



UNIFIED FIRE AUTHORITY

MEMORANDUM

26-018

February 2, 2026

TO: All Personnel

FROM: Assistant Chief Russell

SUBJECT: Captain Leadership Academy – CLA #1 L-280 Followership to Leadership

We are pleased to announce the UFA Captain Leadership Academy, L-280 – Followership to Leadership. This course is designed to provide participants with a strong foundation and valuable insights as they prepare for leadership roles within the organization.

Course Overview:

L-280 serves as a self-assessment opportunity for individuals transitioning into leadership positions. The first day consists of classroom-based instruction, while the second day combines additional classroom learning with team-based problem-solving exercises. Participants should plan for a working lunch on both days.

Key Topics Include:

- Leadership values and principles
- Challenges during the leadership transition
- Building team cohesion
- Situational leadership
- Ethical decision-making
- After-action review techniques

Instruction Team:

- Lead Instructor: Captain Matt Call

Details:

- Dates: March 2–3, 2026
- Time: 0800 – 1700 each day
- Location: Station 126 – Training Room
- Lunch will be provided for attendees both days.

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#1 L-280 Followership to Leadership, the participant must have attended both days and at least 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 Tuesday, February 17, 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, or COMPLETED

*March 2, 2026, and March 3, 2026 **UP NEXT***

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, or COMPLETED

*January 13, 2026, and January 14, 2026 **COMPLETED***

CLA #3 Government & Community Relations, and UFA Divisions (Special Enforcement, Fire Prevention, Logistics, etc.) (1 Day)

November 18, 2025, or COMPLETED

*January 22, 2026 **COMPLETED***

CLA #4 Captain Level Strategy, tactics, and Incident Management (2 Days)

September 29, 2025, and September 30, 2025, or COMPLETED

March 30, 2026, and March 31, 2026