FIRE LAW

Seattle, Washington
December 7-9, 2026
Hosted by Snohomish Regional Fire Rescue

Fair Labor Standards Act (FLSA) for Fire Departments

A comprehensive overview of wage and hour issues in the fire and emergency services. This three-day program addresses the most important topics governed by the Fair Labor Standards Act, including overtime requirements, maximum hours, determining regular rate, comp time, substitutions, nominal payments to volunteers, exemptions for fire officers, record keeping, the One Big Beautiful Bill "no tax on overtime", and much, much more.

No other law impacts fire department operations nor costs local governments more than the FLSA. Since 1985 when the US Supreme Court decided *Garcia v. San Antonio Metropolitan Transit Authority* ruling that the FLSA was fully applicable to state and local governments, fire department cases have played a leading role in shaping the wage and hour landscape.

This program covers everything fire and emergency service leaders need to understand about the FLSA. YOUR QUESTIONS WILL BE ANSWERED!!!

Instructors: Curt Varone, JD, MS, EFO; Bill Maccarone, JD, MS; & Brian Massatt, JD, MPA

Course Location: Brightwater Center
22505 WA-9, Woodinville, WA 98072

Tuition: $695.00 per person

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If paying by Purchase Order, copy of PO must be included
Earlybird pricing available til September 1, 2026 for online registrations only.