



BUREAU OF FIRE SERVICES

STATE FIRE MARSHAL

September 12, 2025,

Michigan Fire Service,

Effective October 1, 2022, the Bureau of Fire Services (BFS) implemented new Continuing Education (CE) requirements for the three-year cycle running through September 30, 2025. Adopted in 2021, effective October 2022, and clarified in the October 2023 [BFS Continuing Education Clarification Memo](#), these requirements reflect updates to the Fire Fighters Training Council (FFTC) General Rules.

This document is intended to provide clear, consistent, and comprehensive information about the CE process for all members of the Michigan Fire Service. **The goal of continuing education remains to ensure that certified firefighters, instructors, and officers maintain the skills and knowledge necessary to safely perform their duties, protect fellow firefighters, and protect the communities we serve.**

As this is the inaugural CE cycle under the revised requirements, the BFS recognizes that questions and concerns have arisen. This document clarifies the expectations for both the current CE cycle (2022–2025) and the next (2025–2028), outlining how to meet continuing education requirements and reinforcing our shared commitment to advancing the Michigan Fire Service. **Additional guidance is attached.**

Key Distinctions for the 2022–2025 Cycle

To address confusion and support a smooth implementation, the following modifications apply to the **2022–2025 CE cycle**:

- **Cross-Recognition of CE Hours:** Fire Instructor and Fire Officer CE hours may be applied across certifications during this cycle only. Fire Inspector CEs may be applied to any category if they align with the requirements of each certification (leadership courses apply to Fire Officer, flow paths and fire dynamics apply to Firefighter, etc.)
- **Compliance Review:** BFS will conduct a Compliance Review, a less formal process, to verify compliance with the requirements. A formal audit process will begin with the 2025–2028 cycle.
- **Limited Disciplinary Action:** In recognition of this inaugural period, our intent is to focus on compliance, not on discipline. Referrals to the Michigan Fire Fighters Training Council (MFFTC) for disciplinary action will be limited during this first cycle and will be reserved for cases of serious non-compliance, including failure to attest, false attestation, or other willful violations.

Reminder, you have an additional 90-day Grace Period until December 31, 2025, to obtain your CEs.

Respectfully,

Thomas M. Hughes

State Fire Marshal / Director, Bureau of Fire Services



BUREAU OF FIRE SERVICES

STATE FIRE MARSHAL

Continuing Education Guidance

The intent of this document is to provide clarification on the current Continuing Education (CE) process for Certified Firefighters, Certified Fire Instructors, and Certified Fire Officers for the period beginning on October 1, 2022, and ending September 30, 2025. For this inaugural CE cycle, there have been some allowances made to address confusion that has occurred over the last few years. This document highlights the differences between the CE requirements entering the next cycle, October 1, 2025, through September 30, 2028.

This document outlines the following:

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If you have questions related to the CE process, please email LARA-BFS-CE@michigan.gov.

If you have issues with your SMOKE login or profile, please email LARA-BFS-SMOKE@michigan.gov or call (517) 241-1031 for assistance.

For additional questions, please contact the **Firefighter Training Division**:

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Who Must Comply?

Every Certified Firefighter, Fire Instructor, and Fire Officer, regardless of rank or responsibility (firefighter through Fire Chief/Public Safety Director)(Michigan Administrative Code R29.418(2)) must comply. This includes:

1. Firefighters certified through reciprocity.
2. Firefighters exempted from Firefighter I/II certification prior to October 1, 1988 (R29.418(5)(a)(i)).
3. Retired or separated individuals who continue to instruct.

Exemptions and Special Cases

Time Away from Employment

CE requirements are pro-rated based on time served as an active fire or public safety member. You must complete the required CEs while an active rostered member, unless substantiated with a letter from the Chief/Public Safety Director for the following:

- 1) military deployment
- 2) extended, serious injury or illness, or
- 3) extenuating circumstances, reviewed on a case-by-case basis.

Example (Firefighter): Rostered in Year 1 → off in Year 2 → return in Year 3 = 24 hours instead of 36.

Retired but Still Instructing

Retired individuals who continue to teach must comply with the CE requirements. Those working for a regional training center, the “authority having jurisdiction” becomes that agency. You are required to meet the minimum CE requirements of both Firefighter and Fire Instructor (**36 Firefighter hours + 12 Instructor hours per cycle**).



Minimum CE Requirements

The minimum CE requirements (Michigan Administrative Code R29.418(5)) are outlined below:

CERTIFICATION	HOURS PER CYCLE	MINIMUM/EXAMPLES
Firefighter (regardless of rank, responsibility or certifications) (R29.418(5)(a))	36 hours	Firefighting knowledge & skills (NFPA 1001). Must include 6 hours/year.
Instructor (Instructor/Course Manager and Associate Instructor) (R29.418(5)(b))	12 hours	Instructor development conferences (EMS-IC, National Fire Academy), completion of the next-level fire instructor certification, teaching MFFTC courses (logged in SMOKE), or maintenance of your EMS-IC license.
Officer (regardless of rank, responsibility or certifications) (R29.418(5)(c))	12 hours	Officer development conferences/seminars, National Fire Academy officer courses, or next-level officer certification.

For the 2022-2025 CE Cycle, you may utilize Fire Instructor and Fire Officer CEs across certifications reducing the total requirement to 48 hours (36 Firefighter + 12 Officer/Instructor CE hours). **Beginning in the 2025-2028 cycle, this will no longer be permitted.**

Fire Inspector CEs may be utilized across all certifications, if the CE aligns with the requirements of each certification.

For the 2022–2025 CE Cycle, the Firefighter CE requirement of six (6) hours per year has been waived. The total hours (36) for the cycle are still required. This allows you to make up missed hours during the grace period. **During the 2025–2028 Cycle, the six (6) hours per year minimum will be required.**



What Counts as a CE?

Under the Michigan Administrative Code R29.418(3), the BFS and MFFTC provide broad discretion to the local authority having jurisdiction (AHJ) to determine CE topics. Your AHJ decides what training best meets your department's needs. All training **conducted, documented, and approved by a fire department or public safety department** in Michigan applies toward the CE requirements (R29.418(3)). For CEs received outside your home agency, you will need to provide documentation from that agency delivering the training.

- Training does not require a certified instructor (R29.418(3)(a)).
- No BFS pre-approval is needed for local CE.
- CEs must be documented (roster, certificate, paper, electronic record) by the individual conducting the training via department roster or by providing documentation to the student (R29.418(3)(b)).
- Documentation must describe the training type and level, and identify the instructor/organization, student, and date.
- MFFTC-approved courses must be tracked in SMOKE (R29.418(3)(c)).

The intent of the CE program is to make sure that the fire service across the state is prepared to protect Michigan citizens and our fellow responders. CEs can be earned through on-the-job specific training in applicable categories with your home department(s), through approved Q courses and through a variety of online courses available for free including:

- Department Training (NFPA 1403 compliant live burns, drills, operational policies, and NFPA 1001 requirements, etc.).
- Fire Inspector approved CEs can be applied if the topic of the CE aligns with the requirements of each certification (leadership course can apply as Officer, fire dynamics can apply to Firefighter).
- UL Fire Safety Research Institute (FSRI) Independent Study: <https://training.fsri.org>
- Frontline Strong Together: <https://fst5.org/>
- Fire Hero Learning Network Independent Study: <https://www.fireherolearningnetwork.com/>
- NFA Independent Study: <https://www.usfa.fema.gov/nfa/courses/online/self-study.html>
- FEMA Independent Study: <https://training.fema.gov/is/crslist.aspx?lang=en>
- CFI Trainer.net: <https://cfitrainer.net>

This list is not exhaustive; if training meets operational needs and your AHJ documents, or another organization documents completion, it counts.



Next Steps

All certificate holders in Michigan must attest that they have met the CE requirements for each certification held: 1) Firefighter, 2) Fire Instructor, and 3) Fire Officer. Your SMOKE profile has been programmed to populate the required CE Attestation boxes based on your certifications.

The following steps are required for all Certified Firefighter, Fire Instructor or Fire Officer certifications.

Reminder: Rule 29.418(4)(a) prohibits false attestation. Checking the box in SMOKE is an attestation that you have met the CE requirements outlined here and in MFFTC rules. If you have not met the requirements, utilize the 90-day grace period beginning on October 1, 2025.

Step 1a: Update Your Profile

Individuals: Log into SMOKE and update your profile including your email address, phone number, and physical address. If you have issues with your SMOKE profile, you must correct them by **September 30, 2025**, or you will not be able to complete your attestation and will automatically enter the grace period.

Note: Primary notification will be via your SMOKE email on file. If your email is not on file, you will be notified via USPS to the address on file in SMOKE. Failure to receive notification due to incorrect email or physical addresses in SMOKE is the responsibility of the certificate holder.

Step 1b: Department Roster Update

Departments: The local department(s) is responsible for the management of all staff rosters including start and end dates. Fire Chief's, Public Safety Director's or designees must update their department roster in SMOKE by **September 30, 2025**.

Step 2: Attest in SMOKE

September 22, 2025, at 11:00 am (ATTESTATION OPENS IN SMOKE): The attestation boxes will appear in SMOKE. You can begin to attest to each certification held. If one of your certifications does not appear in SMOKE, please contact LARA-BFS-SMOKE@michigan.gov.

NOTE: You will NOT upload any supporting documents at this time.

September 30, 2025, by 11:59 pm (DEADLINE): Certificate holders must log into SMOKE and attest to each certification including: 1) Firefighter, 2) Fire Instructor, and/or 3) Fire Officer (R29.418(4)).

October 1, 2025 (GRACE PERIOD BEGINS): All certification holders that do not attest by September 30, 2025, will be moved into the 90-day grace period. If you do not attest by September 30, 2025, the following actions will occur:

- **October 1, 2025 (Day 1).** The BFS will notify you and your department(s) of record.
- **October 31, 2025 (30 Days):** BFS will notify you and your department(s) of record.
- **November 30, 2025 (60 days):** BFS will notify you and your department(s) of record.



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- **December 31, 2025 (90 days - FINAL DEADLINE):** Grace period ends. If CE attestation is not completed by this date, BFS will notify you and your department(s) of record and will begin an investigation into your non-compliant status.

January 1, 2026 (non-compliant): Those that have not attested are considered non-compliant beginning a BFS investigation.

Step 3: BFS Review of Accounts

BFS will review all accounts as outlined in the Compliance Review below.

- Group 1: A sample of those that attest by September 30, 2025.
- Group 2: A sample of those that attest by December 31, 2025.
- Group 3: Those that do not attest by December 31, 2025.

Step 4: Compliance Review

BFS will conduct a Compliance Review, a less formal process, to verify compliance with the requirements. Beginning with the 2025-2028 process, the Compliance Review will be replaced by a formal Audit. See the **Compliance Review section** outlined below.

Step 5: Failure to attest

For those that fail to attest by December 31, 2025, the BFS will initiate a review of those certificate holders to determine their status. This may include contacting the certificate holder, the department or record, or the County Training Committee (CTC) to gather additional information.

NOTE: For those that have separated from service, but still show active in the SMOKE system, BFS will request verification from that department of the correct end-date for your profile.

Step 6: Disciplinary Process

In recognition of this inaugural period, our intent is to focus on compliance, not on discipline. Referrals to the Fire Fighters Training Council (FFTC) for disciplinary action will be limited during this first cycle and will generally be reserved for cases of serious non-compliance, including failure to attest, false attestation, or other willful violations. See the **Disciplinary Section** outlined below.



Compliance Review

During the 2022-2025 CE Cycle, BFS will conduct a **Compliance Review** by sampling certificate holders. Recognizing this is the first CE cycle, the BFS may review individuals, departments, counties, or department types to gather information and to refine and improve the CE process. The intent of this review is not to be punitive, but to ensure all certificate holders meet the MFFTC Rules, strengthening preparation for the inherently dangerous work of the fire service.

This does not eliminate discipline. However, referrals to the Fire Fighters Training Council (FFTC) for will be limited during this first cycle and will generally be reserved for cases of serious non-compliance, including failure to attest, false attestation, or other willful violations.

Failure to attest by the end of the Grace Period, or failure to respond to BFS requests, will be treated as non-compliance and referred to the disciplinary process.

1. **Selection:** A sample of certificate holders will be selected.
 - a. Group 1: A sample of those that attest by September 30, 2025.
 - b. Group 2: A sample of those that attest by December 31, 2025.
2. **Notification:** Letter of CE Compliance Review Notification and a CE Compliance Review Checklist from the BFS.
3. **Requirements:** You must provide documentation of all CE training hours completed, including rosters, certificates, electronic records and/or additional verifying information (R29.418(3)).
4. **Failure to Comply or False Attestation:**
 - a. **Failure to Comply:** Failure to respond to the Compliance Review request or those providing insufficient documentation is treated as non-compliance.
 - b. **False attestation:** If it is determined that during the Compliance Review that you have “falsely attested,” an investigation will be conducted.
5. **BFS Investigation:** The BFS will initiate an investigation based on the Compliance Review.
6. **Notice of Outcome:** Those that undergo a **Compliance Review** will receive formal notice confirming compliance or outlining deficiencies.
7. **Referral for MFFTC for Discipline:** Referrals to the Michigan Fire Fighters Training Council (MFFTC) for disciplinary action will be limited during this first cycle and will generally be reserved for cases of serious non-compliance, including failure to attest, false attestation, or other willful violations. There will be no referrals to the MFFTC until the close of the grace period.

If not selected for a Compliance Review, your attestation stands unless a complaint is received and substantiated.

If you do not have the required CEs by September 30, 2025, you can utilize the 90-day grace period until December 31, 2025, to meet the CE requirements.



Disciplinary Process

In recognition of this inaugural period, our intent is to focus on compliance, not on discipline. The information gathered in this process will help to inform the future of the CE process moving forward. Referrals to the Michigan Fire Fighters Training Council (MFFTC) for disciplinary action will be limited during this first cycle and will generally be reserved for cases of serious non-compliance, including failure to attest, false attestation, or other willful violations.

Moving forward, the disciplinary process will follow the process below:

Failure to attest, false attestation, or other willful violations may result in disciplinary action up to suspension or revocation of certification by the MFFTC (R29.410a(h), MCL 29.371a).

Rule 10a. (1) Pursuant to section 11a of the act, MCL 29.371a, the state fire marshal shall initiate the disciplinary process, which may include suspension or revocation of 1 or more classification certifications issued to an individual, for any of the following reasons:

(h) Violating any continuing education compliance requirements in R 29.418.

Disciplinary triggers include:

1. Failure to attest in SMOKE.
2. False attestation in SMOKE. **Do not attest if you have not completed the necessary CEs.**
3. Failure to comply with audit requirements.
4. Failure to provide adequate CE documentation.
5. Failure to respond to BFS contacts and communications.

Disciplinary Process:

1. **Investigation:** BFS staff will investigate the failures listed above in accordance with R29.410(a)(h) and prepare a report for the State Fire Marshal (R29.410(a)(2)).
2. **State Fire Marshal Review:** If the investigation substantiates the allegations, the SFM will add the disciplinary matter to the agenda for the next scheduled council meeting for official action (R29.410a(3)).
3. **Notification:** The State Fire Marshal issues written notice to the individual of the scheduled disciplinary hearing (R29.410a(4)).
4. **Hearing:** In accordance with R29.410b, the individual may request a closed disciplinary hearing. The council will conduct a roll call vote on the request for a closed disciplinary hearing. The decision to close the hearing will be based on a majority vote of all council members present. If passed, the meeting will be cleared of all individuals except council members, the State Fire Marshal or designee, the council's recording secretary, the individual, the individual's legal counsel, and any witnesses. All proceedings of the disciplinary hearing shall be recorded digitally by the bureau (R29.410b(5)).
5. **Outcome:** Possible actions include suspension or revocation of one or more certifications.



Changes Moving Forward (2025 2028)

Counting of CE Hours

Beginning with the 2025–2028 CE Cycle, hours may not be double-counted between the Fire Instructor and Fire Officer requirements. You cannot use the same CEs for Firefighter, Fire Instructor and Fire Officer. Each requirement must be satisfied independently. An allowance was granted for the 2022–2025 Cycle, as it was the inaugural phase.

Fire Inspector CEs may continue to be applied to any category if they align with the requirements of each certification (leadership CEs apply to Fire Officer, flow paths and fire dynamics apply to Firefighter, etc.).

Audit (to replace the 2022-2025 Compliance Review)

An audit will be conducted beginning with the 2025-2028 CE Cycle and will follow the procedure outlined below. An audit is a critical step in verification and validation of the work each certification holds. The BFS has the authority to conduct an audit of certificate holders. If you are selected for an audit, you will receive additional contact from the BFS including:

1. **Selection:** A sample of certificate holders will be selected.
 - a. Group 1: A sample of those that attest by September 30, 2025.
 - b. Group 2: A sample of those that attest by December 31, 2025.
2. **Notification:** Letter of CE Audit Notification and a CE Audit Checklist from the BFS.
3. **Requirements:** You must provide documentation of all CE training hours completed, including rosters, certificates, electronic records and/or additional verifying information (R29.418(3)).
4. **Failure to Comply or False Attestation:**
 - a. **Failure to Comply:** Failure to respond to the Audit request or those providing insufficient documentation is treated as non-compliance.
 - b. **False attestation:** If it is determined that during the Audit that you have “falsely attested,” an investigation will be conducted.
5. **BFS Investigation:** BFS will initiate an investigation based on the outcome of the Audit. The investigation will follow the Disciplinary section outlined below.
6. **Notice of Outcome:** Those that undergo an Audit will receive formal notice confirming compliance or outlining deficiencies. Notice will be provided via the email listed in SMOKE. If no email is provided, notice will be mailed via USPS to the address listed in SMOKE.

If not selected for an Audit, your attestation stands unless a complaint is received and substantiated.

Limited Disciplinary Action: In recognition of this inaugural period, our intent is to focus on compliance, not on discipline. Referrals to the Michigan Fire Fighters Training Council (MFFTC) for disciplinary action will be limited during this first cycle and will be reserved for cases of serious non-compliance, including failure to attest, false attestation, or other willful violations.



Frequently Asked Questions (FAQ)

What happens when a member is deployed in the military?

We appreciate and honor the service of those serving in the military. As such, CE requirements are paused during the periods of deployment and pro-rated based on that period. Documentation from the individual specifying their period of deployment or a letter from the Fire Chief/Director of Public Safety documenting this period will be accepted as validation.

What about employees that are hired and then sent to become certified EMT's or Paramedic's through the department?

Firefighters hired and then sent to training for EMT or Paramedic licensure will not be required to meet the CE requirements when they have not been assigned an active role on the department (not counted on the active roster). While SMOKE may not differentiate this, a letter from the Fire Chief or Director of Public Safety outlining this will allow for pro-rated CEs during this training period.

How does an individual know that their internal, department CEs are accepted? This concern relates to individuals that may appear to be "falsely attesting" due to interpretation of what counts as a CE.

We understand that because the AHJ has approval over the selection of CEs, there will be some variation on the CEs submitted. If the AHJ provides CEs that align with the intent of the requirements of each certification as outlined in the MFFTC Rules (Firefighter, Fire Instructor, or Fire Officer), they will be accepted. Documentation from the department may be required to substantiate where not clear.

If someone is on workers' compensation due to an on-the-job injury or other injury-related absence, how can they confirm their compliance?

Firefighting is an inherently dangerous profession. We know that many of our fire service members experience injury or illness that takes them away from their jobs. As such, CE requirements would not apply during the absences due to extended serious injury or illness. CE hours would be pro-rated based on the period active. Upon request, documentation from the individual specifying their absence or a letter from the department documenting this period will be accepted as validation.

Will the department be notified of who has attested and who has not?

The department(s) of record in SMOKE will be notified of all those who have NOT attested. **You will NOT be notified if the individual HAS attested.**

Is the Fire Chief responsible for monitoring the CE Compliance for every member listed on their department's SMOKE roster, or is this a personal responsibility like the EMS system and the Fire Inspectors continuing education process?

The responsibility for CEs lays firmly on the shoulder of each individual certificate holder. While the Fire Chief will be notified, this is a courtesy to prompt your staff to complete their CE requirements. That said, any future disciplinary process that involves suspension or revocation of a certificate will be provided to the department of record. Beyond suspension or revocation, it is the responsibility of the fire department to make sure that all those operating in the department are certified for their requisite duties they are expected to perform in compliance with MIOSHA.



What happens if someone doesn't attest at all during the period?

Those that do not attest by the end of the grace period (December 31, 2025) will be investigated by BFS to determine if there are extenuating circumstances. Pending the outcome of that investigation, the matters may be referred to the Michigan Firefighters Training Council (MFFTC) in accordance with the disciplinary requirements of the MFFTC General Rules.

Can I use my Fire Inspector CEs to meet the requirements of certified Firefighter, Fire Instructor, or Fire Officer?

Yes, if they meet the requirements of those certifications. Meaning if you have a leadership course as a Fire Inspector CE, you may apply that to the Certified Fire Officer as well. If you have a fire behavior CE as part of your Fire Inspector CEs, you may apply that to Firefighter or Fire Officer depending on the scope of the training.

I am also an EMT or Paramedic, can I use those CEs to meet the requirements of Firefighter, Fire Instructor or Fire Officer.

It depends. You can use CEs earned by attending or instructing EMS I/C conferences for your Certified Fire Instructor certification. You may also utilize the CEs used to obtain your EMS I/C license to meet the requirements of Fire Instructor. If EMS I/C conferences have courses on leadership or officer development, if applicable, you may utilize those as Officer CEs as well.

Can I use CEs obtained from attending Fire Inspector, Fire Chief, Fire Investigator, Instructor, or other Fire Service conferences?

Yes. If the conferences you attend have sessions that apply to the requirements of each section, you can use them as CEs across categories. That said, you cannot use the same CE for Firefighter, Fire Officer, or Fire Instructor moving into 2025-2028.

If you have any questions, please contact us via email at LARA-BFS-CE@michigan.gov.



References

1. Public Act 291 of 1966: Michigan Fire Fighters Training Council Act
 - a. <https://www.michigan.gov/lara/-/media/Project/Websites/lara/bfs/MFFTC/Admin-Rules-and-Public-Acts/Public-Act-291.pdf?rev=aa2f883a7d6f4984bb85bf638fb62204>
2. Fire Fighters Training Council General Rules
 - a. <https://www.michigan.gov/lara/-/media/Project/Websites/lara/bfs/MFFTC/Admin-Rules-and-Public-Acts/Fire-Fighter-Training-Council-Rules.pdf?rev=6631f8c72ce6401b87af8eb2c48935e2>
 - i. Part 5. Continuing Education (Page 30-32)
 - ii. Part 3. Disciplinary Process (Page 25-27)
3. Memorandum: August 26, 2021
 - a. Subject: Joint Committee on Administrative Rules (JCAR) Briefing Memo for Rule Set 2019-021 LR Firefighters Training Council General Rules
[https://legislature.mi.gov/publications/jcar/JCAR%20Files/2021%20Documents%20Received/Final%20JCAR%20Packages/JCAR%20Briefing%20Memo%20-%202019-021%20LR%20\(Firefighter%20Training%20Council%20-%20General%20Rules\).pdf](https://legislature.mi.gov/publications/jcar/JCAR%20Files/2021%20Documents%20Received/Final%20JCAR%20Packages/JCAR%20Briefing%20Memo%20-%202019-021%20LR%20(Firefighter%20Training%20Council%20-%20General%20Rules).pdf)
4. Memorandum: October 6, 2023 (SFM Sehlmeyer)
 - a. Subject: Continuing Education Clarification <https://www.michigan.gov/lara/-/media/Project/Websites/lara/bfs/Updates/Memo---CE-Clarification-10-6-23.pdf?rev=dda340338ac8405b932945a6361b122d&hash=09014E251594C6BA7E8B671C6B300696>



APPLICABLE PERIOD: October 1, 2022 - September 30, 2025

1

WHO MUST COMPLY?

ALL FIREFIGHTERS, FIRE OFFICERS, AND FIRE INSTRUCTORS

- All certified Firefighters, Fire Officers, and Fire Instructors (including reciprocity and pre-1988 exemptions).
- Retired individuals who continue instructing.
- Applies to all ranks from firefighter through Fire Chief/Director of Public Safety.

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WHAT CEs ARE REQUIRED?

DIFFERENT CERTIFICATIONS, DIFFERENT CEs

- Fire Fighter (all levels): 36 hours aligning with NFPA 1001.
- Fire Instructor (Instructor/Course Manager or Associate Instructor): 12 hours.
- Fire Officer (all levels): 12 hours.

NOTE: During the 2022-2025 CE Cycle, Fire Instructor and Fire Officer CEs can be used across those certifications.

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WHAT COUNTS AS A CE?

NO PRE-APPROVAL REQUIRED BY BFS

- Local, department-approved and documented training that meets operational needs of the AHJ, that align with NFPA 1001, including drills, live burns, NFPA 1001, policies, etc.
- NFA, FEMA, UL-FSRI, CFITrainer.net, Fire Hero Learning Network, and others
- No BFS pre-approval required; AHJ determines applicability.
- Fire Inspector CEs may be utilized for Firefighter, Fire Officer and Fire Instructor if they align with the requirements of the individual certification.

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WHEN ARE THE DEADLINES?

COMPLIANCE PROCESS

- Update SMOKE Profile – by Sept. 15, 2025 (individual info & department rosters).
- Attest in SMOKE – Starting on Monday, September 22, 2025 and ending September 30, 2025.
- Grace Period – 90 days after Sept. 30, 2025 to complete missing hours.
 - October 1, 2025 – Non-compliance begins. Notification to individual and department(s).
 - October 31, 2025 - Notification to individual and department(s).
 - November 30, 2025 - Notification to individual and department(s).
 - December 31, 2025 – FINAL deadline to complete hours and attest.
 - January 1, 2026 - BFS will begin an investigation into those that have not attested.

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WHAT HAPPENS NEXT?

COMPLIANCE REVIEW

- BFS will conduct a **Compliance Review** of samples of certification holders.
- Upon request by the BFS, you must provide documentation (rosters, certificates, etc.).
- Failure to attest, false attestation, or failure to comply with the Compliance Review will lead to notification of the individual, the department(s), and BFS investigation.

*For more information, please see the **BFS Continuing Education Guidance** document.*