



UNIFIED FIRE AUTHORITY

MEMORANDUM

25-221

December 18, 2025

TO: All Personnel

FROM: Assistant Chief Russell

SUBJECT: Captain Leadership Academy – CLA #3 Government & Community Relations and UFA Divisions

We are excited to announce the UFA Captain's Leadership Academy – CLA #3, a one-day professional development opportunity designed to enhance leadership capabilities in Government & Community Relations and UFA Divisions (Special Enforcement, Fire Prevention, Logistics, etc.) at the Captain level.

Details:

- Dates & Time: Thursday, January 22, 2026
0800 – 1600
- Location: Station 126 – Training Room
- Lunch will be provided for attendees

Important Note for Promotional Eligibility:

To be eligible for the 2026 Captain Promotional Process, participants must attend all Captain Leadership Academy Sessions. To get the session instructor to verify attendance in the participant's Captain Task Book for CLA#3 Government & Community Relations and UFA Divisions, the participant must have attended 70% of the course.

RSVP Deadline:

Priority registration will be given to personnel who are not currently Captains and require the class for promotional eligibility; promoted Captains will be placed in the course as space allows. Please RSVP with Micayla Dinkel, Executive Assistant, at mdinkel@unifiedfireut.gov by Friday, January 2, 2026. Attendance is on personal time. Each course is capped at 36 attendees and registration will be filled on a first-come, first-served basis.

For additional information or questions, feel free to contact Chief Russell or Chief Dern.

UFA Captain Leadership Academy Sessions and Dates

CLA #1 L-280 Followership to Leadership (2 Days)
*September 3, 2025, and September 4, 2025 – **COMPLETE***
March 2, 2026, and March 3, 2026

CLA #2 UFA Administration (Finance Budget, Human Resources, Health & Wellness, Legal Considerations, Evaluations, Discipline, Policies, etc.) and Leadership Concepts-FYI (2 Days)
*November 12, 2025, and November 13, 2025 – **COMPLETE***
January 13, 2026, and January 14, 2026

CLA #3 Government & Community Relations, and UFA Divisions (Special Enforcement, Fire Prevention, Logistics, etc.) (1 Day)
*November 18, 2025 – **COMPLETE***
*January 22, 2026 – **UP NEXT***

CLA #4 Captain Level Strategy, tactics, and Incident Management (2 Days)
*September 29, 2025, and September 30, 2025 – **COMPLETE***
March 30, 2026, and March 31, 2026