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HIAWATHA FIRE-RESCUE

MEMORANDUM

TO: HONORABLE MAYOR, HIAWATHA CITY COUNCIL

FROM: MIKE NESSLAGE, FIRE CHIEF

SUBJECT: ONLINE TRAINING

DATE: 1/11/2019

I spoke with Rob Archibald prior to last council meeting and he asked if we were going to bring this item back to you. Since the November 20th Council meeting where this last was on the agenda, we have received the Master Plan , recommending implementing online training to supplement other training. This will aid us in professional development, meeting osha and other regulatory requirements, initial training, policy implementation, and providing additional content to supplement, not replace, our other training. It will also aid in providing training to individuals that miss sessions.

With ever increasing training requirements and the active lives of our members, it is challenging to get every member every hour and topic of training they require to stay in compliance with the various entities we deal with. Online computer training provides us with the opportunity to increase accessibility to training, particularly for volunteers. The department can make more effective use of face to face training time and improve proficiency in individual and group skills. The following fire departments in Iowa use the online training system Target Solutions: Cedar Rapids, Iowa City, North Liberty, Marion, Dubuque, Burlington, Newton, Johnston, Ankeny, Clive, Urbandale, Bondurant, and Norwalk

We are requesting that you approve contract with Target Solutions for online computer training. We have been researching online training solutions for some time, and have decided to move forward with Target Solutions. The online training will include access to training in the following categories; fire, EMS, driving, OSHA, human resources, and professional development. In addition, it has a mechanism for uploading our own classes, along with ability to upload new policies, have members review it, and sign that they have received it. The total price for the first year is $5,735 for 60 members. The contract is an annual contract with similar pricing over the next several years. This will be funded by reallocating existing training funds.

We looked at several vendors. Target Solutions best met our needs, and along with that they also had the best price for the content offered, and they are waiving a $1,500 set up fee. Please let me know if you have any questions. We are excited to be able to offer this to our members and to make our training program more effective.

Company	Cost per Person	Content Offered	Additional Costs	Total Cost for 60 Members
24-7 Fire/EMS	$90.00	Fire and EMS		$5,400
Action Training	$117.27	Fire and EMS		$7,036
Target Solutions	$89	Fire, EMS, HR, OSHA, Driver, Professional Development	$395 Maint. Fee $1500 Setup (Waived)	$5,735

TARGETSOLUTIONS

BUSINESS PROPOSAL

Hiawatha Fire and Rescue

Prepared for Michael V Nesslage, Fire Chief

November 13th 2018

TargetSolutions | Salesperson Name Here | Title Here | emailhere@targetsolutions.com | Phone Here

TARGETSOLUTIONS

Preparation is vital in making firefighters effective and safe. That's why we're committed to building innovative solutions that increase productivity for the fire service.

TargetSolutions :: Premier Membership

TargetSolutions is a web-based platform that enables organizations to maintain compliance, deliver curriculum and track training. The platform can be configured to your organization's specific needs. It is Internet-based and accessible through a unique URL path. Administrators manage the website on behalf of their organization and have access to the platform's powerful applications. The platform is constantly upgraded at no expense to clients through development and testing by our team of technical developers.

Platform Highlights :: Technology with a Purpose

>>> **TargetSolutions** features the industry's most dependable and powerful cloud-based system. TargetSolutions delivers 99.95 percent uptime, delivering a fast and reliable experience for users. TargetSolutions' backup datacenter has been strategically positioned, securing production infrastructure.

>>> **TargetSolutions'** low-cost approach gives departments of all sizes the opportunity to achieve significant savings. We offer hundreds of courses, covering critical EMS training, emergency vehicle operations and NFPA-approved content. With TargetSolutions, you can take courses 24/7 and employees can train on their own time, at their own pace, dramatically increasing retention.

>>> **TargetSolutions'** records management system is powerful, engaging and easy to navigate. You'll be able to streamline your operations by creating and delivering customized content and delivering it online. You will always know your department's progress and have the means to achieve your training and compliance goals.

>>> **TargetSolutions** makes it easy to stay compliant with licenses, certifications, qualifications and anything else that expires. With our platform's alert notifications, nothing slips through the cracks. You can create any type of activity or communication imaginable, deliver it to your personnel and ensure accountability with e-signatures. You can also track all types of training activities and assignments and generate comprehensive data reports for reporting training records.

TargetSolutions :: Learning Management

TargetSolutions' learning management system makes it possible for administrators to assign and deliver online training courses and custom-made activities to their users. The system also provides the ability to track, document and report assignments.

Organization & User Profiles (Management Tools): Administrators of organizations can easily manage users' access to the platform. Administrators can add users, delete users, modify user profiles, reset passwords, modify their organizational profile, define organizational categories, create groups and modify groups. Administrators can also assign "supervisor" rights to specific users.

Assignment Scheduler (Course Delivery System): Administrators are able to assign anything from the platform's robust online training library with the platform's Assignment Scheduler. They can also deliver specially created Custom Activities. Administrators are able to create new assignments, assign activities and modify and remove old assignments.

Notifications: Administrators can create e-mail alerts to notify administrators and users when an assignment is approaching. In addition to e-mail alerts, the platform features a prominently displayed Notification System (one for both users and administrators) on the home page that warns when an assignment needs attention. Users and administrators will receive alerts regarding upcoming expirations and deadlines for credentials, events, courses and activities. The platform generates an optional monthly e-mail to all users that serves as a reminder and summarizes course assignments.

Reports: Administrators can run reports on completed assignments, incomplete assignments, users, credentials, certificates, etc. They are able to save reports, recreate popular reports and specify output columns. They can also stay informed on their organization's progress completing courses and activities by monitoring assignment data that automatically filters onto the Dashboard.

Custom Logo: TargetSolutions' home page features an editable box where administrators can easily upload their organization's custom logo onto their home page.

Community Resources (Resource Sharing): Administrators can access training videos, organizational policies, inspection forms and much more from other departments across the country with Community Resources. Shared material can be downloaded, customized and delivered through the Assignment Scheduler. Community Resources consists of two sections: "Top Files" and "Top Videos," which are determined by a combination of popular views and resource ratings. The search engine gives administrators the ability to browse TargetSolutions' database of content.

File Center (Organizational Resources): Organizations can store important departmental resources, including SOPs, training videos and more in a secure and centralized online location in the File Center. With TargetSolutions, organizations have 100 megabytes of space for storing files. Administrators can post documents that are only visible for other administrators. The ability to upload and delete files is only granted to administrators, but all users will be able to access files that are uploaded.

Calendar: Using the fire industry's standard color-coding system, administrators can manage shift schedules. Users can access pending assignment data and important notifications with this application.

Bulletin Board: Administrators can post announcements and department news for their entire organization to view in a centralized online location.

Forums: The platform features a web-based discussion board that provides a centralized online location where an organization's administrators and users can discuss issues and trade ideas. Administrators have the ability to edit and delete posts without help from TargetSolutions client services team.

Events Manager: Administrators can create, schedule and track organizational events, including instructor-led training events, live meetings, etc. This tool gives administrators the ability to track user registration for events and set e-mail reminder alerts. Administrators can access registration and attendance records and set up event alerts. Users can view details of previous events they have enrolled in, events that are open to enroll in, previously attended events, and personally created events.

Custom Content Delivery & Tests: Administrators have the ability to create, assign and manage the delivery of web-based content and exams. Tests, which are delivered through Test Builder, can be attached to activities created through the Activities Builder. Administrators are able to track completions and record the results so they can easily access them and run reports with complete data.

TargetSolutions :: Records Management

TargetSolutions records management system makes it possible for administrators to track and report on all types of training assignments and activities. The powerful tools help organizations "Go Green' and streamline their efforts, making managing personnel and remaining compliant more efficient.

Daily Training Log: Administrators can effectively track "daily drills" with TargetSolutions. The platform comes with 19 pre-made drills that administrators can utilize – or completely customize – in order to meet mandatory organizational requirements.

Inspection: Administrators can stay informed on the status of a crew's equipment and gear by assigning activities that mandate routine analysis of Self-Contained Breathing Apparatus, Personal Protective Equipment, Fire Truck Equipment and everything else under the firehouse's roof.

Post-Incident Evaluation: With TargetSolutions, administrators can create activities for employees to complete after an incident. It's easy to keep historical records of incidents and utilize the reports for future training opportunities.

Activities Builder: TargetSolutions' powerful application empowers administrators to track and record all types of data in a single system. Create programs specific to your department's needs with this highly customizable application. Activities Builder gives administrators the ability to quickly and effectively deliver activities to employees. Activities can be used to assign, track and review documents stored in the Resource Center, including tasks, inspections, surveys, instructor-led training sessions and more.

TargetSolutions :: Career Tracking

TargetSolutions' career-tracking applications make acquiring the necessary education and training to meet mandated requirements more efficient. The platform's powerful tools keep administrators informed so nothing will ever go unnoticed.

License Management: Whether it's a driver's license or any other type of license you need to track, TargetSolutions makes it easy and efficient. Alerts and notifications will keep users and administrators informed when expiration dates approach or pass.

Certification & Qualification Management: Both administrators and users can track and maintain credentials, certifications, qualifications and all other types of information. Everything can be tagged with an alert or e-mail notification so it won't go unnoticed.

ISO Tracking: TargetSolutions makes complying with important audits, like ISO's annual review, easier than ever before. In fact, ISO reporting has been termed "seamless" by our clients. TargetSolutions provides access to ready-made and customizable training templates created just for ISO. After delivering these

activities to personnel, TargetSolutions' tracking system enables administrators to generate comprehensive reports when ISO comes to analyze training records.

Skill Sheets & Task Books: With TargetSolutions, departments can operate at their highest level. Administrators can create activities to test skills and track results electronically. They can create Task Books to test employees and ensure they are on track for achieving professional growth.

ARFF Tracking: Administrators can easily track Aircraft Rescue & Fire Fighting training data and hour accumulation, plus deliver the FAA's ARFF Training DVD. You'll have access to 15 activities that have been recommended by the FAA.

Credentials: Track and maintain credentials, certifications, qualifications and all other types of information. Everything can be tagged with an alert or e-mail notification so it won't go unnoticed.

TargetSolutions :: Online Training

TargetSolutions provides course bundles, including HR & Employment Practices, OSHA & Compliance, Driving Safety, NFPA/Fire/EVO and EMS Recertification. All of these bundles are available with the Premier Membership Solution. Courses are consistently updated with new information and multi-media interactivity.

HR & Employment Practices: An overview of employment practices encountered in the workplace, including sexual harassment, hiring and termination, discrimination, evaluation and documentation. TargetSolutions offers AB 1825 Sexual Harassment and AB 1234 Ethics Training that meet important requirements in California. Courses are assigned through the platform's LMS.

OSHA & Compliance: TargetSolutions offers courses that comply with OSHA and other federal and state regulatory agency training mandates. These courses help eliminate logistical issues inherent with traditional training methods for these topics.

Driving Safety: TargetSolutions delivers the answer to your driver safety training. You will be able to reduce motor vehicle losses with courses designed to change unsafe driving behaviors and reinforce safe-driving concepts.

NFPA / Fire / EVO: TargetSolutions' library features courses based on the NFPA codes and standards, including NFPA 1001, 1021 and the 1500 series. We also offer approved courses covering wildland fire, emergency response to terrorism, first responder operations level refreshers and emergency vehicle operators.

EMS Recertification: First responders and EMTs of all levels can complete their continuing education requirements on our platform. TargetSolutions offers more than 160 hours of EMS training accredited by various regulatory agencies.

TargetSolutions :: Client Support

TargetSolutions values your business and will prove it to you every single time you need our assistance. We are dedicated to providing customer service that exceeds our clients' expectations.

Implementation and Ongoing Support: TargetSolutions will assign an account executive manager to serve as the organization's primary contact for any and all questions or issues related to the platform. Account executives will provide complete implementation and ongoing support, including initial customization of the website and comprehensive training on the platform's applications. TargetSolutions will also provide assistance to help design custom training curricula as requested. Clients' requests are responded to during normal business hours (8 a.m. to 5:30 p.m., PST). After-hours emergency support is available by calling toll-free at 800.840.8048.

zendesk **Extended Support Services (Help System):** TargetSolutions provides an extensive online multi-media help system with detailed step-by-step instructions for each operational activity on the platform. TargetSolutions also provides user manuals, video tutorials, and answers to frequently asked questions. In addition, TargetSolutions provides in-person training workshops at various times throughout the year.

TargetSolutions :: Additional Options

In addition to the features listed in this document, TargetSolutions offers additional options and upgrades.

Web Events: Web Events gives organizations the ability to conduct online meetings with remote participants — all from within the TargetSolutions platform. Web Events features screen sharing, video conferencing, live chat, and VOIP. In addition, TargetSolutions' Events Manager helps organizations manage invitations, track registrations and run attendance reports.

TARGETSOLUTIONS

FIRE

TargetSolutions' courses are based on the NFPA codes and standards, including NFPA 1001, 1021 and the 1500 Series. Courses also cover wildland fire, response to terrorism and much more.

NFPA 1001 SERIES | FIREFIGHTER I & II

TargetSolutions has a complete library of Firefighter I & II awareness and refresher level courses based on NFPA codes and standards.

- Building Construction
- Fire Behavior
- Fire Control
- Fire Department Communications
- Fire Detection, Alarm & Suppression Systems
- Fire Hose
- Fire Prevention and Public Education
- Fire Streams
- Firefighter Orientation and Safety
- Firefighter Personal Protective Equipment
- Firefighting Foams
- Forcible Entry into a Structure
- Ground Ladders
- Loss Control
- Portable Extinguishers
- Protection of Evidence of Fire Origin & Cause
- Rescue and Extrication
- Self-Contained Breathing Apparatus
- Vehicle Extrication
- Ventilation
- Water Supply

NFPA 1021 SERIES | COMPANY OFFICER

TargetSolutions has developed a complete line of company officer awareness and refresher level courses based on NFPA codes and standards.

- Action Plan Implementation
- Assuming the Role of Company Officer
- Budgeting
- Community Awareness
- Company-Level Training
- Elements of Supervision and Management
- Fire and Life Safety Inspections
- Fire Department Communications
- Fire Department Structure
- Fire Investigation
- Firefighter Safety and Health
- Government Structure
- Incident Response Safety
- Incident Scene Communications
- Incident Scene Management
- Information Management
- Labor Relations
- Leadership as a Group Influence
- Legal Responsibilities and Liabilities
- Pre-Incident Planning
- Professional Ethics
- Public Education Programs

NFPA 1410 SERIES

TargetSolutions' NFPA 1410 training series illustrates the most commonly practiced fireground evolutions. These video-based courses are written to the NFPA firefighter training standard.

- Evolution 1
- Evolution 2
- Evolution 3
- Evolution 4
- Evolution 5
- Evolution 6
- Evolution 7
- Evolution 8
- Evolution 9
- Evolution 10
- Evolution 11
- Evolution 12
- Evolution 13
- Evolution 14

NFPA 1500 SERIES

This series of courses is designed for the fire industry and meets the NFPA 1500 code requirements. These courses were developed in conjunction with the NFPA, and specific content experts at the NFPA participated in their creation.

- Advanced HAZWOPER Awareness (Modules 1–4)
- Bloodborne Pathogens Safety
- Combustible & Flammable Liquids
- Compressed Gas Safety
- Confined Space Entry
- CPR Academic
- Driving Safety
- Hazard Communication
- HAZMAT Spill Prevention & Control
- HAZMAT Transportation
- Laboratory Safety
- Materials Handling, Storage, Use & Disposal
- Personal Protective Equipment
- Respiratory Protection
- Welding Safety

GENERAL

- Assembly Occupancy Fire and Life Safety Inspection
- Building Construction
- Carbon Monoxide
- Customer Service for Fire Department Personnel
- Electric and Alternative Fuel Vehicles for First Responders
- Emergency Response to Terrorism (Modules 1-4)
- Ethics
- Fire & EMS Grant Writing
- Fire Alarm Systems
- Fire Industry Driver Intersection Safety
- Fire Industry Driver Operator
- Fire Industry Introduction to Wildland Fire Behavior
- Fire Prevention and Public Education
- Fire Service: Health & Safety
- First Responder Hybrid Vehicle Incidents
- First Responder Operations (Modules 1-4)
- Firefighter Rehabilitation (Modules 1-2)
- High Rise Fire and Life Safety Inspection
- How to Read a Building
- Leadership and Ethics
- NFPA 1 & NFPA 101 for Florida (Modules 1-4)
- NFPA 1403 Live Fire Training Evolutions
- NFPA 1500: Post-Traumatic Stress Disorder (PTSD) in the Fire Industry
- NFPA 1584 Firefighter Rehabilitation Customer Service for Fire Department Personnel
- NFPA 1851 - Cancer-Related Risks of Firefighting
- NFPA 3000: Standard for Preparedness and Response to Active Shooter and/or Hostile Events
- Portable Extinguishers: Types and Usages
- School Fire and Life Safety Inspection
- Water Supply

WILDLAND FIREFIGHTING

- RT-130 Annual Wildland Fire Safety Refresher (Modules 1-4)
- S-190 Intro to Wildland Fire Behavior (Modules 1-4)

ARFF TRAINING

TargetSolutions is pleased to offer valuable training for airport firefighters. The 17-course bundle delivers 13 hours of training featuring video- and scenario-based lessons.

- Adapting and Using Structural Equipment
- Aircraft Cargo Hazards (Parts 1-2)
- Aircraft Familiarization
- Aircraft Rescue - Emergency Communications
- Airport Rescue and Firefighting Ops
- Application of Extinguishing Agents (Parts 1-4)
- Aviation Incident Response/Crash Rescue Management
- Command and Control of Aircraft Incidents
- Emergency Aircraft Evacuation
- Out of the Blue
- Personnel Safety
- Vehicle Rescue
- Water Rescue

PARTNERED CONTENT

- MSA G1 SCBA Care & Use
- MSA ALTAIR 4X Multigas Detector Care & Use
- MSA ALTAIR 5X Multigas Detector Care & Use

EMERGENCY MEDICAL SERVICES

Courses allow first responders of all levels to complete EMS continuing education in an engaging format featuring scenario-based learning exercises.

PREPARATORY

- Clinical Decision-Making
- Common Infectious Pathogens
- Communication and Documentation
- Cultural Diversity for EMS Providers (2 hours)
- Diet & Nutrition
- Emergency Responder Rehabilitation for the EMT
- Emergency Responder Rehabilitation for the Paramedic Advanced
- Ethics for the EMS Provider (BLS)
- Functional Approach to Physical Fitness for Emergency Responders
- Health & Wellness
- HIPAA Awareness
- The Human Body Part 1: Critical Systems
- The Human Body Part 1: Critical Systems Advanced
- The Human Body Part 2: Other Systems
- The Human Body Part 2: Other Systems Advanced
- Infectious Disease Control
- Medical, Ethical, and Legal Issues
- Protecting Yourself from Influenza
- Slips, Trips and Falls
- Therapeutic Communications (2 hours)
- Workplace Stress

AIRWAY

- Advanced Airways: Intubation and Beyond (2 hours)
- Airway Management Advanced (2 hours)
- Airway Management Basic
- Blind Nasotracheal Intubation
- Capnography
- Introduction to Capnography Advanced
- Mechanics of Breathing
- Orotracheal Intubation
- Respiratory System A&P Review
- Suctioning the Patient Airway
- Supplemental Oxygen
- Tracheostomies Advanced (2 hours)

PATIENT ASSESSMENT

- Assessing the Patient with Major Trauma (2 hours)
- Patient Assessment Advanced
- Patient Assessment Basic
- Rapid Secondary Assessment
- Special Challenges in Patient Assessment (2 hours)

MEDICAL

- Acute Coronary Syndromes
- Acute Respiratory Distress Syndrome Advanced
- Allergies and Anaphylaxis Advanced
- Allergies and Anaphylaxis Basic
- Allergic Reaction Management
- Altered Mental Status Advanced
- Altitude Emergencies (2 hours)
- Altitude Illness
- Altitude Illness Advanced
- Aquatic Emergencies (2 hours)
- Asthma Advanced
- Asthma Part 1
- Asthma Part 2
- Behavioral Emergencies Advanced
- Behavioral Emergencies Basic
- Calcium Channel Blocker Overdose
- Calcium Channel Blocker Overdose Advanced
- Carbon Monoxide Poisoning
- Cardiac Emergencies Advanced
- Cardiac Emergencies Basic
- Cardiovascular Anatomy & Physiology Review
- Complementary and Alternative Medicine Advanced
- Complementary and Alternative Medicine Basic
- Complete Resuscitation: Integrating Post-Care Advanced (2 hours)
- Cyanide Poisoning
- Cyanide Poisoning Advanced
- Date Rape Drugs (2 hours)
- Death and Dying Advanced
- Dementia
- Dementia Advanced
- Detailed Physical Exam
- Diabetic Ketoacidosis Advanced
- Disease Conditions of Chronic Alcoholism Advanced
- Ecstasy Abuse Management
- Ecstasy Abuse Management Advanced
- Endocrine System Emergencies Advanced (2 hours)
- Epilepsy
- Fundamentals of 12 Lead ECG Operation and Interpretation
- H1N1 (Swine Flu)

- Heat Illness and Emergencies
- Hematology
- HIV/AIDS Awareness (2 hours)
- Intraosseous Infusion Advanced
- Intro to Arrhythmias: Escape Rhythms and Premature Complexes
- Intro to Arrhythmias: Tachy-arrhythmias and Fibrillation
- Managing Cardiac Arrest: During and After Resuscitation (2 hours)
- Medication Errors
- Methamphetamine (2 hours)
- MRSA Infections
- Myths and Realities of Drug Seeking Behavior Advanced
- Myths and Realities of Drug Seeking Behavior Basic
- Narcotics Overdose for the EMT
- Narcotics Overdose for the Paramedic Advanced
- Non-Traumatic Abdominal Injuries
- Non-Traumatic Chest Pain
- Obstetrical Emergencies Advanced (2 hours)
- Operating an AED
- Over the Counter Drug Overdoses Advanced
- Pain Management
- Pain Management Advanced
- Pain Transmission, Perception, and Assessment
- Pain Transmission, Perception, and Assessment Advanced
- Pharmacology Advanced (2 hours)
- Pharmacology Basic
- Pharmacology & Drug Administration
- Pharmacology Special Considerations
- Pharmacology Special Considerations Advanced
- Poisoning and Overdose
- Poisons and Toxins Part 1
- Poisons and Toxins Part 1 Advanced
- Poisons and Toxins Part 2
- Poisons and Toxins Part 2 Advanced
- Prehospital Pulmonary Embolism Care
- Recognition and Management of Over the Counter Drug Overdoses
- Renal Failure Advanced
- Respiratory Emergencies Advanced
- Respiratory Emergencies Basic
- TCA Overdose
- TCA Overdose Advanced
- Toxicology and Substance Abuse Advanced (2 hours)
- Understanding the Basics of ECGs

TRAUMA

- Abdominal Trauma Advanced
- Abdominal Trauma Basic
- Amputation Injuries Advanced
- Bleeding and Shock Advanced
- Bleeding and Shock Basic
- Bomb Blast Injuries Advanced
- Burn Management Advanced (2 hours)
- Burn Management Basic
- Cervical Spine Injuries Part 1 Advanced
- CNS Injuries Advanced
- CNS Injuries Basic
- Emergency Care for Lightning Strike Victims Advanced
- Environmental Emergencies Advanced
- Environmental Emergencies Basic
- Femur Fractures
- Fetal Trauma from Motor Vehicle Collisions (ALS)
- Gunshot Wounds (2 hours)
- Head and Facial Injuries Advanced
- Hip Fractures
- Hip Fractures Advanced
- Injuries and Infections of the Eye
- Kinematics of Trauma
- Management of Cervical Spine Injuries on Athletics Part 2 Advanced
- Musculoskeletal Injuries Advanced
- Musculoskeletal Injuries Basic
- Nose Bleeds
- Nose Bleeds Advanced
- Pelvic Fractures Advanced
- Recognition and Treatment of Foot Injuries Advanced
- Sepsis
- Sepsis Advanced
- Shock and Shock Management
- Spinal Cord Injuries (2 hours)
- Stroke Assessment & Treatment
- Stroke Assessment & Treatment Advanced
- Thoracic Emergencies Advanced
- Thoracic Emergencies Basic
- Traumatic Head and Brain Injuries Advanced (2 hours)
- Traumatic Injury During Pregnancy
- Understanding and Restraining Patients with Excited Delirium
- Understanding and Restraining Patients with Excited Delirium Advanced
- Unstable Pelvic Fractures

SPECIAL CONSIDERATIONS

- Assessment, Treatment and Transport of Morbidly Obese Patients
- Assessment, Treatment and Transport of Morbidly Obese Patients Advanced
- Bariatric Patients (2 hours)
- Child Abuse: An EMS Professionals Role & Responsibilities
- Child Abuse: An EMS Professionals Role & Responsibilities Advanced
- Child Abuse: EMS Roles & Responsibilities
- General Science Advanced
- Geriatric Assessment Challenges
- Geriatric Behavioral Emergencies (2 hours)
- Geriatric Emergencies Advanced
- Geriatric Emergencies Basic
- Geriatric Hip Injuries
- Managing Chronic Care Patients
- Neonatology Advanced (2 hours)
- Obstetrical Emergencies Advanced (2 hours)
- Obstetrical Emergencies Basic
- Patient Abuse and Assault (2 hours)
- Patients with Special Challenges
- Pediatric Airway Management
- Pediatric Airway Management Advanced (2 hours)
- Pediatric Assessment
- Pediatric Assessment Part 1
- Pediatric Assessment Part 2
- Pediatric Burns Advanced
- Pediatric Cardiac Arrest Advanced (2 hours)
- Pediatric Cardiac Emergencies
- Pediatric Cardiac Emergencies Advanced
- Pediatric Emergencies Advanced (2 hours)
- Pediatric Emergencies Basic (2 hours)
- Pediatric Fever for the EMT
- Pediatric Fever for the Paramedic Advanced
- Pediatric Fluid and Airways Advanced
- Pediatric Ingestions Advanced
- Pediatric Respiratory Emergencies: Lower Airway for the Paramedic Advanced
- Pediatric Respiratory Emergencies: Upper Airway for the EMT
- Pediatric Respiratory Emergencies: Upper Airway for the Paramedic Advanced
- Pediatric Shock Advanced (2 hours)
- Pediatric Trauma Advanced (2 hours)
- Sports Medicine for EMS
- Sudden Infant Death Syndrome (SIDS)

OPERATIONS

- Back Injury Prevention
- Confined-Space Entry
- Crime Scene Awareness (2 hours)
- Driving Safety
- Emergency Response to Terrorism (Modules 1–4)
- Fire & EMS Grant Writing
- First Responder Operations Level Refresher (Modules 1–4)
- Hazard Communication
- Incident Command System
- Introduction to Hazardous Materials (2 hours)
- Managing Multiple Casualty Incidents
- Medical Extrication & Rescue (2 hours)
- Patient Care Report Essentials
- Patient Care Report Essentials Advanced
- Response to Mass Casualty Incidents
- Response to Mass Casualty Incidents Advanced
- Weapons of Mass Destruction - An Intro to WMD Agents

MOTOR VEHICLE SAFETY

TargetSolutions' Online Driver Training & Compliance Program offers organizations a solution to reduce motor vehicle losses. Driver curriculum is designed to change unsafe driving behavior and reinforce critical safe-driving concepts. Courses have been tailored to meet the varied needs of drivers of automobiles, large trucks and passenger vans. Supervisor curriculum is designed to provide supervisors with the training necessary to maintain a staff of safe and capable drivers. Driver training courses and curriculum for supervisors are available.

DRIVER TRAINING

- Accidents and Emergencies
- Adjusting to Changing Conditions
- Aggressive Driving
- Dangers of Speeding
- Defensive Driving Strategies
- Distracted Driving
- Driver Safety Orientation
- Expressway and Highway Driving
- Impaired Driving
- Intersection Safety
- Passenger Van Safety
- Safe Backing
- Seat Belt & Airbag Safety
- Securing Materials for Transportation
- Sharing the Road
- Vehicle Inspection and Maintenance
- Vehicle Safety and Security

EMERGENCY VEHICLE OPERATOR TRAINING

- Accidents & Emergencies for Emergency Vehicle Operators
- Adjusting to Changing Conditions for Emergency Vehicle Operators
- Dangers of Speeding for Emergency Vehicle Operators
- Defensive Driving Strategies for Emergency Vehicle Operators
- Distracted Driving for Emergency Vehicle Operators
- Driver Safety Orientation for Emergency Vehicle Operators
- Emergency Vehicle Characteristics
- Emergency Vehicle Operations
- Impaired Driving for Emergency Vehicle Operators
- Intersection Safety for Emergency Vehicle Operators
- Legal Considerations for Emergency Vehicle Operators
- Safe Backing for Emergency Vehicle Operators
- Seat Belt & Airbag Safety for Emergency Vehicle Operators
- Securing Materials for Transportation for Emergency Vehicle Operators
- Vehicle Inspection and Maintenance for Emergency Vehicle Operators
- Fleet Program Vehicle Safety and Security for Emergency Vehicle Operators

LARGE VEHICLE DRIVER TRAINING

- Accidents & Emergencies for Large Vehicle Operators
- Adjusting to Changing Conditions for Large Vehicle Operators
- Aggressive Driving for Large Vehicle Drivers
- Dangers of Speeding for Large Vehicle Drivers
- Defensive Driving Strategies for Large Vehicle Drivers
- Distracted Driving for Large Vehicle Drivers
- Driver Safety Orientation for Large Vehicle Drivers
- Impaired Driving for Large Vehicle Drivers
- Intersection Safety for Large Vehicle Drivers
- Large Vehicle Characteristics
- Safe Backing for Large Vehicle Drivers
- Seat Belt & Airbag Safety for Large Vehicle Drivers
- Securing Materials for Transportation for Large Vehicle Drivers
- Sharing the Road for Large Vehicle Drivers
- Vehicle Inspection and Maintenance for Large Vehicle Drivers
- Vehicle Safety and Security for Large Vehicle Drivers

SUPERVISOR TRAINING

- Motor Vehicle Incident Investigation for Supervisors
- Motor Vehicle Safety Overview for Supervisors
- Motor Vehicle Personnel Selection for Supervisors

HUMAN RESOURCES

TargetSolutions' Human Resources courses are designed to supplement the course catalog by providing training that is relevant and essential to all employees. Courses covering Employment Practices for Supervisors cover issues encountered in the workplace for individuals tasked with making employment decisions, including issues of harassment, hiring and termination, discrimination, evaluation and documentation.

HUMAN RESOURCES

- Alcohol-Free Workplace
- Business Ethics: Quick Refresh
- Computer Security Awareness
- Customer Service
- Drug-Free Workplace
- Ethics in the Workplace
- General HIPAA Awareness
- General Office Ergonomics
- Health & Wellness
- Office Safety
- Red Flag Rules (Identity Theft Protection)
- Sexual Harassment Awareness
- Workplace Diversity
- Workplace Stress
- Workplace Violence

EMPLOYMENT PRACTICES FOR SUPERVISORS

- Anger, Violence, and Conflict in the Workplace
- Dealing with Issues of Alcohol and Substance Abuse
- Discipline and Termination
- Employment Practices Overview
- Hiring Practices
- Interviewing and Hiring
- Interviewing Skills for Managers: Conducting an Interview
- Performance Management
- Preventing Discrimination in the Workplace
- Reasonable Suspicion of Alcohol for Supervisors
- Reasonable Suspicion of Drugs for Supervisors
- Understanding Employee Leave
- Motor Vehicle Incident Investigation for Supervisors
- Motor Vehicle Personnel Selection for Supervisors
- Motor Vehicle Safety Overview for Supervisors
- Sexual Harassment Awareness for Supervisors
- Successful Hiring
- Successful Termination

CALIFORNIA STATE MANDATED TRAINING

- CA Local Agency Ethics (AB 1234)
- Cal/OSHA Log 300
- Child Abuse: Mandated Reporter Training for California (General)
- Sexual Harassment Prevention for Supervisors (California AB 1825)

RESOLUTION NO. 19-
City Council

RESOLUTION AUTHORIZING A CONTRACT FOR A FIRE DEPARTMENT ONLINE TRAINING PROGRAM

WHEREAS, The Fire Chief has a need enter into a contract to provide online training to fire members to increase effectiveness of the training program, and allow accessibility on home computers and mobile devices, and

WHEREAS, after soliciting quotes from three (3) qualified vendors, the Fire Chief recommends the lowest, most responsible responsive bid of Target Solutions at a total cost not to exceed $5,735.00, for the first year for up to 60 members, and

WHEREAS, the City Council deems it necessary to improve the training program for the Fire Department and authorizes the Fire Chief to enter into a contract with Target Solutions, and

WHEREAS, funding is available in Fire Department Training Funds, and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HIAWATHA, IOWA, to authorize the Fire Chief to enter into a contract for an online training program at a total cost not to exceed $5,735.00, with Target Solutions, using available funding in Fire Department Training Funds.

AYES:
NAYS:
ABSENT:

PASSED AND APPROVED this 16th day of January, 2019.

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Bill Bennett, Mayor

ATTEST:

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Kari Graber, Deputy City Clerk