



**STANDARDS OF APPRENTICESHIP
adopted by**

**WASHINGTON STATE FIRE FIGHTERS
JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

(sponsor name)

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term</u>
FIREFIGHTER	33-2011.01	36 MONTHS
FIRE OFFICER	33-1021.01	24 MONTHS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Fraud Prevention & Labor Standards Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

JULY 19, 2002
Initial Approval

OCTOBER 16, 2014
Committee Amended

OCTOBER 16, 2014
Standards Amended (review)

OCTOBER 20, 2016
Standards Amended (administrative)

By: LEE NEWGENT
Chair of Council

By: ELIZABETH SMITH
Secretary of Council

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INTRODUCTORY STATEMENT

The director of the Department of Labor and Industries appointed the Washington State Apprenticeship and Training Council (WSATC) as the regulatory body responsible for developing, administering, and enforcing apprenticeship program standards (Standards) for the operation and success of apprenticeship and training programs in the State of Washington. Apprenticeship program sponsors function, administer, or relinquish authority only with the consent of the WSATC. Furthermore, only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these standards of apprenticeship declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program sponsor that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Program sponsors shall notify apprentices and employer training agents (if applicable) of changes when they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (Department) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

Sections of these standards identified as bold "insert text" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of the standards are boilerplate and may only be modified by the WSATC.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

Sponsor Introductory Statement (Optional) **NONE**

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I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement [portability agreements – see WAC 296-05-303(4)(g)] with other sponsors for the use of apprentices by training agents that are working outside of their approved geographic area. Also, the WSATC may recognize and approve out-of-state apprenticeship programs and standards if certain conditions are met and the out-of-state sponsoring entity requests it (see WAC 296-05-327). Apprenticeship program sponsors will ensure compliance with the provisions of any agreement recognized by the WSATC.

Geographic area covered is Washington State.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [see WAC 296-05-316(17)].

Age: **18 years of age at time of appointment.**

Education: **High school diploma or GED.**

Physical: **Must meet all the entrance and testing requirements for firefighter or fire officer as listed in the Civil Service Rules, Board of Commissioners Rules or as listed with the Human Resource Department for the individual participating fire departments (JATC approved training agents).**

Testing: **Must meet all the entrance and testing requirements for firefighter or fire officer as listed in the Civil Service Rules, Board of Commissioners Rules or as listed with the Human Resource Department for the individual participating fire departments (JATC approved training agents).**

Other: **Must meet all the entrance and testing requirements for firefighter or fire officer as listed in the Civil Service Rules, Board of Commissioners Rules or as listed with the Human Resource Department for the individual participating fire departments (JATC approved training agents).**

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III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, creed, national origin, age, sexual orientation, marital status, veteran or military status, the presence of a disability or any other characteristic protected by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council (chapter 296-05 WAC) and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

Exempt per WAC 296-05-405(1)(b), per Civil Service Rules

B. Equal Employment Opportunity Plan:

Exempt per WAC 296-05-405(1)(b), per Civil Service Rules

Discrimination Complaints.

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours of reasonably continuous employment in each occupation identified in these Standards. The term of apprenticeship must be stated in hours of employment [WAC 296-05-316(1)].

Firefighter - 36 months or 6000 hours minimum.

Fire Officer - 24 month or 4000 hours minimum.

V. INITIAL PROBATIONARY PERIOD:

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period [WAC 296-05-316(22)]:

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1. Is the period following the apprentice's registration into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship or one year from date of registration, unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
2. Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

Probationary period not to exceed 12 months

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction [WAC 296-05-316(5)].

Not to exceed 1 apprentice to 1 journey-level worker as determined by the individual participating fire departments.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired [WAC 296-05-316(27)]. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

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Unless otherwise specified, the straight time hourly wage rate for apprentices shall be determined by the provisions of the applicable Collective Bargaining Agreement/Memorandum of Understanding, provided, however, that such a wage rate for entry level recruit apprentices shall not be less than seventy percent of the wage rate for a journeyperson specified in such Collective Bargaining Agreement or Memorandum of Understanding. Participating fire departments (Sub-Committees) will be required to submit annually, or whenever changed, a Journey Level Wage Rate form that would include the progressively increasing wage scale (as specified in Collective Bargaining Agreement/Memorandum of Understanding) to the Committee. The Committee will forward this information to the Registration Agency.

If participating fire departments (Sub-Committees) fail to provide the required Journey Level Wage Rate and progressively increasing wage scale, then the default table will be used.

A. Fire Fighter

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 2000 hours	70% (or greater based on current collective bargaining agreement)
2	2001 - 4000 hours	80%
3	4001 - 6000 hours	90%

B. Fire Officer

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 2000 hours	70%
2	2001 - 4000 hours	85%

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VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. [WAC 296-05-303(5)(f)]

A. Firefighter: Step I (First Year)

1. Recruit School Training

- a. Orientation**
- b. Protective Clothing**
- c. Safety Practices**
- d. Fire Hose**
 - (1) Handling Techniques**
 - (2) Construction**
 - (3) Care & Testing**
- e. Ladders (ground)**
 - (1) Handling Techniques**
 - (2) Construction**
 - (3) Care & Testing**
- f. Operation Procedures of Pumper Company**
 - (1) Basic Mechanical Operation**
 - (2) Hose Layouts**
 - (3) Position Responsibilities**
- g. Operating Procedures of Ladder Company (If applicable)**
 - Basic Mechanical Operation**
- h. Equipment and Appliance Handling**
- i. Water Supplies**
 - (1) Standpipes and Sprinkler Systems**
 - (2) Hydrant Operation**
 - (3) Introduction to Hydraulics**
- j. Breathing Apparatus**
 - (1) Donning and Wearing**
 - (2) Limitations**
 - (3) Care and Maintenance**
- k. Forcible Entry**
- l. Search & Rescue Procedures**
- m. Fire Prevention**
 - (1) Investigation**
 - (2) Hazards**
 - (3) Techniques**
- n. Ventilation**

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- o. Extinguishers (portable)
 - (1) Classification
 - (2) Uses
 - p. Ropes & Knots
 - q. Salvage & Overhaul
 - r. Fire Chemistry
 - (1) Fire spread
 - (2) Fire behavior
 - (3) Fire phases and classes
 - s. Live Fire Training
2. **Post-Recruit School Training (First Year)**
- a. Company Orientation
 - b. Fire Department Standard Operating Procedures
 - c. Communications
 - (1) Fire Alarm Center
 - (2) Fireground radio communications
 - d. Records & Reports (company level)
 - e. Apparatus Operations and Driving of Light Duty Apparatus
 - f. Response Districts
 - g. Public Relations
3. **Engine, Pumper, and Ladder Company (First Year)**
- a. Introduction to Fire Service Organization, Operation and Techniques
 - b. Safety Practices
 - (1) Fire Ground Emergency Signals and Terminology
 - (2) Equipment Operation
 - (3) Rescue
 - (4) Bloodborne/Airborne Pathogens
 - (5) Hearing Protection
 - (6) Building Collapse Awareness
 - c. Fire Hose
 - Handling Techniques
 - d. Ladders (Ground)
 - (1) Handling Techniques
 - (2) Care and Maintenance
 - e. Engine and Pumper Company Operational Procedures
 - (1) Hose Layouts
 - (2) Position Responsibilities
 - (3) Preventative Maintenance
 - f. Ladder Company Operational Procedures
 - (1) Vehicle setup
 - (2) Position responsibilities
 - (3) Preventative Maintenance
 - g. Equipment and Appliance Handling
 - (1) Portable power equipment

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- (2) Generators
- (3) Emergency lighting
- h. Water Supplies
 - Hydrant Maintenance
- i. Breathing Apparatus
 - (1) Search & Rescue Tactics
 - (2) Donning and Wearing
 - (3) Maintenance
- j. Forcible Entry
- k. Ventilation
- l. Salvage & Overhaul
- m. Rescue
 - (1) Ropes and Knots
 - (2) Confined Space Awareness
- n. Fire Behavior
 - (1) Heat Transfer
 - (2) Suppression Agents
 - (3) Flash Over and Backdraft
- o. Live Fire Training
- p. *First Responder or EMT (Per Department policy)*
Aid Company Operations
- q. Utility Hazards
 - (1) Natural gas
 - (2) Electrical
- r. Extinguishers
 - (1) Maintenance
 - (2) Uses and Operations
 - (3) Recharging
- s. Driver/Operator training
- t. Salvages and Overhaul
Preserving Evidence
- u. Introduction to Fire Tactics
 - (1) Basic Incident Management System or Incident Command System
 - (2) Fire Fighter Accountability
 - (3) Rapid Intervention Teams
 - (4) "2 in, 2 out"
- v. Fire Prevention
 - (1) Public Education
 - (2) In-company Inspection procedures
- w. Haz Mat Awareness
- x. Health and Wellness awareness

B. Firefighter: Step II (Second Year)

- 1. Engine, Pumper and Ladder Company**
 - a. Safety Practices

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- b. Fire Hose**
 - (1) Handling techniques**
 - (2) Maintenance and repair**
 - (3) Testing**
- c. Ground Ladders**
 - (1) Handling**
 - (2) Operation**
 - (3) Care and testing**
- d. Pumper Company Operations**
 - (1) Hose Layouts**
 - (2) Driving and operations**
 - (3) Pumper testing**
 - (4) Mechanical operations**
- f. Ladder Company Operational Procedures**
 - (1) Vehicle setup**
 - (2) Position responsibilities**
 - (3) Preventative Maintenance**
- e. Power Equipment**
 - (1) Portable power equipment**
 - (2) Generators**
 - (3) Emergency lighting**
- f. Water Supplies**
 - (1) Fire flows**
 - (2) Gridiron**
- g. Breathing Apparatus**
 - (1) Maintenance**
 - (2) Recharging**
- h. Forcible Entry**
- i. Fire Prevention**
 - (1) Prefires**
 - (2) Hazards**
 - (3) Records and reports**
 - (4) Fire Code awareness**
- j. Ventilation**
- k. Fireground Incident Management**
 - (1) Incident Management System or Incident Command System**
 - (2) Fire Fighter Accountability**
 - (3) RIT**
 - (4) “2 in, 2 out”**
- l. Rescue**
 - (1) Vehicle Extrication**
 - (2) Specialized rescue**
 - (3) Ropes and knots**
 - (4) Search and rescue**
 - (5) Confined Space Awareness**
- m. Salvage and Overhaul**

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- (1) Building recognition
- (2) Point of origin
- n. Departmental operating procedures
- o. Records and reports
- p. Fire tactics
- q. Response district/addresses
- r. Fire alarm center
- s. Sprinkler and standpipe operation
- t. Live fire experience
 - (1) Foam
 - (2) Flammable liquids
- u. Health and Wellness Awareness

C. Firefighter: Step III (Third Year)

- 1. **Engine, Pumper and Ladder Company**
 - a. Safety Practices
 - b. Fire hose
 - (1) Handling techniques
 - (2) Maintenance and repair
 - c. Aerial ladders
 - (1) Handling
 - (2) Operation
 - d. Pumper company operations
 - (1) Driving
 - (2) Pump (nomenclature)
 - (3) Engineer operations
 - e. Power equipment operations
 - f. Water supplies
 - (1) Hydraulics
 - (2) Hydrant testing
 - g. Breathing Apparatus
 - h. Forcible Entry
 - i. Ventilation
 - j. Fire Prevention
 - (1) Investigation
 - (2) Building construction
 - k. Fire Department communications
 - l. Rescue Operations
 - Confined Space Awareness
 - m. IMS
 - n. Tactics
 - o. Response district/addresses
 - p. Live fire experience
 - q. Health and Wellness Awareness

TOTAL **36 months**

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B. <u>Fire Officer</u>	<u>Approximate Hours</u>
1. Supervises and coordinates activities of a company	600
2. Responds to fire, EMS and public service calls.....	330
3. Orders placement of equipment in proper position for effective operations, directs fire suppression and controls operations	370
4. Assign company personnel and equipment. Supervises and assists in laying hose lines, directing water streams, placing ladders, ventilating buildings, operating extinguishers, and salvage and cleanup operations	470
5. Supervises and participates in rescue and emergency medical operations	400
6. Supervises the return and servicing of equipment	370
7. Takes charge of fire station. Supervises and participates in the maintenance of quarters and equipment during an assigned drill	130
8. Inspects personnel and maintains discipline. Conduct drills in fire fighting practices and procedures	400
9. Determines need for equipment and station maintenance and repair. Assigns personnel to perform the necessary work.....	270
10. Maintains records and submits reports	330
11. Conducts company fire prevention inspections in accordance with local code and ordinances.....	330
TOTAL HOURS:	4000

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IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in related/supplemental instruction shall not be considered as hours of work and the apprentice is not required to be paid for time spent in related/supplemental instruction.

The sponsor and training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to the Department on a quarterly basis. Such reports will clearly identify paid versus unpaid and supervised versus unsupervised RSI time for industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any supervised apprentice, not being paid to attend RSI, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

In case of failure on the part of any apprentice to fulfill the obligation to attend RSI, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

The methods of related/supplemental training must consist of one or more of the following (please indicate by checking those that apply):

- Supervised field trips
- Approved training seminars (specify)
- A combination of home study and approved correspondence courses (specify)
- State Community/Technical college
- Private Technical/Vocational college
- Training trust
- Other (specify): **(JATC Approved IFSAC or ProBoard Accredited Fire Training Academy)**

144 Minimum RSI hours per year defined per the following (see WAC 296-05-316(6)): **with a minimum passing grade of "C" (or 2.0).**

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- (X) twelve-month period from date of registration.*
- () defined twelve-month school year: (insert month) through (insert month).
- () two-thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

Additional Information:

- A. The apprentice recruit firefighter shall attend and successfully complete the recruit training course.**
- B. Every apprentice shall be required to be up-to-date on the required related training before taking an increment test.**
- C. It is the intent of this section that an apprentice will use the Related Supplemental Instruction to complete, or substantially complete, an Associates Degree in a Fire Science related degree from an accredited institution.**
- D. Apprentice firefighters shall diligently apply themselves to their training, related instruction and work experiences so as to become effective and efficient in all the various fire prevention, fire suppression and other functions of the Department.**
- E. Firefighter apprentices will be provided with a minimum of 144 hours of RSI per year, up to a maximum total of 800 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Committee.**
(Variance approved at 10/16/2014 WSATC meeting)
- F. Fire Officer apprentices will be provided with a minimum of 144 hours of RSI per year, up to a maximum total of 330 hours of RSI over the course of their apprenticeship, unless otherwise directed by the Committee.**
(Variance approved at 10/16/2014 WSATC meeting)

CURRICULUM FOR RELATED TECHNICAL INSTRUCTION TO INCLUDE THE FOLLOWING:

Firefighter:	Hours
A. IFSAC or ProBoard Firefighter I & II Recruit School	440
B. Emergency Medical Technician	110
C. Fire Protection Strategy and Tactics	32 - 50
D. Fire Protection Systems	32 - 50
E. Fire Protection Hydraulics	32 - 50
F. Building Construction	32 - 50
G. Fire Protection Codes/Inspections	32 - 50

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Fire Officer:

A. English Composition	50
B. Math in Society	50
C. Interpersonal Communication	50
D. Building Construction	30
E. Fire Service Instructor	30
F. Fire Service Incident Safety Officer	20
G. Fire Officer I	50
H. Fire Officer II	50

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the sponsor's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [as described in WAC 296-05-316(22)].

A. General Procedures

1. Administrative procedures:

- a. The Apprenticeship Committee shall recommend to the Department, to the Union and to the National Committee such minimum standards of training education and experience for apprentices that it deems necessary. It shall also recommend procedures to the Department and to the Union designed to improve the operation of the local apprenticeship program. The Apprenticeship Committee shall cooperate with the supervisor of apprentices in their responsibilities toward apprentices.**

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- b. Part-time employment is not to be acceptable for consideration of previous work credit allowance.**
- c. It shall be the policy of the Washington State JATC Committee that all apprentices shall complete the established program as prescribed by the local JATC Subcommittee.**
- d. Each local JATC Subcommittee shall develop testing procedures that facilitate completion of the JATC program**

B. Local Apprenticeship Committee Policies

NONE

C. Complaint and Appeal Procedures:

All registered programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(22)

- Prior to: 20 calendar days of intention of disciplinary action by a sponsor
- Sponsors must notify the apprentice in writing of action to be taken
 - Must specify the reason(s) for discipline, suspension, or cancellation
 - Decision will become effective immediately
 - Written reason(s) for such action must be sent to the apprentice

- Within: 30 calendar days request for reconsideration from the sponsor
- Apprentice to request sponsor to reconsider their action

- Within: 30 calendar days of apprentice's request for reconsideration
- Sponsor must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

- Within: 30 calendar days of final action
- Apprentice must submit the complaint in writing to the Department
 - Must describe the controversy and provide any backup information
 - Apprentice must also provide this information to the local sponsor

- Within: 30 business days for supervisor to complete investigation

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- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or sponsor disputes supervisor decision:

Within: 30 calendar days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 calendar days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC. Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)

Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The program sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department on request.

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Records required by WAC 296-05-400 through 455 (see Part D of chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

2. The sponsor will submit to the Department through the assigned state apprenticeship consultant the following list:

Forms are available on line at

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp> or from your assigned apprenticeship consultant.

- Apprenticeship Agreements – within first 30 days of employment
 - Authorization of Signature forms - as necessary
 - Approved Training Agent Agreements (sponsor approving or canceling) – within 30 days
 - Minutes of Apprenticeship Committee Meetings – within 30 days of meeting (not required for Plant program)
 - Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor
 - Journey Level Wage Rate – annually, or whenever changed
 - Request for Revision of Standards - as necessary
 - Request for Revision of Committee - as necessary
 - Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, by April 10
 - 2nd quarter: April through June, by July 10
 - 3rd quarter: July through September, by October 10
 - 4th quarter: October through December, by January 10
 - On-the-Job Work Hours Reports (bi-annual)
 - 1st half: January through June, by July 30
 - 2nd half: July through December, by January 31
3. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for Department approval and updating these Standards. The apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
- Program name
 - Sponsor's introductory statement (if applicable)
 - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - Section VII: Apprentice Wages and Wage Progression
 - Section IX: Related/Supplemental Instruction
 - Section XI: Committee - Responsibilities and Composition (including opening statements)
 - Section XII: Subcommittees
 - Section XIII: Training Director/Coordinator

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4. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for related/supplemental instruction. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with the Department before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.

The Department must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the minutes approving the changes, which may be:

- Certificate of completion
 - Additional credit
 - Suspension (i.e. military service or other)
 - Reinstatement
 - Cancellation and/or
 - Corrections
2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
 4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.

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5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
6. Hear and adjust all complaints of violations of apprenticeship agreements.
7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.
3. Submit approved training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the Department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or

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vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the Department designee will act as the employee representative.

The Labor members of this committee shall be selected from the participating Departments Local Unions and appointed by the President of the Washington State Council of Fire Fighters. Management members of this committee will be determined by the Executive Director of Washington Fire Chiefs.

Quorum: **SEE ABOVE**

Program type administered by the committee: **GROUP JOINT**

The employer representatives shall be:

Rick Chaney, Chairman
1405 SW 312th Street
Federal Way, WA 98023

Brian McMahan
10400 47th Place W.
Mukilteo, WA 98275

Doug Richards
1974 Fircrest Drive SE
Port Orchard, WA 98366

Patty Kramlich, Alternate
32316 148th Avenue SE
Auburn, WA 98092

The employee representatives shall be:

Tom Perkins, Secretary
432 Columbia Park Trail
Richland, WA 99352

Scott Jones
2890 Horn Rapid Road
Richland, WA 99354

Greg Markley
24611 116th Avenue SE
Kent, WA 98030

Keven Rojecki, Alternate
2929 South 200th Street
SeaTac, WA 98198

XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee(s) must be approved by the main committee.

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Anacortes Fire Department Subcommittee

The employer representatives shall be:

Richard Curtis, Chair
1016 13th Street
Anacortes, WA 98221

John Bird
1016 13th Street
Anacortes, WA 98221

The employee representatives shall be:

Chris Brown, Secretary
1016 13th Street
Anacortes, WA 98221

Mark McClellan
1016 13th Street
Anacortes, WA 98221

Burien/North Highline Fire Department Subcommittee

The employer representatives shall be:

James Reed, Chair
15100 8th Ave SW
Burien, WA 98166

Mike Marrs
15100 8th Ave SW
Burien, WA 98166

Doug Luedeman, Alternate
15100 8th Ave SW
Burien, WA 98166

Jerry Blaylock, Alternate
15100 8th Ave SW
Burien, WA 98166

The employee representatives shall be:

Ryan McWade, Secretary
15100 8th Ave SW
Burien, WA 98166

Kevin Sykes
15100 8th Ave SW
Burien, WA 98166

Jason Gay, Alternate
15100 8th Ave SW
Burien, WA 98166

Bob Lawson, Alternate
15100 8th Ave SW
Burien, WA 98166

Ernie Brown, Alternate
15100 8th Ave SW
Burien, WA 98166

Matt Lemanu, Alternate
15100 8th Ave SW
Burien, WA 98166

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City of Bremerton Fire Department Subcommittee

The employer representatives shall be:

**Al Duke, Secretary
911 Park Avenue
Bremerton, WA 98337**

**Mike Sechrest
911 Park Avenue
Bremerton, WA 98312**

**Ron McLoermam, Alternate
911 Park Avenue
Bremerton, WA 98337**

The employee representatives shall be:

**Christopher Rotter
911 Park Avenue
Bremerton, WA 98337**

**Ricardo Valdez
911 Park Avenue
Bremerton, WA 98337**

**Rob Ashmore, Alternate
911 Park Avenue
Bremerton, WA 98337**

City of Camas Fire Department

The employer representatives shall be:

**Nick Swinhart, Secretary
616 NE 4th Avenue
Camas, WA 98607**

**Cliff Free
616 NE 4th Avenue
Camas, WA 98607**

The employee representatives shall be:

**Adam R. Brice, Chairman
616 NE 4th Avenue
Camas, WA 98607**

**Chris Kassel
616 NE 4th Avenue
Camas, WA 98607**

**Butch Steigmann, Alternate
616 NE 4th Avenue
Camas, WA 98607**

**Brad Delano, Alternate
616 NE 4th Avenue
Camas, WA 98607**

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City of Mukilteo Fire Department Subcommittee

The employer representatives shall be:

Brian McMahan, Chair
10400 - 47th Place W
Mukilteo, WA 98275

Michael Springer
10400 - 47th Place W
Mukilteo, WA 98275

James Thomas
10400 - 47th Place W
Mukilteo, WA 98275

The employee representatives shall be:

Blake Engnes, Secretary
10400 - 47th Place W
Mukilteo, WA 98275

Jolie Fernandes
10400 - 47th Place W
Mukilteo, WA 98275

Michael Yoakum
10400 - 47th Place W
Mukilteo, WA 98275

City of Tukwila Subcommittee

The employer representatives shall be:

Jack Waller, Chairman
444 Andover Park East
Tukwila, WA 98188

James Booth
444 Andover Park East
Tukwila, WA 98188

Chris Flores
444 Andover Park East
Tukwila, WA 98188

The employee representatives shall be:

Joel Perry, Recording Secretary
444 Andover Park East
Tukwila, WA 98188

Capt Jeff Johnson
444 Andover Park East
Tukwila, WA 98188

Merle Brooks
444 Andover Park East
Tukwila, WA 98188

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JOINT APPRENTICESHIP AND TRAINING COMMITTEE

City of Vancouver Fire Department Subcommittee

The employer representatives shall be:

Drew Tracy, Secretary
7110 NE 63rd Street
Vancouver, WA 98661

John Bulder
7110 NE 63rd Street
Vancouver, WA 98661

Rick Huffman, Alternate
7110 NE 63rd Street
Vancouver, WA 98661

The employee representatives shall be:

Dave Sturbelle, Chair
7110 NE 63 Street
Vancouver, WA 98661

Kevin Hart
7110 NE 63 Street
Vancouver, WA 98661

Greg Straub, Alternate
7110 NE 63rd Street
Vancouver, WA 98661

Clark County Fire & Rescue Subcommittee

The employer representatives shall be:

Mike Ciraulo, Secretary
911 N 65th Avenue
Ridgefield, WA 98642

Dan Yager
911 N 65th Avenue
Ridgefield, WA 98642

Michael Jackson, Alternate
911 N 65th Avenue
Ridgefield, WA 98642

Alren Elizabeth, Alternate
911 N 65th Avenue
Ridgefield, WA 98642

The employee representatives shall be:

Clint Frahler, Chair
911 N 65th Avenue
Ridgefield, WA 98642

Travis Smith
911 N 65th Avenue
Ridgefield, WA 98642

Jesse Martin, Alternate
911 N 65th Avenue
Ridgefield, WA 98642

Jason Leavitt, Alternate
911 N 65th Avenue
Ridgefield, WA 98642

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Clark County Fire District 6 Subcommittee

The employer representatives shall be:

Shawn Newberry, Secretary
8800 NE Hazell Dell Avenue
Vancouver, WA 98665

Jerry Green
8800 NE Hazell Dell Avenue
Vancouver, WA 98665

David Taylor, Alternate
8800 NE Hazell Dell Avenue
Vancouver, WA 98665

The employee representatives shall be:

Ryan Reese, Chair
8800 NE Hazell Dell Avenue
Vancouver, WA 98665

Eric Simukka
8800 NE Hazell Dell Avenue
Vancouver, WA 98665

Bryan Baum, Alternate
8800 NE Hazell Dell Avenue
Vancouver, WA 98665

Clark County Fire District 13 Subcommittee

The employer representatives shall be:

Ben Peeler, Chair
PO Box 172
Yacolt, WA 98675

Tom McDowell
PO Box 172
Yacolt, WA 98675

The employee representatives shall be:

Tom Ryan, Secretary
PO Box 172
Yacolt, WA 98675

Kim Pitts
PO Box 172
Yacolt, WA 98675

Eastside Fire & Rescue Subcommittee

The employer representatives shall be:

Jamee Mahoney, Secretary
175 Newport Way NW
Issaquah, WA 98027

Wes Collins
175 Newport Way NW
Issaquah, WA 98027

The employee representatives shall be:

John Wiseman, Chair
175 Newport Way NW
Issaquah, WA 98027

Cody Ramstad
175 Newport Way NW
Issaquah, WA 98027

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Hanford Fire Department Subcommittee

The employer representatives shall be:

Nick Thomas, Sec.
PO Box 650 MSIN S3-97
Richland, WA 99352

Thomas N. True
PO Box 650 MSIN S3-97
Richland, WA 99352

Tom Nelson
PO Box 650 MSIN S3-97
Richland, WA 99352

Mike Spring, Alternate
PO Box 650 MSIN S3-97
Richland, WA 99352

Richard Woodall, Alternate
PO Box 650 MSIN S3-97
Richland, WA 99352

The employee representatives shall be:

Scott Jones, Chair
PO Box 650 M/S G5-54
Richland, WA 99354

Richard Golie
PO Box 650 MSIN S3-97
Richland, WA 99352

Bret Laibl
PO Box 650 MSIN S3-97
Richland, WA 99352

Kevin Cunningham, Alternate
PO Box 650 MSIN S3-97
Richland, WA 99352

Gerry Hickson, Alternate
PO Box 650 MSIN S3-97
Richland, WA 99352

Kyle Lockhaven, Alternate
PO Box 650 MSIN S3-97
Richland, WA 99352

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Kennewick Fire Department Subcommittee:

The employer representatives shall be:

Neil Hines, Chair
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

Corey Osborn
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

Vince Beasley, Alternate
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

The employee representatives shall be:

Chris Johnson, Secretary
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

Brian Cole
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

Matthew Martens, Alternate
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

Rob Kandle, Alternate
8656 W. Gage Blvd. Suite #302
Kennewick, WA 99336

Kent Fire Department Subcommittee:

The employer representatives shall be:

Greg Markley, Secretary
24611 - 116th Avenue SE
Kent, WA 98030

John Willits
24611 - 116th Avenue SE
Kent, WA 98030

Eric Tomlinson, Alternate
24611 - 116th Avenue SE
Kent, WA 98030

The employee representatives shall be:

Steve Parsons, Chair
24611 - 116th Avenue SE
Kent, WA 98030

Tyler Kuske
24611 - 116th Avenue SE
Kent, WA 98030

Brandon Minneman
24611 - 116th Avenue SE
Kent, WA 98030

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King County Fire District 20 Subcommittee:

The employer representatives shall be:

Sharon Greer, Secretary
12424 76th Avenue S
Seattle, WA 98178

Mark Chubb
12424 76th Avenue S
Seattle, WA 98178

The employee representatives shall be:

Tracy A. Wyckoff, Chair
12424 76th Avenue S
Seattle, WA 98178

Matthew Bartlett
12424 76th Avenue S
Seattle, WA 98178

Kitsap County Fire District 18 (Poulsbo Fire) Subcommittee:

The employer representatives shall be:

B/C Shane Anderson, Chairman
911 N.E. Liberty Road
Poulsbo, WA 98370

D/C Bruce Peterson
911 N.E. Liberty Road
Poulsbo, WA 98370

Capt. John Warnke
911 N.E. Liberty Road
Poulsbo, WA 98370

The employee representatives shall be:

Kevin Vay, Secretary
911 N.E. Liberty Road
Poulsbo, WA 98370

Trevor Holmberg
911 N.E. Liberty Road
Poulsbo, WA 98370

Lt. Craig Becker
911 N.E. Liberty Road
Poulsbo, WA 98370

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JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Lacey Fire District 3 Subcommittee:

The employer representatives shall be:

Steve Brooks, Chairman
1231 Franz St. SE
Lacey, WA 98503

Gary Pearson
1231 Franz St. SE
Lacey, WA 98503

Kathy Dickson
1231 Franz St. SE
Lacey, WA 98503

Wendy Sternsheim, Alternate
1231 Franz St. SE
Lacey, WA 98503

The employee representatives shall be:

Kyle Landwehrle, Secretary
1231 Franz St. SE
Lacey, WA 98503

Ryan Cox
1231 Franz St. SE
Lacey, WA 98503

Chris Ross
1231 Franz St. SE
Lacey, WA 98503

Jim Greene, Alternate
1231 Franz St. SE
Lacey, WA 98503

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Lynnwood Fire Department Subcommittee:

The employer representatives shall be:

Greg Macke, Secretary
PO Box 5008
Lynnwood, WA 98046

Gregg Sieloff
PO Box 5008
Lynnwood, WA 98046

Todd Gates, Alternate
PO Box 5008
Lynnwood, WA 98046

The employee representatives shall be:

Scott DiBenedetto, Chair
PO Box 5008
Lynnwood, WA 98046

Lawrence Hadland
PO Box 5008
Lynnwood, WA 98046

John Puetz, Alternate
PO Box 5008
Lynnwood, WA 98046

Logan Hammon, Alternate
PO Box 5008
Lynnwood, WA 98046

Keith Shaw, Alternate
PO Box 5008
Lynnwood, WA 98046

Mike Hudson, Alternate
PO Box 5008
Lynnwood, WA 98046

Jason Blachly, Alternate
PO Box 5008
Lynnwood, WA 98046

Mike Vanderpoel, Alternate
PO Box 5008
Lynnwood, WA 98046

Devon Ogurkow, Alternate
PO Box 5008
Lynnwood, WA 98046

Jason Turner, Alternate
PO Box 5008
Lynnwood, WA 98046

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Maple Valley Fire and Life Safety

The employer representatives shall be:

**DC David O'Brien, Chair
4405 Shale Street SE
Lacey, WA 98503**

**BC Jeff DiDonato
28914 233rd Avenue SE
Black Diamond, WA 98010**

**Chief Brad Doerflinger
23037 SE 220 Place
Maple Valley, WA 98038**

The employee representatives shall be:

**Jon Graziani, Secretary
23775 SE 264th Street
Maple Valley, WA 98038**

**Greg Lewis
23775 SE 264th Street
Maple Valley, WA 98038**

**Ken Whitmore
232 East Mason Avenue
Buckley, WA 98321**

Marysville Fire Department Subcommittee:

The employer representatives shall be:

**Scott Goodale, Chairman
1094 Cedar Ave.
Marysville, WA 98270**

**Martin McFalls
1094 Cedar Ave.
Marysville, WA 98270**

The employee representatives shall be:

**Jason Tucker, Secretary
1094 Cedar Ave.
Marysville, WA 98270**

**Chad Hale
1094 Cedar Ave
Marysville, WA 98270**

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Monroe Fire District #3 Subcommittee:

The employer representatives shall be:

Jamie Silva, Chair
14317 - 253rd Avenue SE
Monroe, WA 98272

Steve Guptill
17313 - 136th Place SE
Monroe, WA 98272

Brian Hyatt, Alternate
15923 - 22nd Court SE
Mill Creek, WA 98012

The employee representatives shall be:

Erik Liddiatt, Secretary
12623 - 264th Avenue SE
Monroe, WA 98272

Craig Fisher
14528 - 247th Drive SE
Monroe, WA 98272

Kevin Sullivan, Alternate
22907 - 111th Street SE
Monroe, WA 98272

Mountain View Fire & Rescue Subcommittee:

The employer representatives shall be:

Patty Kramlich, Secretary
32316 - 148th Avenue Se
Auburn, WA 98092

Jessica Scott
32316 - 148th Avenue Se
Auburn, WA 98092

Tim Perciful, Alternate
32316 - 148th Avenue Se
Auburn, WA 98092

Greg Smith, Alternate
32316 - 148th Avenue Se
Auburn, WA 98092

Mike Barlow, Alternate
32316 - 148th Avenue Se
Auburn, WA 98092

The employee representatives shall be:

Jeff Lyon, Chair
32316 - 148th Avenue Se
Auburn, WA 98092

Jeff Daniels
32316 - 148th Avenue Se
Auburn, WA 98092

Brian Whitley, Alternate
32316 - 148th Avenue Se
Auburn, WA 98092

Dustin Trout, Alternate
32316 - 148th Avenue Se
Auburn, WA 98092

Tony Johnson, Alternate
32316 - 148th Avenue Se
Auburn, WA 98092

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Port of Seattle Fire Department Subcommittee:

The employer representatives shall be:

**Keith Taylor, Secretary
2400 South 170th Street
Seattle, WA 98158**

**Randy Krause, Fire Chief
2400 South 170th Street
Seattle, WA 98158**

**Tracy Rogers, Alternate
2400 South 170th Street
Seattle, WA 98158**

The employee representatives shall be:

**Jason Schnase, Chair
2400 South 170th Street
Seattle, WA 98158**

**Todd Starkey
2400 South 170th Street
Seattle, WA 98158**

**Greg Baruso, Alternate
2400 South 170th Street
Seattle, WA 98158**

Renton Fire Department Subcommittee:

The employer representatives shall be:

**Kevin Anderson, Chair
1900 Lind Avenue SW
Renton, WA 98057**

**Erik Wallgren
1055 South Grady Way
Renton, WA 98057**

The employee representatives shall be:

**Erik Hammes, Secretary
1055 South Grady Way
Renton, WA 98057**

**Dan Alexander
1900 Lind Avenue SW
Renton, WA 98057**

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Richland Fire and Emergency Services Subcommittee (Richland Fire Department):

The employer representatives shall be:

Tom Huntington, Secretary
1000 George Washington Way
Richland, WA 99352

Shauna Tilman-Knight
1000 George Washington Way
Richland, WA 99352

Trish Auchmoody, Alternate
1000 George Washington Way
Richland, WA 99352

Allison Jubb, Alternate
1000 George Washington Way
Richland, WA 99352

The employee representatives shall be:

Josh Patterson, Chair
1000 George Washington Way
Richland, WA 99352

Adam Hardgrove
8656 W. Gage Suite 302
Kennewick, WA 99336

Brenda Rodgers, Alternate
1000 George Washington Way
Richland, WA 99352

Kevin Landon, Alternate
1000 George Washington Way
Richland, WA 99352

Ryan Birkhimer, Alternate
1000 George Washington Way
Richland, WA 99352

Steve Austin, Alternate
1000 George Washington Way
Richland, WA 99352

Stein Karspeck, Alternate
1000 George Washington Way
Richland, WA 99352

Cory Henson, Alternate
8656 W. Gage Suite 302
Kennewick, WA 99336

WASHINGTON STATE FIRE FIGHTERS
JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Shoreline Fire Department Subcommittee:

The employer representatives shall be:

Michael Ryan, Chair
17525 Aurora Avenue North
Shoreline, WA 98133

Tim Dahl
17525 Aurora Avenue North
Shoreline, WA 98133

John Nankervis
17525 Aurora Avenue North
Shoreline, WA 98133

Matt Cowan, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

The employee representatives shall be:

Doug Loeser, Secretary
17525 Aurora Avenue North
Shoreline, WA 98133

Cameron Stewart
17525 Aurora Avenue North
Shoreline, WA 98133

Jacob Yake
17525 Aurora Avenue North
Shoreline, WA 98133

Brett Defenbaugh, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

Cameron Eickelmann, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

Nathan Etherington, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

Jay Fischer, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

Rob Heib, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

Jason Lamar, Alternate
17525 Aurora Avenue North
Shoreline, WA 98133

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South King Fire & Rescue:

The employer representatives shall be:

Kevin Crossen, Secretary
1405 SW 312th St
Federal Way, WA 98023

Rick Chaney
31617 1st Ave South
Federal Way, WA 98023

Vic Pennington
1405 SW 312th St
Federal Way, WA 98023

Ed Plumlee, Alternate
1405 SW 312th St
Federal Way, WA 98023

The employee representatives shall be:

Brad Chaney, Chair
1405 SW 312th St
Federal Way, WA 98023

Barry Hassell
1405 SW 312th St
Federal Way, WA 98023

Chris Mathis
1405 SW 312th St
Federal Way, WA 98023

Ross Anderson, Alternate
1405 SW 312th St
Federal Way, WA 98023

South Kitsap Fire & Rescue Subcommittee:

The employer representatives shall be:

Douglas Richards, Chair
1974 Fircrest Drive SE
Port Orchards, WA 98366

Guy Dalrymple
1974 Fircrest Drive SE
Port Orchards, WA 98366

The employee representatives shall be:

Rick McGauley, Secretary
1974 Fircrest Drive SE
Port Orchards, WA 98366

Nick Wetz
1974 Fircrest Drive SE
Port Orchards, WA 98366

Dawn Salters, Alternate
1974 Fircrest Drive SE
Port Orchards, WA 98366

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South Pierce Fire & Rescue 17 Subcommittee:

The employer representatives shall be:

Larry Spohn, Chair
5403 340th St E
Eatonville, WA 98328

Brenda Murphy
5403 340th St E
Eatonville, WA 98328

The employee representatives shall be:

Terry Brown, Union Rep, Secretary
5403 340th St E
Eatonville, WA 98328

Evan Stone
5403 340th St E
Eatonville, WA 98328

Tumwater Fire Department Subcommittee:

The employer representatives shall be:

Jim McGarva, Chair
555 Israel Road SW
Tumwater, WA 98501

Scott LaVielle
555 Israel Road SW
Tumwater, WA 98501

Eric Trimble
555 Israel Road SW
Tumwater, WA 98501

Juliann Montgomery, Alternate
555 Israel Road SW
Tumwater, WA 98501

The employee representatives shall be:

Ken Goldsby, Secretary
555 Israel Road SW
Tumwater, WA 98501

Brad Ridgeway
555 Israel Road SW
Tumwater, WA 98501

Brian Hurley
555 Israel Road SW
Tumwater, WA 98501

Jon Kaler, Alternate
555 Israel Road SW
Tumwater, WA 98501

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Valley Regional Fire Authority Subcommittee:

The employer representatives shall be:

Deputy Chief Tim Day, Chair
1101 "D" Street NE
Auburn, WA 98002

Battalion Chief Kevin Olson
1101 "D" Street NE
Auburn, WA 98002

Johan Friis
1101 "D" Street NE
Auburn, WA 98002

Janeen Ruge
1101 "D" Street NE
Auburn, WA 98002

Paul Carolan
1101 "D" Street NE
Auburn, WA 98002

The employee representatives shall be:

Jeremy Elliott, Secretary
1101 "D" Street NE
Auburn, WA 98002

Kyle Fisher
1101 "D" Street NE
Auburn, WA 98002

Jim Franklin
1101 "D" Street NE
Auburn, WA 98002

Joel Strange
1101 "D" Street NE
Auburn, WA 98002

Steve Zehnder
1101 "D" Street NE
Auburn, WA 98002

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

David Myers, WSFF JATC Coordinator
1405 SW 312th Street
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