



---

## PERSONNEL DEVELOPMENT PLAN

### SCOPE

This guideline shall apply to all members of the Stoney Point Fire Department and shall be adhered to by all members.

### PURPOSE

To establish the parameters of the Stoney Point Fire Department's personnel development plan with regards to continuing professional fire service education.

### DEFINITIONS

**Guideline** - a general rule, principle, outline of a policy

**Member** – any career, volunteer, staff, and auxiliary personnel affiliated with the department

**Shall** - indicates a mandatory requirement

Policy Number

**7A.013**

Page 1 of 3

### GUIDELINES

Stoney Point Fire Department encourages all members to continue their professional fire service education. Both through professional certification courses offered through the North Carolina Community College system and associated college courses. Members are encouraged to seek out opportunities to develop additional skills that would be useful for themselves and the department. The Deputy Fire Chief shall be appointed as the lead mentor for this program but is assisted by the Training Assistant Chief. The state of North Carolina funds emergency services certification and continuing education training for members of Stoney Point Fire Department and other emergency organizations across the state. Several certifications are very important for the individual and the department:

- Firefighter
- Technical Rescuer
- Pump Operator
- Fire Instructor
- Fire Officer
- Fire and Life Safety Educator



### College Programs

There are numerous colleges and universities in the local area that provide educational opportunities for residents of North Carolina. Among these are:

- Fayetteville Technical Community College
  - Fire Protection Technology AAS
  - Emergency Medical Science AAS (Paramedic)
- Sandhills Community College
  - Fire Protection Technology AAS
  - Emergency Medical Science AAS (Paramedic)
- Robeson County Community College
  - Fire Protection Technology AAS
  - Emergency Medical Science AAS (Paramedic)
- Fayetteville State University
  - Fire and Emergency Services Administration (BS)
- Methodist University
- Shaw University
- Pembroke University

**Policy Number**

**7A.013**

**Page 2 of 3**

In addition to the Associate's, Bachelor's and Master's Degrees offered by these institutions there are many certificate programs that are offered. Among these are:

- Paramedic
- Emergency Medical Technician

### National Fire Academy

Stoney Point Fire Department encourages members, especially Company and Chief Officers to apply to and attend this premier training institution for the fire service. The National Fire Academy is located in Emmitsburg, Maryland. This facility has a comprehensive curriculum that offers courses in every discipline within the fire service. The United States Fire Administration funds all transportation and training fees associated with the National Fire Academy, except for the meal voucher which is provided by Stoney Point Fire Department.



## Programs

## Standard Operating Guidelines (SOG)

---

### **Officer Development Program**

The Stoney Point Fire Departments participates through the North Carolina State Fire Marshal's Office (OSFM) and the North Carolina Association of Fire Chief's Officer training programs. These programs provide for the best trainers in the fire service to conduct management and leadership classes. The North Carolina Fire Officer Development Program provides officers an opportunity to improve their management skills, fire tactics and leadership. This program also meets the requirements of Insurance Services Offices (ISO) and the Commission on Fire Accreditation International.

The goal of the Development Program is to enhance the department's overall operations by ensuring complete Fire and EMS training of all qualified personnel.

### **References**

Office of the State Fire Marshal

North Carolina Community Colleges Creating Success

**Policy Number**

**7A.013**

**Page 3 of 3**