

# Training Mandates Study for the California Fire Service Summary of Training Requirements

## INITIAL or ENTRY LEVEL TRAINING Required for ALL Employees

Illness and Injury Prevention Program (IIPP)	8 CCR §3203
Emergency Action Plan (Evacuation Plan)	8 CCR §3220
Fire Prevention Plan	8 CCR §3221
Fire Extinguishers	8 CCR §6151
Heat Illness Prevention	8 CCR §3395
Sexual Harassment	Govt. Code §12950
Hazard Communications	8 CCR §5194
Ergonomics	8 CCR §5110
NIMS (National Incident Management System)	DHS Federal Requirement
<i>Work place violence only a proposed rule at present</i>	

## INITIAL or ENTRY LEVEL TRAINING Required for ALL Emergency Response Personnel AND Certain OTHER Employees (by function)

Sexual Harassment (Supervisors)	Govt. Code §12950.1
Personal Protective Devices (PPE) ( <i>for other than Firefighters</i> )	8 CCR §3380-3385
Heat Illness Prevention	8 CCR §3395
Hearing Protection	8 CCR §5096-5099
Respiratory Protection	8 CCR §5144(k)
Standardized Emergency Management System (SEMS)	19 CCR §2428
Medical Records Privacy	HIPAA Federal Law

**INITIAL or ENTRY LEVEL TRAINING  
Required for ALL Firefighters / Emergency Response Personnel**

First Aid, plus Child Abuse, Elder Abuse, and SIDS	22 CCR §100015, <i>et.al.</i>
Cardio-Pulmonary Resuscitation (CPR)	Health & Safety §1797.182
Defibrillator Use (if an Authorized AED Provider)	22 CCR §100020
Bloodborne Pathogens	8 CCR §5193(g)(2)
Personal Protective Equipment (PPE) <i>for Firefighters</i>	8 CCR §3401-3411
Hazardous Materials, First Responder Operations	8 CCR §5192(q)(6)
Incident Command System (ICS)	19 CCR §2400-2446
ICS Position Training	( <i>CICCS</i> )
Electrical Safety (Lock Out / Tag Out)	8 CCR §2320.1
Two In / Two Out Rule	8 CCR §5144(g)

**INITIAL or ENTRY LEVEL TRAINING, plus CERTIFICATION and/or LICENSURE  
Required for Personnel Performing Specific Functions**

Driver Licensing (Classes)	Vehicle Code §15250
Driver License (Endorsements)	Vehicle Code §15275 – 15278
Driver License (Restrictions)	Vehicle Code §15260 – 15263
Emergency Medical Technician (includes CPR and AED)	22 CCR §100056 – 100135
Paramedicine	22 CCR §100135 – 100179
Hazardous Materials Technician, Specialist, Incident Commander	8 CCR §5192(q)(6)
ICS Positions	( <i>CICCS</i> )
Aircraft Rescue and Fire Fighting (ARFF) Firefighters	Federal 14 CFR §139.319
Confined Space Operations	8 CCR §5156 – 5159
Trench Operations	8 CCR §1540 – 1547
Arrest Procedures (and Firearms) for Peace Officers	Penal Code §832
Lifeguards	<i>Under Research</i>
Pilots	Federal 14 CFR §91
Helicopter Pilots	Federal 14 CFR §91
Air Ambulance Providers	22 CCR §100276 – 100306
Bulldozer Operators (CVC Special Construction Equipment)	<i>Under Research</i>
Fireboat Operators (Coast Guard Pilot’s License)	<i>Under Research</i>
Fork Lift Operations	8 CCR §3668
Crane Operations	8 CCR §4884 – 5049
Power Tool Operations	8 CCR §4184 – 4647
Personnel of Departments in a Nuclear “Emergency Planning Zone”	Health & Safety Code §114650 – 114680

**REFRESHER TRAINING Required Annually or Semi-Annually (some by Function only)**

Sexual Harassment (Supervisors) (Every 2 years)	Govt. Code §12950.1
EMT Continuing Education (24 hours / 2 years) (Test on Skills Only)	22 CCR §100080
Paramedic Continuing Education (48 hours / 2 years)	8 CCR §100167
CPR (every 2 years)	Health & Safety §1797.215
Defibrillators (quarterly checks)	Health & Safety §1797.196
<i>(Local EMS Agency Requirements) Optional EMS Skills</i>	<i>Health &amp; Safety §1797.214</i>
Bloodborne Pathogens (Annual Refresher)	8 CCR §5193(g)(2)
Haz Mat FRO (Annual Refresher)	8 CCR §5192(q)(8)
Haz Mat Tech and Spec (Annual Refresher)	8 CCR §5192(q)(8)
Haz Mat Incident Commander (Annual Refresher)	8 CCR §5192(q)(8)
Respiratory Protection (Annual Refresher)	8 CCR §5144(k)
Hearing (Annual Training)	8 CCR §5096-5099
Firearms (Annual Qualification) for Peace Officers	Penal Code §832
Confined Space (Annual Drill Required)	8 CCR §5157
ARFF (Annual Live Fire Training Required)	14 CFR §139.319
AED (“Retraining” Required MINIMUM of Every Three Years)	8 CCR §100020
AED (Requires Regular Competency Exams)	8 CCR §100020
Fork Lift (Required every 3 years, AND under certain conditions)	8 CCR §3668

**REFRESHER TRAINING Required ONLY Under Certain Conditions**

Hazard Communication (“Whenever new hazardous substances are introduced”)	8 CCR §5194
IIPP (Whenever a new hazard is identified, or new procedures begun)	8 CCR §3203
Hearing (When new equipment is issued OR employee suffers a “hearing shift”)	8 CCR §5096-5099
Ergonomics (Based on a certain number of new Repetitive Motion Injuries)	8 CCR §5110

## Summary of Other Requirements

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### OPERATIONAL REQUIREMENTS Identified in Codes

Two-In, Two-Out, when operating in IDLH atmospheres (unless there is a known rescue).	8 CCR §5144(g)(4) Respiratory Protection
Lock Out, Tag Out when working on energized electrical equipment.	8 CCR §2320.2
Things you are required to do when conducting Hazardous Materials Operations.	8 CCR §5192(q)(3) HAZWOPER
Operations in Permit-Required Confined Spaces	8 CCR §5157
Operations in Trenches (“Excavations”)	8 CCR §1540
Requirements for handling Contaminated “Sharps”.	8 CCR §5193(d)(3)
Use the Incident Command System	19 CCR §2405
Managing EMS Contaminated BioWaste.	H&S §117600 – 117910 8 CCR 5193(d)(3)(E)
Pickup, Disposal, and Storage of Hazardous Materials	8 CCR §5192(p)

### WRITTEN PLANS AND PROGRAMS Required by Codes

Hazardous Materials Emergency Response Plan	8 CCR §5192(q)(1-3)
PPE: Written Plan covering safe use, maintenance, utilization, and replacement of equipment required.	8 CCR §3401(b)(6)
Respiratory Equipment: Written Standard Operating Procedures for use, care, maintenance, and training on Respiratory Equipment.	8 CCR §3409(b)(1)
Respiratory Protection: Written Respiratory Protection Program with required worksite specific procedures	8 CCR §5144(c, g)
Bloodborne Pathogens: Exposure Control Plan	8 CCR §5193(c)(1)
Sharps: Injury Log	8 CCR §5193(c)(2)
Written Hazard Communication Program	8 CCR §5194(e)
Illness and Injury Prevention Program	8 CCR §3203
Emergency Action Plan	8 CCR §3220
Fire Prevention Plan	8 CCR §3221
Ergonomics: Establish and implement a program designed to minimize RMIs.	8 CCR §5110(b)

**EQUIPMENT the Employer is Required to Provide**

<p><b>Personal Safety Devices and Safeguards (for non-Firefighters)</b></p> <ul style="list-style-type: none"> <li>Head Protection</li> <li>Eye and Face Protection</li> <li>Body Protection</li> <li>Hand Protection</li> <li>Foot Protection</li> </ul>	<p>8 CCR §3380-3385</p>
<p><b>Personal Protective Clothing and Equipment for Firefighters</b></p> <ul style="list-style-type: none"> <li>Personal Alarms</li> <li>Head Protection</li> <li>Eye and Face Protection</li> <li>Ear and Neck Protection</li> <li>Body Protection</li> <li>Hand and Wrist Protection</li> <li>Foot Protection</li> <li>Respiratory Protection</li> </ul>	<p>8 CCR §3401-3409</p>
<p><b>Wildland PPE</b></p> <ul style="list-style-type: none"> <li>Head, Eye, Ear and Neck, Body, Hand and Wrist, Foot Protection</li> <li>Fire Shelters</li> </ul>	<p>8 CCR §3410</p>
<p><b>PPE for Private Fire Brigades</b></p> <ul style="list-style-type: none"> <li>Personal Protective Equipment</li> <li>Respiratory Protection</li> </ul>	<p>8 CCR §3411</p>
<p><b>Hearing Protectors</b></p>	<p>8 CCR §5098</p>
<p><b>Respirators</b></p> <ul style="list-style-type: none"> <li>IDLH Atmospheres</li> <li>Particulates in non_IDLH Atmosphere</li> <li>Employer also has clean, disinfect, store, inspect, and repair.</li> </ul>	<p>8 CCR §5144</p>
<p><b>Breathing Air</b> – Extensive regulations regarding the quality of breathing air.</p>	<p>8 CCR §5144(i)</p>
<p><b>Equipment to conduct Confined Space Operations</b></p> <ul style="list-style-type: none"> <li>Testing and Monitoring</li> <li>Ventilating Equip.</li> <li>Communications</li> <li>PPE</li> <li>Lighting</li> <li>Barriers and Shields</li> <li>Ingress and egress equipment</li> <li>Rescue and emergency equipment</li> </ul>	<p>8 CCR §5157(d)(4)</p>
<p><b>Personal protective equipment to protect against Bloodborne Pathogen</b> exposures. (May include Gloves, Gowns, Lab Coats, Faceshields or Masks and Eye Protection, Mouthpieces, Resuscitator Bags, Pocket Masks, etc.)</p>	<p>8 CCR §5193(d)(4)</p>

## MEDICAL EXAMINATIONS Required by Codes

<b>Hearing Conservation:</b> Audiometric Testing Program	8 CCR §5097(c)
<b>Respiratory Protection:</b> Medical Evaluation of employees (includes Spirometry)	8 CCR §5144(e)
<b>Respiratory Protection:</b> Annual Fit Test	8 CCR §5144(f)
<b>Hazardous Materials</b> Baseline Physical for Haz Mat Team Members	8 CCR §5192(q)(9)(A) (following 5192(f) procedure)
<b>Hazardous Materials</b> Medical Surveillance following exposure	8 CCR §5192(q)(9)(A) (following 5192(f) procedure)
<b>Hazardous Materials</b> Consultation if employees show signs and symptoms.	8 CCR §5192(q)(9)(A) (following 5192(f) procedure)
<b>Bloodborne Pathogens:</b> Annual TB Test	8 CCR §5193(f)(3)
<b>Bloodborne Pathogens:</b> Post Exposure Medical Evaluation and follow up, including prophylaxis.	8 CCR §5193(f)(3)
<b>NOTE: Employers are required to make results of medical examinations and tests available to employees.</b>	8 CCR §3204

## MISCELLANEOUS FUNCTIONAL REQUIREMENTS for EMPLOYERS Required by Codes

Post OSHA Regulations	8 CCR §3203, et.al.
Provide Water and Shade	8 CCR §3395
Identify and Label Confined Spaces, and Prevent Unauthorized Entry	8 CCR §5157
Provide Handwashing Facilities and Aseptic Hand Cleaners	8 CCR §5193
Make Hepatitis B Vaccinations Available	8 CCR §5193
Clean Contaminated “Laundry”	8 CCR §5193
Label Bio and Medical Hazardous Waste Storage and Locations	8 CCR §5193
Provide Information on New Hazardous Substances in the Workplace	8 CCR §5194
Have an MSDS for each Hazardous Substance; Provide Information on Hazardous Substances in the Workplace	8 CCR §5194
Provide Fire Extinguishers	8 CCR §6151
Report Serious Industrial Exposures and Injuries to OSHA	Labor Code §6409.1
Report Industrial Exposures and Injuries to Victims We Treat	Labor Code §6409.2
Conduct a Background Check on Peace Officers	Govt Code §1029-1031
Color Code Hydrants and Provide Uniform Hydrant Coupling Sizes	Govt Code §8607.1

**MISCELLANEOUS REQUIREMENTS for TRAINING and TRAINERS Required by Codes**

Prevent Hazing of Students	Education Code §32050
Do Not Discriminate Against Students (selection, etc.)	Govt. Code §12940
Maintain Training Records	8 CCR §3203(b)(2) Labor Code §6401.7(d)
Provide Access to Training Records to Employees	8 CCR §3204
Ensure Instructor Qualifications (or Certification in some cases)	Numerous Codes
Provide Additional Training for Personnel Identified as Peace Officers	Penal Code (see POST requirement Appendix)

# Training Mandates Study for the California Fire Service Summary of Mandates

The following is a summary of laws and regulations that require training of fire department sworn personnel. This is not a complete list of all regulations affecting fire department operations, and even identified mandates can change from day to day. Many of these mandates are not specific to fire departments, but apply to any employer who has employees engaging in the specific activity; applicability to a fire department would depend on whether they conducted those types of operations.

Following this section is a more complete table listing ALL identified code sections.

(NOTE: Applicable Federal codes upon which the State codes are based are listed when available.)

<b>Mandate</b>	<b>Code Section</b>	<b>Description</b>
First Aid Training	22 CCR, §100015	Firefighters are required to complete a first aid course.
EMT Training	22 CCR, §100075	Description of the course content of EMT-I training. EMT Curriculum includes ALL required EMS training.
EMT Refresher Training	22 CCR, §100080	Requires 24 hours of CE every 2 years and testing every four years.
Paramedic Training	22 CCR, §100135	Description of the course content of EMT-P (Paramedic) training.
Paramedic Refresher Training	22 CCR, §100167	Requires 24 hours of CE every year.
CPR	H&S Code, §1797.182 22 CCR, §100075	Requires firefighters to be trained in CPR. Identifies CPR as part of EMT curriculum.
CPR Refresher Training	H&S Code, §1797.215	Requires all EMT-Is and EMT-Ps to renew their CPR certificate every two years.
Defibrillators	22 CCR, §100020 22 CCR, §100064 22 CCR, §100075 H&S Code, §1797.196	Automatic Defibrillators (AEDs) Manual Defibrillators Defib training is included in EMT curriculum Requirements for “any person who acquires an AED”, including quarterly checks.

"Infrequently Used Skills"	H&S Code, §1797.214 <u>OPTIONAL</u> County EMS Agency Requirement	"A local EMS Agency <i>may</i> require additional training ..."
Other EMS Training (AIDS, SIDS, child and elder abuse, triage, vehicle extrication)	22 CCR, §100075 (Other sections)	Included as part of the EMT curriculum. NOTE: If not an EMT, other regulations require training in Child Abuse and SIDS.
Heat Illness	8 CCR, §3395	Requires training for employees and supervisors in prevention of heat illness.
Bloodborne Pathogens (29 CFR 1910.1030)	8 CCR, §5193	Requires initial and annual training for personnel who may be exposed to blood or other potentially infectious materials.
Airborne Pathogens (TB) (29 CFR 1910.139)	8 CCR, §5144	NOTE: A proposed separate standard was withdrawn; medical protection now falls under Respiratory Protection guidelines.
Privacy of Medical Records (Federal Law)	Health Insurance Portability and Accountability Act (HIPAA)	New federal law that will require training for all personnel who handle medical records. <i>Training requirements yet to be determined.</i>
Hazard Communications (29 CFR 1910.1200)	8 CCR, §5194	Requires employee training on hazardous substances in workplace. Training updates required when new hazardous substances are brought into the workplace.
Haz Mat First Responder, Operations Level (FRO) (29 CFR 1910.120)	8 CCR, §5192  19 CCR, §2520	All sworn personnel require this training. Requires 8 hours of initial training, and annual refresher training.  Defines the "state certified" curriculum for Haz Mat FRO; requires 16 hours initially.
Haz Mat Technician Haz Mat Specialist (29 CFR 1910.120)	8 CCR, §5192	Higher level of haz mat training, based on definitions of emergency ops responsibilities. Requires initial and annual training. As with FRO, there are other sections defining curriculum for state certification.
Haz Mat Incident Commander	8 CCR, §5192	All Chief Officers require this course. Requires 24 hours of initial training.
Weapons of Mass Destruction (WMD), Operations Level	<i>By Contract with Federal Government</i> as part of a Metropolitan Medical Task Force (MMTF)	Initial training is required for cities that participate in this program, which has several levels (Awareness, Ops, IC, Haz Mat Tech, Medic, and Hospital Provider). Requires regular drills.

PPE for Firefighters (29 CFR 1910.133, 1910.135, 1910.136, 1910.138)	8 CCR, §3401-3411	Requires fire departments to provide PPE to all personnel, and train them how to use it. Follow-up training only when new equipment is introduced.
Personal Protective Equipment (29 CFR 1910.133, 1910.135, 1910.136, 1910.138)	8 CCR, §3380-3385	Requirements to provide Personal Protective Equipment and training for OTHER than Firefighters.
Hearing Conservation (29 CFR 1910.95)	8 CCR, §5096-5099	Requires fire departments to provide hearing protection to all personnel, and train them how to use it. Follow-up training only when new equipment is introduced, or someone has suffered a “hearing shift”.
Respiratory Protection (29 CFR 1910.132)	8 CCR, §5144	Requires fire departments to provide respirators (SCBAs) to all personnel, and train them how to use them. Also requires annual fit-test, and annual medical evaluation. Annual refresher training is required.
“Two-In, Two-Out”	8 CCR, §5144	Describes operational requirements for standby team outside when interior operations are conducted in an IDLH atmosphere.
Standardized Emergency Management System (SEMS) Incident Command System (ICS)	19 CCR, §2400-2446	Requires training in principles of emergency management for large-scale incidents. Requires fire departments to use ICS. Initial training must follow state curriculum.
ICS Position Specialist Training	California Incident Command Certification System (CICCS)	Recently adopted by OES. Requires training in ICS positions for personnel responding to mutual aid emergencies. Has “historical recognition” built in initially. Requires various levels of approval.
Aircraft Rescue and Fire Fighting (ARFF)	14 CFR, §139.319	Requires training for airport firefighters and annual live fire training. ( <i>Federal Law</i> )
Confined Space Operations (29 CFR 1910.146)	8 CCR, §5157	Requires training for “rescue team” for entry into confined spaces. Not specifically required for a fire department, but is probably expected.
Trench Operations (29 CFR 1926.650)	8 CCR, §1540-1547	Identifies requirements for personnel who work in trenches. Does not specify fire departments, or identify any training.

Illness and Injury Prevention Program (IIPP)	8 CCR, §3203	Requires a Department safety program, including training. Very broad mandate, implies that training is required for all hazardous duties. Initial training on the IIPP is required, with updates whenever some new hazard is introduced to workplace.
Sexual Harassment Training	Govt. Code, §12950  Govt. Code, §12950.1	Requires employer to “provide” information on sexual harassment.  Requires supervisors to attend 2-hours of training every 2 years.
Workplace Violence	<i>(proposed OSHA rule 3148)</i>	Unknown; under proposed rule, certain workers (including firefighters) would be required to receive training in workplace violence.
Repetitive Motion Injuries (Ergonomics)  (Federal Rule withdrawn)	8 CCR, §5110	Requires training program in certain circumstances where a number of RMIs have been documented. <i>Primarily applies to clerical positions.</i>
Fire Extinguishers	8 CCR, §6151	Employer must provide fire extinguishers and train certain employees.
Emergency Action Plan Fire Prevention Plan	8 CCR, §3220 8 CCR, §3221	Employer must train employees on emergency action plan and fire prevention plan.
Electrical Safety (Lock-Out, Tag-Out) (29 CFR 1910.147)	8 CCR, §2320.1	Requires instruction on “work techniques and hazards” before working on energized electrical equipment. <i>Not specific to fire departments.</i>
Fork Lift Training (29 CFR 1910.178)	8 CCR, §3668	No one is allowed to drive a fork lift until certified through training. <i>Only required if you have a fork lift at the workplace.</i>
Crane Operations (29 CFR 1910.179, 1910.180)	8 CCR, §4884 – 5049	Requires personnel operating cranes to be trained. <i>Only required if your personnel use a crane.</i>
Power Tools (29 CFR 1910.211-1910.218; 1910.242-1910.255)	8 CCR, §4184 – et.al.	Several sections identifying specific power tools (such as drill presses) requiring safety guards and training. <i>Only required if your personnel use those types of power tools.</i>
Peace Officer Training (Arrest Procedures and Firearms)	Penal Code, §832	Personnel (such as Arson Investigators) require this class to qualify for position, <i>if required by their jurisdiction to make arrests and carry firearms.</i> Requires annual qualification in firearms.
Driver Licensing	Vehicle Code, §15250 Vehicle Code, §15275-15278 Vehicle Code, §15260-15263	Personnel who drive fire apparatus weighing more than 26,000 pounds require a Commercial Driver’s License (Class B); with certain endorsements (tank, possibly haz mat); with no air brake restrictions. Restrictions for transmissions depending on testing.

Bulldozer Operator	<i>(Under Research)</i>	Considered “Special Construction Equipment” by DMV. No Driver’s License required (not driveable on the street).
Lifeguards	<i>(Under Research)</i>	
Pilot’s License	14 CFR 61 (Federal)	Requires a pilot’s license.
Helicopter Pilot’s License	14 CFR 61 (Federal)	Requires a helicopter pilot’s license.
Air Ambulance Providers	22 CCR, §100276-100306	Equipment and personnel requirements for Pre-Hospital EMS Air Transport.
Fireboat Operator’s License	<i>(Under Research)</i>	<i>(Under Research)</i>
Nuclear Power Plant Response	H&S Code, §114650	Requires a “local planning commission” <i>in defined areas near a nuclear power plant</i> . Part of responsibility is to assist in delivering emergency response training to local fire departments.
Supervisor Training	Govt. Code, §19995.4	Requires <i>all state employees</i> promoted to supervisor to receive a two-week class.

Following this section is a more complete listing of all code sections identified by this study.