsified training allegations allowed the trainees that did not take training to receive credit for having completed training they did not complete, which could be considered a gain for “preferred other person (s).” The fraudulent training records afforded the NFARSFD the ability to appear in better compliance, with regards to training accomplishment, than they really were. Management officials inappropriately delegated tasks and were comfortable with processes that lacked internal controls. Based on the evidence, Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief abused their authority. Management should re-evaluate, or establish internal controls for training, and establish a uniform and standardized written operating procedure for inputting, verifying, and validating training records to prevent the same issues from occurring again in the future.

In sum, the actions taken by Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief constitute an abuse of authority under AFI 51-1102.

### **Gross Mismanagement**

AFI 51-1102 defines gross mismanagement as, “A management action or inaction which creates a substantial risk of significant adverse impact upon the agency’s ability to accomplish its mission. It does not include management decisions which are merely debatable, nor does it mean action or inaction which constitutes simple negligence or wrongdoing.”

The evidence in the record indicates gross mismanagement by Subject 1/Supervisory Firefighter/Assistant Chief of Operations, Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief. The evidence demonstrated a substantial risk of significant adverse impact upon the agency’s ability to accomplish its mission. Untrained emergency personnel responding to incidents could place the responders at risk and compromise the safety of the local populace. The violations outlined above resulted from the Fire Chief and Assistant Fire Chiefs failing to ensure proper internal controls or standard operating procedures relative to monitoring and verifying training reports submitted by Assistant Fire Chiefs or subordinate personnel identified as instructors within the NFARSFD.

Subject 1/Supervisory Firefighter/Assistant Chief of Operations, Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief had a trust in personnel, but failed to verify data submitted, thereby failing to ensure all NFARSFD personnel actually received the training reported in ACES. The training reports had a portion designated for an Assistant Chief to validate training; however, those portions were also being validated by administrators and other personnel within the NFARSFD. The Assistant Chiefs, in addition to instructors, lacked attention to detail, which resulted in personnel who were not present receiving

credit for courses that they did not take, and Assistant Chiefs validated inaccurate training reports.

Additionally, there were several past investigations that indicated the problems regarding a lack of internal controls for training and the need for a uniform and standardized written operating procedure for inputting, verifying, and validating training records.

Furthermore, the make-up training section of the training records would normally show any personnel that took the training on a different date in a make-up capacity. The training records demonstrated that the make-up training section was not utilized, which indicated a high likelihood that NFARSFD personnel were not trained at a later date.

In summation, although the records reflected training was completed, the records were contradicted by the documentary evidence (*i.e.*, Time and Attendance and Leave Request Records). Therefore, parties making decisions about which personnel to dispatch to emergencies are unable to rely on the documented training records when making those determinations. That lack of confidence in the records, in and of itself, could result in a substantial risk of significant adverse impact upon the agency's ability to accomplish its mission.

Based on the above, the evidence in the record supports a finding of gross mismanagement on the part of Subject 1/Supervisory Firefighter/Assistant Chief of Operations, Subject 2/Supervisory Firefighter/Assistant Chief of Training and Subject 5/Fire Chief.

## **ACTION PLANNED**

### **Coordination with Appropriate Entities**

SAF/IGQ coordinated with subject matter experts at the Air Force Civil Engineering Center (AFCEC). AFCEC stated they would send out data call spreadsheets to all detachment fire representatives and request for those representatives work with their Installation Fire Chiefs to ensure only personnel requiring varied roles in ACES would have permission associated with the varied roles. This will help ensure that only certain individuals have access to the system. AFCEC personnel also stated that they would leverage Air Force Information Technology governance to ensure that the data is safe, valid and reliable. Additionally, AFCEC will allow the Air Force Reserve Inspection Program processes to further identify systemic issues or items of concern.

### **Disciplinary Action**

Based on the investigation into the allegations contained in OSC's Report of Violation, the Air Force has referred the matter to the appropriate command for consideration of disciplinary action against Subject 1/Supervisory Firefighter/Assistant Chief of Operations, Subject 2/Supervisory Firefighter/Assistant Chief of Training, Subject 3/Lead Firefighter 1, Subject 4/Supervisory Firefighter/Assisatnt Chief of Fire Prevention and Subject 5/Fire Chief.

## **CONCLUSION**

Upon review of the evidence and testimony obtained during the investigation, and based upon a preponderance of the evidence, the Air Force found violations of AFI 36-703, *Civilian Conduct and Responsibility*, AFI 51-1102, and Department of Defense 5500.7-R, *Joint Ethics Regulation*.

The following Allegations were substantiated Against Subject 1/Supervisory Firefighter/Assistant Chief of Operations:

- Allegation #1 : Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by improperly validating training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence reviewed demonstrated Subject 1/Supervisory Firefighter/Assistant Chief of Operations improperly validated training entries.

- Allegation #3: Between on or about 4 January 2017 through on or about 2 November 2019, Instructor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by submitting false training entries for validation, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence demonstrated Subject 1/Supervisory Firefighter/Assistant Chief of Operations was listed as having taught courses that conflicted with his Time & Attendance and Request for Leave and Approved Absences Reports. In the same course, Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention received credit for training and included other NFARSFD personnel that were also on leave on the training reports. This action constituted a submission of false training entries. The training entries were also subsequently validated by Subject 1/Supervisory Firefighter/Assistant Chief of Operations.

- Allegation #4: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act, in violation of Department of Defense 5500.7-R, *Joint Ethics Regulation*.

Despite Complainant/Fire Protection Inspector alleging he spoke directly with Subject 1/Supervisory Firefighter/Assistant Chief of Operations, and Subject 1/Supervisory Firefighter/Assistant Chief of Operations advised him to draft a Memorandum For the Record (MFR), Complainant/Fire Protection Inspector did not provide any proof of drafting the MFR, or provide e-mail documentation to support he gave the MFR to his supervisor. Subject 1/Supervisory Firefighter/Assistant Chief of Operations attested that the conversation and advisement to draft a MFR did happen, but he did not confirm that fraudulent training was one of the topics of their discussion. However, Subject 1/Supervisory Firefighter/Assistant Chief of Operations is a member of the management team within NFARSFD and validated a significant amount of training entries that included personnel in varied leave statuses, which were subsequently identified as fraudulent training entries.

Additionally, Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that he utilized the daily shift roster and compared the names on the training reports to the names of those scheduled and on duty. Subject 1/Supervisory Firefighter/Assistant Chief of Operations also stated he utilized an Excel spreadsheet normally used by operations on the daily basis to record personnel attendance. (Pg. 12-13) Subject 1/Supervisory Firefighter/Assistant Chief of Operations was asked by the IO if he checked the shift roster and Excel spreadsheet and compared those documents to the training records after the instructors entered the attendees. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified, “At times we do, we’ve stressed the importance of the individuals inputting the classes to ensure that they are inputting only the personnel who attended the class.” Lastly, he testified that it was the instructor’s responsibility to ensure they entered a true training report. (Pg.13)

Subject 1/Supervisory Firefighter/Assistant Chief of Operations’s testimony demonstrated that he did not have a consistent process, or other checks and balances, for the training validation process to ensure that instructors were only inputting the accurate attendees on the training reports.

Furthermore, Subject 1/Supervisory Firefighter/Assistant Chief of Operations stated there were times when he validated training, but did not “verify personnel who were on duty every day, nor compare who was on duty that day and who was on the training report.” (Pg.14)

The preponderance of the evidence showed that Subject 1/Supervisory Firefighter/Assistant Chief of Operations knew, or should have known, about the fraudulent training entries, and that he contributed to the fraudulent training records through his own improper validations, thereby resulting in violations of Department of Defense (DoD) 5500.7- R, *Joint Ethics Regulation*, para 12-401 as listed herein.

- Allegation #6: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*

Despite Complainant/Fire Protection Inspector alleging he spoke directly with Subject 1/Supervisory Firefighter/Assistant Chief of Operations and Subject 1/Supervisory Firefighter/Assistant Chief of Operations advising him to draft a MFR, Complainant/Fire Protection Inspector did not provide any proof of drafting the MFR, or provide e-mail documentation to support his claim that he gave the MFR to his supervisor. Subject 1/Supervisory Firefighter/Assistant Chief of Operations attested that the conversation and advisement to draft a MFR did happen, but he did not confirm that fraudulent training was one of the topics of his discussion with Complainant/Fire Protection Inspector.

However, Subject 1/Supervisory Firefighter/Assistant Chief of Operations was a member of the management team within NFARSFD and validated a significant amount of training entries with personnel in varied leave statuses, which were identified as fraudulent training entries.

Additionally, Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified that he utilized the daily shift roster and compared the names on the training reports to the names of those scheduled and on duty. Subject 1/Supervisory Firefighter/Assistant Chief of Operations stated he utilized an Excel spreadsheet normally used by operations on the daily basis to record personnel attendance. Subject 1/Supervisory Firefighter/Assistant Chief of Operations was asked if he checked the shift roster and Excel spreadsheet and compared those documents to the training records after the instructors entered the attendees. Subject 1/Supervisory Firefighter/Assistant Chief of Operations testified “at times we do, we’ve stressed the importance of the individuals inputting the classes to ensure that they are inputting only the personnel who attended the class.” Lastly, he testified that it was the instructors’ responsibility to ensure they entered a true training report.

Subject 1/Supervisory Firefighter/Assistant Chief of Operations’s testimony demonstrated he did not have a consistent process or checks and balances for the training validation process to ensure that instructors were only inputting the accurate attendees on the training reports.

Furthermore, Subject 1/Supervisory Firefighter/Assistant Chief of Operations stated there were times when he went in to validate a training, but did not “verify personnel who were on duty every day, nor compare who was on duty that day and who was on the training report.”

The preponderance of the evidence showed Subject 1/Supervisory Firefighter/Assistant Chief of Operations knew, or should have known, about the fraudulent training entries, and that he contributed to the fraudulent training records through his own improper validations, thereby resulting in gross mismanagement.

The following allegations were not substantiated against Subject 1/Supervisory Firefighter/Assistant Chief of Operations:

- Allegation #7: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

Despite Complainant/Fire Protection Inspector alleging he spoke directly with Subject 1/Supervisory Firefighter/Assistant Chief of Operations and Subject 1/Supervisory Firefighter/Assistant Chief of Operations advised him to draft a MFR Complainant/Fire Protection Inspector did not provide any proof of drafting the MFR, or provide e-mail documentation to support he gave the MFR to his supervisor. Subject 1/Supervisory Firefighter/Assistant Chief of Operations attested that the conversation and advisement to draft a MFR did happen, but he did not confirm that fraudulent training was one of the topics of their discussion.

Additionally, the evidence demonstrated that there was one instance identified where

Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have a prerequisite to a course she registered for that required a prerequisite.

The evidence further demonstrated that after Complainant/Fire Protection Inspector informed Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention of the prerequisite, he also informed Subject 2/Supervisory Firefighter/Assistant Chief of Training of the concern. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention and Subject 2/Supervisory Firefighter/Assistant Chief of Training notified Subject 5/Fire Chief and took remedial actions to ensure Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention had the prerequisites required prior to attending the new course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention's certificates were then submitted, which demonstrated her completion of prerequisites thereby absolving potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety as reported by Complainant/Fire Protection Inspector in this instance. As such, there is not a preponderance of evidence to support substantiating this allegation against Subject 1/Supervisory Firefighter/Assistant Chief of Operations.

The following Allegations were substantiated Against Subject 2/Supervisory Firefighter/Assistant Chief of Training

- Allegation #1: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by improperly validating training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence demonstrated that Subject 2/Supervisory Firefighter/Assistant Chief of Training improperly validated training entries. In multiple courses validated by Subject 2/Supervisory Firefighter/Assistant Chief of Training, some students were not on duty and/or were in a leave status according to their Time and Attendance Records and Request for Leave or Approved Absence Reports as indicated in the preceding chart. Additionally, in some courses Subject 2/Supervisory Firefighter/Assistant Chief of Training validated, the instructor(s) was (were) also on leave and not present to instruct the courses.

- Allegation #3: Between on or about 4 January 2017 through on or about 2 November 2019, Instructor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by submitting false training entries for validation, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence demonstrated that Subject 2/Supervisory Firefighter/Assistant Chief of Training is listed as having taught courses that conflicted with his Time & Attendance and Request for Leave and Approved Absences Reports.

- Allegation #4: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and

failed to act, in violation of Department of Defense 5500.7-R, *Joint Ethics Regulation*.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was a member of the management team within NFARSD and specifically responsible for training. The evidence demonstrated that he validated a significant number of training entries with personnel in varied leave statuses, which were thereafter identified as fraudulent training entries.

Despite Complainant/Fire Protection Inspector alleging that he had a face to face interaction notifying Subject 2/Supervisory Firefighter/Assistant Chief of Training of fraudulent training, Complainant/Fire Protection Inspector could not provide any witnesses, or proof that the discussion occurred.

However, Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that there had been multiple investigations regarding training, so it is reasonable that he had some knowledge as to potentially fraudulent training entries.

Complainant/Fire Protection Inspector further stated Subject 2/Supervisory Firefighter/Assistant Chief of Training directed other members of the Fire Department to input fraudulent training, even if the personnel were not present in order to meet the end of the year numbers of 90 percent critical and the 80 percent non critical.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO to describe the training validation process and the specific things he evaluated prior to validating a training report. Subject 2/Supervisory Firefighter/Assistant Chief of Training stated he would usually look at the class roster just to see who was in the classes. He stated he looked for what classes took place that day, especially at the end of the year due to some people needing to make up courses.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO, when he validated training, how he was certain that the personnel listed by instructor into the ACES system were actually present for the entirety of the course. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified, "Sir, we have a great department here. Are we perfect? No, no department is. I believe in my guys." Subject 2/Supervisory Firefighter/Assistant Chief of Training further stated that "what it boils down to, the idea of pencil whipping, or would be like let's pretend we took a class, and just sign off, and submit a trainer report."

Subject 2/Supervisory Firefighter/Assistant Chief of Training testified, "You would have to have 15 or 20 people willing to lie."

This statement is not factual, as the instructors completed the training reports and then it was validated by an Assistant Chief or administrator, it required only two people to award credit to all personnel on the training reports.

The evidence demonstrated over 128 instances where training documentation was fraudulently entered or inconsistent.

Subject 2/Supervisory Firefighter/Assistant Chief of Training's testimony provided no

reasonable certainty that he checked, and/or verified the personnel listed on the training reports had actually attended the courses in which he signed for validation purposes. Therefore, Subject 2/Supervisory Firefighter/Assistant Chief of Training's assessment process for validation and trusting subordinate personnel to input training records properly was flawed.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was further asked by the IO how he validated or verified training reports aside from "just trusting his guys." Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that when he attended the various classes, he generally knew who was in the classes. He also stated that he could not say he knew every time that somebody was listed on the training reports but was not in the class. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that he had told his folks (Captains, Lieutenants, and Firefighters), to "never pencil whip training"; make sure that if you need to make up training, make it up. He stated it's not worth breaching your integrity, and, he believed them.

The preponderance of the evidence showed that Subject 2/Supervisory Firefighter/Assistant Chief of Training knew, or should have known, about the fraudulent training entries and failed to act. Moreover, he contributed to the fraudulent training records through his own improper entries and validations, thereby resulting in violations of Department of Defense (DoD) 5500.7-R, *Joint Ethics Regulation*, para 12-401; specifically, Honesty, Integrity, and Accountability.

- Allegation #6: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was a member of the management team within NFARSFD and specifically responsible for training. The evidence demonstrated that he validated a significant amount of training entries with personnel in varied leave statuses, which were identified as fraudulent training entries.

Despite Complainant/Fire Protection Inspector alleging he had a face to face interaction notifying Subject 2/Supervisory Firefighter/Assistant Chief of Training of fraudulent training, Complainant/Fire Protection Inspector could not provide any witnesses, or proof that the discussion occurred.

Complainant further stated Subject 2/Supervisory Firefighter/Assistant Chief of Training directed other members of the Fire Department to input fraudulent training, even if the personnel were not present, in order to meet the end of the year numbers of 90 percent critical and the 80 percent non-critical.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO to describe the training validation process and the specific things he evaluated prior to validating a training. Subject 2/Supervisory Firefighter/Assistant Chief of Training stated he would usually look at the class roster to see who was in the classes. He stated he looked for what classes took



place that day, especially at the end of the year due to some people needing to make up courses and reflecting on the delinquency report.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was asked by the IO, when validating training, how he was certain the personnel listed by instructor in the ACES system were actually in the course, and actually took the course in its entirety. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified, “Sir, we have a great department here. Are we perfect? No, no department is. I believe in my guys.” Subject 2/Supervisory Firefighter/Assistant Chief of Training further stated that “what it boils down to, the idea of pencil whipping, or would be like let's pretend we took a class, and just sign off, and submit a trainer report.” Subject 2/Supervisory Firefighter/Assistant Chief of Training further testified, “You would have to have 15 or 20 people willing to lie.”

This statement is not factual as the instructor completed the training reports and then it was validated by an Assistant Chief or administrator, which required only two people to award credit to all personnel on the training reports.

The evidence demonstrated over 128 instances where training documentation was fraudulently entered, or inconsistent.

Subject 2/Supervisory Firefighter/Assistant Chief of Training’s testimony provided no reasonable certainty that he checked, and or verified the personnel listed on the training report had actually attended the courses in which he signed for validation purposes. Therefore, Subject 2/Supervisory Firefighter/Assistant Chief of Training’s assessment process for validation and trusting subordinate personnel to input training records properly reflects gross mismanagement of the training program.

Subject 2/Supervisory Firefighter/Assistant Chief of Training was further asked by the IO how he validated or verified training reports aside from “just trusting his guys.” Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that when went out to the classes, he generally knew who was in the classes. He also stated that he would not tell the IO that he knows every time that somebody was listed on the training report that was not in the classes. Subject 2/Supervisory Firefighter/Assistant Chief of Training testified that he has told his folks (Captains, Lieutenants, and Firefighters), never pencil whip training; make sure if you need to make up training, we'll make it up. He stated it’s not worth breaching your integrity, and, he believes them.

The preponderance of the evidence shows Subject 2/Supervisory Firefighter/Assistant Chief of Training knew, or should have known, about the fraudulent training entries and failed to act. Moreover, he contributed to the fraudulent training records through his own improper entries and validations, all of which constitute gross mismanagement, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

The following allegations were not substantiated against Subject 2/Supervisory Firefighter/Assistant Chief of Training:

- Allegation #7: Between on or about 4 January 2017 through on or about 2 November 2019,

Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

The evidence demonstrated that there was one instance identified where Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have a prerequisite complete for a course for which she registered. The evidence further indicated that after Complainant/Fire Protection Inspector informed Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention of the prerequisite, he also informed Subject 2/Supervisory Firefighter/Assistant Chief of Training of the concern. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention and Subject 2/Supervisory Firefighter/Assistant Chief of Training notified Subject 5/Fire Chief and the parties took remedial actions to ensure Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention had the prerequisites required prior to attending the new course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention's certificates were submitted to the IO, which demonstrated her completion of prerequisites.

The following Allegations were substantiated against Subject 3/Lead Firefighter 1:

- Allegation #3: Between on or about 4 January 2017 through on or about 2 November 2019, Instructor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by submitting false training entries for validation, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*. (All Instructors)

The evidence revealed several training entries that listed Subject 3/Lead Firefighter 1 as the instructor, but conflicted with Subject 3/Lead Firefighter 1's Time & Attendance and Request for Leave and Approved Absence Reports for the specified dates and times of the training entries. Since Subject 3/Lead Firefighter 1 was listed as the instructor, it is highly likely he entered the training report into ACES and it is also likely he knew the training entries he submitted were false or inaccurate, thereby resulting in a failure to discharge his assigned duties as an instructor and an ACES administrator.

The following allegations were not substantiated against Subject 3/Lead Firefighter 1:

- Allegation #1: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by improperly validating training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence reviewed did not demonstrate Subject 3/Lead Firefighter 1 improperly validated training entries. All courses Subject 3/Lead Firefighter 1 validated were cross referenced with Time & Attendance and Request for Leave and Approved Absence Reports. All verification sources supported that the training entries validated by Subject 3/Lead Firefighter 1 were accurately validated.

The following Allegations were substantiated against Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention:

- Allegation #2: Between on or about 4 January 2017 through on or about 2 November 2019, Trainee, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, received credit for falsified training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence demonstrated that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was listed as having taught a course that conflicted with her Time & Attendance and Request for Leave and Approved Absence Reports. In the same course, Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention received credit for training. However, she was on leave. Therefore, she could not have taught the course and should not have received credit for the same course (9/3/19- Fire Alarm Training).

- Allegation #3: Between on or about 4 January 2017 through on or about 2 November 2019, Instructor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by submitting false training entries for validation, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*.

The evidence demonstrated that Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was listed as having taught a course that conflicted with her Time & Attendance and Request for Leave and Approved Absence Reports. In the same course, Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention received credit for training and included other NFARSFD personnel on the training report that were also on leave, which is a submission of false training entries. The training entries were subsequently validated by Subject 2/Supervisory Firefighter/Assistant Chief of Training.

The following allegations were not substantiated against Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention:

- Allegation #1: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to discharge assigned duties by improperly validating training entries, in violation of Air Force Instruction (AFI) 36-703, *Civilian Conduct and Responsibility*. (Asst Chiefs)

The evidence reviewed did not show Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention improperly validated training entries.

- Allegation #4: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act, in violation of Department of Defense 5500.7-R, *Joint Ethics Regulation*.

Based on testimonial evidence, we could not determine if Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was notified of fraudulent training records. Consequently, there is insufficient evidence to demonstrate she failed to act on the information.

- Allegation #6: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

Based on testimonial evidence, we could not determine if Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention was notified of fraudulent training records. Additionally, we could not conclude she failed to act given we could not determine her awareness of fraudulent training.

- Allegation #7: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

The evidence demonstrated that there was one instance identified where Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have a prerequisite course complete for a course for which she registered. The evidence further demonstrated that after Complainant/Fire Protection Inspector informed Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention of the prerequisite, he also informed Subject 2/Supervisory Firefighter/Assistant Chief of Training of the concern. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention and Subject 2/Supervisory Firefighter/Assistant Chief of Training notified Subject 5/Fire Chief and the parties took remedial actions to ensure Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention had the prerequisites required prior to attending the new course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention's certificates were submitted to the IO, which demonstrated her completion of prerequisites.

The following Allegations were substantiated against Subject 5/Fire Chief:

- Allegation #6: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent training entries and failed to act resulting in gross mismanagement, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

Subject 5/Fire Chief is the senior official within the NFARSFD and as such, he is responsible for all departments within NFARSFD. The Training and Operations departments are included in the list of departments. Subject 5/Fire Chief testified to receiving statements of assurance from his Training Chief regarding training progress and percentages, but he never

checked to ensure training was being properly validated, nor did he ensure a specific method of uniformly evaluating training was implemented.

Subject 5/Fire Chief stated he was never provided any proof that fraudulent training was occurring that he could utilize to take action. However, he was informed on multiple occasions during ADR, and verbally that there was potential fraudulent training. Although there was no evidence presented to him, as the senior official within NFARISFD, he had the ability and responsibility to review ACES and ATAAPS to inquire into the allegations and failed to do so, resulting in gross mismanagement.

The following allegations were not substantiated against Subject 5/Fire Chief

- Allegation #5: Between on or about 4 January 2017 through on or about 2 November 2019, Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, failed to ensure the Niagara Air Reserve FD were equipped with the appropriate training in preparation for emergency responses as required in, violation of Department of Defense (DoD) Manual 6055.06, *DoD Fire and Emergency Services Certification Program*.

Based on Complainant/Fire Protection Inspector's specific allegations regarding emergency responses, the IO concluded that the accidents happened during training exercises or were not related to being inappropriately trained. In two of the incidents, the fire fighters did not utilize proper lifting techniques or made swift movements that contributed to their injuries. In the final specific incident reported by Complainant/Fire Protection Inspector, the firefighter was training on a new aircraft, the ladder he was standing on was not held properly, and there was fluid on the floor contributing to his fall and subsequent injury.

Subject 5/Fire Chief has only denied two training requests since being assigned to his position in May of 2014. He worked to ensure appropriate training was received and received statements of assurance detailing the percentage of training completion for each quarter to further discern his department's preparation for emergency responses.

- Allegation #7: Between on or about 4 January 2017 through on or about 2 November 2019, Supervisor/Asst Chiefs/Fire Chief, Niagara Falls Air Reserve Station Fire Department (Niagara Air Reserve FD), Niagara Falls, New York, was made aware of potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety, in violation of Air Force Instruction (AFI) 51-1102, *Cooperation with the Office of Special Counsel*.

Complainant/Fire Protection Inspector alleged that he made Subject 5/Fire Chief and other members of management aware of the potentially fraudulent prerequisite training entries leading to potentially fraudulent certifications resulting in a substantial and specific danger to public health and safety. The evidence demonstrated that there was one instance identified where Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention did not have a prerequisite course complete for a course for which she registered. However, after Complainant/Fire Protection Inspector informed Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention and Subject 2/Supervisory Firefighter/Assistant Chief of Training of the prerequisite (who later informed Subject 5/Fire Chief), remedial actions were taken to ensure Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention had the prerequisites

required prior to attending the new course. Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention's certificates were submitted to the IO, which demonstrated her completion of prerequisites.

This investigation did not reveal a criminal violation. Therefore, referral to the Attorney General, pursuant to 5 U.S.C. §§ 1213(c) and (d), is not appropriate.

**WITNESSES INTERVIEWED**  
(Alphabetical Order by Last Name)

Reference 1/Firefighter1  
Subject 2/Supervisory Firefighter/Assistant Chief of Training  
Reference 7/Firefighter 2  
Reference 6/Fire Protection Specialist/Assistant Chief of Health and Safety  
Complainant/Fire Protection Inspector  
Subject 5/Fire Chief  
Subject 1/Supervisory Firefighter/Assistant Chief of Operations  
Reference 2/Supervisory Firefighter/Assistant Chief of Operations  
Subject 3/Lead Firefighter 1  
Reference 3/Supervisory Firefighter  
Reference 4/Former Assistant Chief-Retired  
Subject 4/Supervisory Firefighter/Assistant Chief of Fire Prevention  
Reference 8/Firefighter 3  
Reference 5/Lead Firefighter 1

## ACRONYMS USED

ACES - Automated Civil Engineering System  
AFB - Air Force Base  
AFCEC - Air Force Civil Engineering Center  
AFI - Air Force Instruction  
ATAAPS - Automated Time and Attendance Production System  
ARS - Air Reserve Station  
DAF - Department of the Air Force  
DoD IG - Department of the Defense Inspector General  
DODI - Department of the Defense Instruction  
DODM - Department of the Defense Manual  
EMT - Emergency Medical Technician  
EO - Equal Opportunity  
FES - Fire and Emergency Services  
GC - General Counsel  
GPC - Government Purchase Card  
HAZMAT - Hazardous Material  
IG - Inspector General  
IO - Investigation Officer  
MAJCOM - Major Command  
NFARSFD - Niagara Falls Air Reserve Station Fire Department  
OGC - Office of General Counsel  
OSC - Office of Special Counsel  
PD - Position Description  
POC - Point of Contact  
SAF - Secretary of the Air Force  
SAF/IG - Air Force Inspector General  
TDY - Temporary Duty  
TIG - The Inspector General