OFFICE OF THE STATE FIRE MARSHAL
STATEWIDE TRAINING AND EDUCATION ADVISORY COMMITTEE
DEPARTMENT OF FORESTRY AND FIRE PROTECTION

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Attachment 4

Date: June 20, 2013

To: Ronny J. Coleman, Chairman
Statewide Training and Education Advisory Committee
c/o State Fire Training

From: Scott Vail, California Incident Command Certification Task Force

Subject/Agenda Action Item: 2013 CICCS Qualifications Guide

Recommended Actions:
To review staff recommendation to approve the 2013 revision of the CICCS Qualifications Guide.

Background Information:

After three years of existence the California Incident Command Certification System Qualifications Guide is in need of revision. The primary drivers for revision are; the introduction of the NIMS All-Hazard Position Specific training courses sponsored by FEMA and the addition of Type 3 All-Hazard Command and General Staff positions that were adopted by the State Board of Fire Services in January 2013. The NIMS All- Hazard position specific training (commonly known as the L-Courses) once adopted needs to be included in the three major sections of the CICCS Qualifications Guide, Administrative, Position and Equivalency Matrix to provide direction and continuity. The additions of the Type 3 AHIMT positions, training and guidelines on the Type 3 AHIMT' s necessitated a thorough review of the entire document.

Enclosed are 3 attachments that summarize the major changes from the 2010 Qualifications Guide to the proposed 2013 Qualifications Guide. There is an attachment for; the Administrative Guide, the Position Guide and Equivalency Matrix.

Analysis/Summary of Issue:

The California Incident Command Qualifications System is the most advanced in the United States. It helps provide California with some of the best firefighters in the nation through its rigorous training and standards. The proposed 2013 revisions to the Guide recognize the need to provide the California Fire Service with a document that captures the National Incident Management System (NIMS) all-hazard certification and qualification requirements.

Summary of Changes to the Administrative Guide

Global changes: Substitute OES for CalEMA throughout document including logos.

Pages 5 and 6: Moved CICCS Task Force members names to an appendix.

Page 8: Addition to the **Authority Section:**

 "The authority to establish the CICCS Task Force is found in the California Public Health and Safety Code, Chapter 1, Division 12, Part 2, Article 2, Section 13141" ..

Page 8: Addition to the **Sponsoring Departments/Agencies Section** to read:

Any Fire Department/Agency that chooses to participate in the CICCS process must insure that the following components are adhered to:

- Endorses the CICCS peer review process.
- Educates their department on the CICCS process.
- The department/agency maintains all training records pertinent to the CICCS process.
- Issues annual qualification cards or other department approved documentation of qualifications, including entry into ROSS according to operational area or regional procedure.
- Provides accurate and complete CICCS packets to the peer review committees.

Page 9: Changes to the **Training Section**:

It is the responsibility of the sponsoring department/agency providing the training course to insure that the above three components are provided. If an unapproved course is provided, the instructor is not certified or an incorrect certificate is issued, the CICCS peer review committee will ~~may~~ have no choice but to not accept the training.

Page 9: Changes to the **Approved Course Curriculum Section**

It is recommended that department s/agencies provide classes that are offered through:

- NWCG member agencies or their designated partners.
- California State Fire Training FSTEP classes.
- FEMA sponsored NIMS Position Courses ie… L-Courses

Approved course curriculum is made available from many different sources, including NWCG, SFT (FSTEP courses ~~classes~~), NIMS, the National Fire Academy (NFA), and the Emergency Management Institute (EMI). ~~The NWCG courses are the base comparative courses used to evaluate all other courses~~. A complete list of the equivalent approved courses is provided in equivalen~~tcy~~ matrix found in Appendix F. If a course is required or recommended in the position guide but not listed in the equivalency matrix refer to NWCG 310-1 or in the CALFIRE 4039 handbook.

Page 10: Changes to the **Training Section** Continued:

Should a department/agency desire to seek course equivalency, they must conduct a detailed analysis and document their findings. The analysis should ~~include~~ follow the~~se~~ ~~following~~ guidelines.

All learning and performance objectives are met or exceeded in the equivalent course.

The same minimum instructor qualifications required for the CICCS course apply to the equivalent course.

Course prerequisites have not been altered.

The equivalent Course does not conflict or contradict established SFT ,~~or~~ NWCG or FEMA guideline and standards.

Page 11: Addition to the **Instructor Section**:

Instructors that wish to teach NIMS Position courses will need to comply with all of the guidelines presented in the *NIMS All-Hazard Position Specific Training Program*. The general guidelines are as follows:

- Instructors must have successfully completed the course they wish to teach.
- Instructors must have been qualified in the ICS position they wish to teach.
- Instructors must have at least 10 years of field experience
- Instructors must have 5 years of instructional experience
- Completed formal instructor training

Page 12: Addition to the **Certificates Section:**

It is recommended that departments/agencies provide classes offered through:

- NWCG member agencies or their designated approved partners.
- California State Fire Training FSTEP classes.
- NIMS All-Hazard Position Specific Training through OES State Training and the Emergency Management Institute.
- Courses may be sponsored by department/agencies or by an Operational Area.

Page 12: Changes to the **Required Training Section:**

Required Training provides a direct link between training and job performance to provide for responder health and safe operations on incidents and planned events. Required Training cannot be challenged and must be completed prior to initiating a position task book (PTB).

There are a few exceptions to the completion of required training prior to the issuance of a PTB. Th~~is~~ese exception~~s is~~ are for Command and General Staff positions that require the successful completion of S-420, S-520, and S-620.

Page 13: Changes to the **Equivalencies Section:**

Equivalency courses are classes which have been determined ~~by the CICCS Taskforce~~ to meet the objectives of the referenced course.

Page 14 Continued: Deletion to the **Equivalencies Section:**

~~There will be a significant increase in the courses available in the near future with the introduction of new FEMA courses and courses from other sources to address the all-hazard environment and this guide will be constantly updated. The CICCS task force will assign an evaluation team to conduct the analysis, document their findings, and submit recommendations to the CICCS task force for recognition of equivalency. As courses are approved as equivalencies they will be posted on the website to be utilized prior to the adoption of next CICCS Qualifications Guide.~~

Page 15: Addition to the **Position Task Book Section**:

The following items concerning PTBs need to be followed by each sponsoring department/agency:

- PTBs may only be initiated by the sponsoring department/agency that the individual is employed by.
- The chief/administrator, or their designee, has the responsibility to initiate PTBs. The timeframe from completing the position specific course to having the first task signed off in the PTB is 5 years with the exception of Dispatch and Air Operations positions, which have a 3-year timeframe.
- The timeframe of completing the PTB begins with the documentation of the first task signed, not the date that the PTB was initiated.
- Upon documentation of the first task in the PTB, the 5-year time limit begins for all PTBs with the exception of Dispatch and Air Operations positions, which have a 3-year timeframe.
- The PTB must be completed within the specified timeframes indicated above. Failure to complete the PTB within the timeframe will require the individual to meet the current qualification standard.
- A minimum of two quality assignments is required for an applicant to be considered for certification. The appropriate peer review committee can increase the number of assignments based on the complexity of the assignments or the ICS position submitted for certification. All hazard incidents such as floods should be considered when determining what a qualify assignment is.
- Quality assignments are those that exercise the full range of responsibilities of the assigned trainee position.

- Every trainee assignment requires a completed ICS 225 (see Appendix B).

Page 15: Addition to the **Position Task Book Section Continued:**

- Document on an ICS 225 the dynamic nature of the assignment in the narrative portion. Performance evaluations are the key to the peer review committee evaluations in this performance-based system.
- To receive the proper documentation and improve the quality of the trainee assignment, a trainee should check in with the assigned Training Specialist (TNSP) at an incident when a TNSP is assigned.
- All documentation in a PTB must be legible. This must include the legibly printed name of the evaluator.
- The CICCS Task Force is responsible for updating any changes to the PTBs in order to meet the needs of the CICCS qualification process.
- Once a PTB is initiated, a trainee will continue with that PTB until completion (if they are within timeframes) regardless if there are new requirements for that position.
- Breadth of experience and local incidents should be considered when evaluating PTB's.

Page 15: Addition to the **Required Experience Section:**

Required Experience includes qualification in any prerequisite position and successful position performance through completion of the position task book or recognition through the historical recognition process. Any new historical recognition process can only be initiated by the CICCS Task Force/ PACE V Committee. Peer review Committees are allowed to be flexible in considering experience. Local and All-Hazard incidents should be included in any review of experience. Required Experience cannot be challenged.

Page 16: Changes to the **Certification Section:**

The quality of the assignment should be closely evaluated when making a determination for advancement to the next highest ICS position. The quality of experience ~~may~~ should relate to the number of assignments, the variety of ~~fuel types~~ incidents such as wildland or all-hazard, or the size and complexity of the incident or event in terms of personnel, equipment, and operations.

Page 17: Changes to the **Qualifications Section**:

Participation by local government personnel on both CALFIRE Incident Command Teams (ICT's) and USFS Incident Management Teams (IMT's) is at the discretion of the sponsoring department/agency Local government personnel assigned to these teams must follow the standards as set forth by the *CICCS Qualification Guide.*

(CAL FIRE "types" their Incident ~~Command~~ Management Teams as Type 1, they do not have type 2 teams. Local government personnel assigned to CAL FIRE teams in Command

and General Staff positions that have not completed the Type 2 PTB must first complete the Type 2 PTB and regional peer process. Once qualified as a PSC2 a Type 1 PTB can be initiated. Both Type 1 and Type 2 experience can be achieved while assigned to the ICT).

~~Local government personnel must be ordered by the ICT in their approved CICCS position. For example, a local government individual holding the position of a Planning Section Chief Trainee on an ICT, must be ordered in their CICCS approved capacity as a PSC2-Trainee. The ICT can then utilize the ordered individual as a Planning Section Chief trainee. The individual cannot be changed to Type 1 trainee in ROSS until they have submitted the CICCS application for PSC2 to the regional peer review committee, be certified by peer review and qualified by the sponsoring department/agency.~~

Page 18: Changes to **Transferring CICCS Qualifications from Operational Area/Region to another Operational Area/Region Section:**

When an individual transfers from a sponsoring department/agency that subscribes to the CICCS process to another sponsoring department/agency that subscribes to the CICCS process they will need to provide a copy of their CICCS certificates to the appealable new Operational Area. This documentation will be reviewed by the receiving peer review committee who may require additional information or documentation prior to an individual being entered into ROSS in the new operational area.

~~so that individual can be entered into ROSS.~~

Page 18: Changes to the **Currency Section**:

When functioning as any of the positions identified above while participating in a documented scenario based exercise or drill. Exercises or drills need to meet ~~the~~ minimum complexity standards:
The exercise or drill must fully exercises the position requirements as found in the Field Ops Guide or PTB.
The exercise must have a completed IAP or training plan with the objectives of the exercise and with the name and the position of the person fulfilling the currency requirement.
A performance evaluation by a person fully qualified and current in the position being evaluated must be completed.
Acceptance by the appropriate Peer Review Committee of the drill or exercise as fulfilling the currency requirements.

~~as outlined in NFPA 1026 or the FEMA 19 Homeland Security Exercise and Evaluation Program (https://hseep.dhs.gov) *CHECK THIS REFERENCE~~ to be considered as a qualifying event to maintain currency.
Example: Currency for a Resources Unit Leader (RESL) can be maintained by:

- Successful performance as a RESL;
- Successful performance as a Demobilization Unit Leader (DMOB);
- Successful performance as a Status/Check-In Recorder (SCKN);
- Successful performance as a PSC2, or;

~~While functioning as any of the positions identified above while participating in a documented scenario-based exercise or drill. Exercises or drills need to meet the minimum complexity standards as outlined in NFPA 1026 or the FEMA Homeland Security Exercise and Evaluation Program (https://hseep.dhs.gov) to be considered as a qualifying event to maintain currency~~.

Page 22-24: Changes to **Complexity Indicators Section**:

Move Complexity Indicators Matrix to back of document.

Change Type 3 Indicators from FEMA's to California's.

Page 26: Addition to the **CICCS Peer Review Committee Formation Section:**

- The OES CICCS TF manager will be notified of changes to Peer Review Committee chairs.

Page 27: Changes to the **CICCS Peer Review Committee Position Review Responsibilities Section:**

There are four levels of CICCS application review:

The sponsoring department/agency
The Operational Area
The Region
The State

The following lists are separated into the above outlined review committees. When a new position is identified, the CICCS Task Force will determine which level of peer review will perform the CICCS application review and certification. Operational Areas have the option of moving a position to the Region for the review if they do not have the expertise to make or desire to adequately review the applicants.

Page 27 and 28: Changes to **The ~~Cal-EMA~~ OES Operational Area will be responsible for the review and certification section:**

Division Supervisor is moved from Regional Peer Review to Operational Area Peer Review.

Dozer Boss is replaced by Heavy Equipment Boss

Added Fire Behavior Monitor

Strike Team Leader Dozers is replaced by Strike Team Leader Heavy Equipment

Page 28: Changes to **The ~~Cal-EMA~~ <mark>OES</mark> Regional Area will be responsible for the review and certification section**:

Division Supervisor is moved from Regional Peer Review to Operational Area Peer Review

Service Branch Director is removed

Support Branch Director is removed

Page 29: Changes to the **Process CICCS Application Submittal Section:**

A revised CICCS Application with examples will be put in to the appendix

Page 30: Changes to the **Appeals Process Section:** Note: Currently the language here is in disagreement with the SFT Policy and Procedures Manual. The following change is to comply with current <mark>State Fire Training Policy and Procedures language</mark>.

APPEALS
When a CICCS application submitted for review is denied, an appeals process has been established. Appeals relative to denial of ICS certification for position certification at the 300, 400, and 500-600 levels may be made using the following procedures:
(1) Appeals shall be in writing and directed to the State Fire Marshal no later than 30 days after notification of the initial review and denial.
(2) Appeals must contain (at a minimum) a description of the reason/circumstance leading to the appeal, supporting documentation, and the desired outcome.
(3) The chair shall render his or her decision in writing within 30 days of receipt of the appeal.
(4) The decision of the chair shall be final.
THE APPEALS COMMITTEE:
(1) The State Fire Marshal shall appoint an Appeals Committee to review any appeal.
(2) The State Fire Marshal shall also appoint the Appeals Committee chairperson.
(3) Committee Membership.
(a) At least one (1) representative from each OES Regional Review Committee.
(b) One (1) representative of the OES Fire & Rescue Branch.
(c) At least one (1) representative who has been previously certified at the level being appealed.
(d) One (1) ICS Training Specialist.
(4) The committee chair shall render his or her decision, in writing, within 30 days of receipt
of appeal.
(5) The decision of the committee chair is final.

~~When a CICCS application submitted for review is denied, an appeals process has been established. The applicant must appeal the denial in writing to the CICCS Task Force c/o Cal EMA OES Fire and Rescue Division, Operations CICCS Deputy Chief, 3650 Schriever Avenue, Mather, CA, 95655, within 30 days of receiving notification that the CICCS application was denied. The CICCS Task Force will have 30 days to respond in writing after the receipt of the appeal. The decision of the CICCS Task Force shall be final.~~

Page 31: Addition to the **CICCS Record Keeping Section:**

The CICCS chairperson shall keep a file of all information pertaining to the procedures of the peer review committees including:

- Electronic messages or notes
- Hard Copy notes, letters and other correspondence.
- Minutes of each meeting
- ~~Original Signed Applications and send a digital copy to OES~~
- ROSS inputs and review documentation
- IQS review documentation

Pages 31 and 32: Additions to the **Qualification Cards Section:**

Agencies are not required to have their own qualification cards on an incident outside your agency but are responsible for providing proof of qualification. A qualification card is highly recommended. If an individual does not have a qualification card they may be denied an incident assignment until they provide proof of qualification. Qualification Cards will be issued yearly. An example of a qualification card can be found in Appendix E and on the FIRESCOPE website (http://firescope.org/specialist-groups/ciccs/ciccs.htm). Additionally an example is in the Incident Qualifications Program (IQS). The IQS program provides a platform to print qualification cards for a sponsoring department/agency. The chief /administrator may delegate authority to sign an Incident Qualification Card to department training or other designee.

Page 33-47: Addition of Type 3 AHIMT Section:

Type 3 AHIMT Information
California Type 3 All-Hazard Incident Management Teams

Type 3 AHIMT are multi-agency/multi-jurisdictional teams formed for the management of extended incidents managed at the local, state, or tribal level. Type 3 AHIMTs are comprised of certified and qualified personnel from different departments, organizations, agencies, and jurisdictions. Type 3 AHIMTs are typically deployed as a team of 10-20 trained personnel, representing multiple disciplines capable of managing major and/or complex incidents requiring a significant number of local, state, or tribal resources.

Type 3 AHIMT are prepared to manage incidents that extend into multiple operational periods and require a written Incident Action Plan (IAP). Incidents can include weather-related disasters such as a tornado, earthquake, or flood; a joint law enforcement operation; public health emergency; or a planned exercise or event. A Type 3 AHIMT may initially manage more complex incidents which latter may transition to a Geographic Area or National Level IMT.

 Type 3 All-Hazard Incident Management Team exist to provide the safe and efficient management of incidents that extend beyond initial action. The Type 3 AHIMT respond to incidents that it could reasonably be expected to extend into new operational periods, or to

provide management assistance to a local jurisdiction overwhelmed by an incidents complexity, scale, scope or need of logistical support.

The purpose of the Type 3 AHIMT is to provide an All-Hazard Incident Management Team of certified and qualified personnel to assist with the management and/or mitigation of an incident or planned event upon request. The requesting agency will maintain jurisdictional control of the incident and provide a Unified Incident Commander.

AHIMT Purpose

The purpose of the Type 3 AHIMT is to provide a cadre of highly trained personnel to assist with incident management. Requesting agencies/jurisdictions retain authority over the incident and work with Type 3 AHIMTs to accomplish by the following:

- ➢ Protection of life, property and the environment.

- ➢ Maintain a high standard of Incident Management providing safe and efficient management of complex incidents.

- ➢ Coordination of a multi-jurisdictional response utilizing local and statewide mutual aid.
- ➢ Provide incident management assistance while minimizing cost to a requesting agency.

- ➢ Provide incident management assistance to aid help mitigation efforts and restoration of the incident scene.

Agency Participation

The decision to develop a Type 3 AHIMT is made at the local government level on their needs for a team to manage complex incidents within their jurisdiction(s). Within a CalEMA Operational Area the use and composition of a Type 3 AHIMT is the prerogative of the participating agencies. When a decision by the Operational Area is made to make their Type 3 AHIMT available for responses outside of the Operational Area, CalEMA will have the responsibility of certifying the Team based on rosters, training and experience records.

Participation by individuals must be approved in writing by the Agency or Department Head before individuals will be placed on the AHIMT.

- ➢ Agencies that authorize personnel to serve on the AHIMT must provide appropriate transportation, communication and PPE equipment for the position assigned.

➢ Agencies authorizing personnel to serve on the AHIMT need to provide time and opportunity for team members to attend mandatory training, drills and emergency team activations.

➢ Agency authorization to respond to any team function/deployment must be obtained for each instance in accordance with established department policy.

Participating agencies maintain the right to make AHIMT members available or unavailable based on the departmental needs.

Type 3 All-Hazard Incident Management Team Indicators of Complexity

- Incident typically extends beyond the first operational period.
- Incident objectives are not met within the first or second operational period.
- Resources may need to remain at scene for extended periods, requiring substantial logistical support.
- Numerous kinds and types of resources may be required.
- Formal Incident Planning Process is initiated and followed.
- A written Incident Action Plan (IAP) needed for each operational period.
- The number of responders may include a large number of personnel (300-700).
- Incident may require an Incident Base to provide support.
- Critical Infrastructure or key resources may be adversely affected and actions to mitigate effects may extend into multiple operational periods.
- Elected and appointed governing officials, stakeholder groups, and political organizations require some level of interaction.
- Numerous resources supervised indirectly through the establishment and expansion of the Operations Section and its subordinate positions.
- Division Supervisors, Group supervisors, Task Forces, and Strike Teams used to maintain an effective/acceptable reduce span of control.
- Branch Director position(s) may be filled for used to maintain an effective/acceptable reduce span of control.
- Command Staff and General Staff positions may filled or used to an effective/acceptable reduce span of control.
- Other ICS functional units may be established or filled to or used to an effective/acceptable reduce span of control reduce workload.

Composition of Teams:

Type 3 AHIMT composition will vary by assignment and the needs of the requesting agency. When authorized a Type 3 AHIMT can deploy quickly as a full team, a partial team ("short" team) or as single resources with select personnel necessary to assist a jurisdiction during an emergency a planned event or other mobilization request. The Type 3 AHIMT could meld into an existing command structure or develop an operation arranging for the appropriate response to any situation.

Teams are scalable based on the need of an incident; however, the size of the team can be an indicator of complexity. Thus as incident complexity increases, so to will the size of the Type 3 AHIMT managing the incident. In general a Type 3 AHIMT should have between 12 and 20 depending on the skills required for the incident type.

Minimum Team Composition :

Incident Commander and Deputy Incident Commander
Safety Officer
Information Officer
Liaison Officer
Operations Section Chief
Finance Section Chief
Logistics Section Chief
     Supply Unit Leader
     Facilities Unit Leader
Plans Section Chief
     Resource Unit Leader
     Situation Unit Leader

For additional information on FEMA Training and Qualifications see the following linkages:

http://www.training.fema.gov/allhazards
or
http://www.calema.ca.gov/LandingPages/Pages/Training-and-Response.aspx

Duration of Assignment

The duration of assignment a for a Type 3 AHIMT will vary by incident, although typically a deployment will last no longer than 7 days. After that time, the team would expect to transfer incident management functions back to the local jurisdiction (in the case of a de-escalating event) or to a higher capability team (in the case of a longer term or escalating event). Lengthening assignments could be an indicator of additional or growing complexity. Exceptions to this would be a steady state incident. In this type of incident one Incident Action Plan is being completed each week and work assignments do not change.
Examples of these would be later stages of a flood event, a Newcastle type disease,

or a burning tire dump.

Mutual Aid Procedures

Request for Type 3 AHIMT

Interagency Requests: Requests should follow internal department procedure.

Requests within an Operational Area:

Resources are made available through the approved and adopted Operational Area Fire and Rescue Emergency Mutual Aid Plan. The Operational Area Fire and Rescue Coordinator, or their representative, activates the mobilization of the Operations resources in response to requests for assistance. The Operational Coordinator must notify the Regional Coordinator of resources committed.

Requests with a Region: Requests will follow established local mutual aid policies and procedures.

Resources are made available through the approved and adopted Regional Fire and Rescue Emergency Mutual Aid Plan. The Regional or Area Fire and Rescue Coordinator, or their representative, activates the mobilization of the Operations resources in response to requests for assistance. The Regional Coordinator must notify the Chief, CalEMA Fire and Rescue Division, of resources committed.

All deployments, unless otherwise noted at the time of dispatch, will be considered master mutual aid and not reimbursable. Depending on the deployment, the type of disaster declared, the level of disaster proclamation and the capability of the requesting agency or department, some reimbursement may be available. In all cases, the logistical support for the AHIMT will be borne by the requesting agency or department.

All Type 3 AHIMT personnel and equipment costs will be tracked regardless of the ability to seek reimbursement for all activities. Costs will both for the AHIMT as well as for the incident will be tracked by the Finance Section Chief.

Training and Experience Requirements

General

All Type 3 AHIMT members will be either qualified or a trainee for the assigned position on the Type 3 AHIMT Roster. Appropriate documentation will be maintained by the Type 3 AHIMT Plans Section Chief and available upon request during any Type 3 AHIMT activities.

Training Requirements

All Type 3 AHIMT qualified team members will be required to successfully complete the following courses:

- ➢ ICS-100: Introduction to ICS for Operations First Responders.

- ➢ ICS-200: Basic NIMS/ICS for Operational First Responders.

- ➢ ICS-300: Intermediate ICS for Expanding Incidents for Operational First Responders.

- ➢ ICS-400: Advanced ICS for Command and General Staff, Complex Incidents, and MACS

- ➢ FEMA IS-700: NIMS, An Introduction.

- ➢ FEMA IS-800: National Response Plan, An Introduction or FEMA IS-800b: National Response Framework, An Introduction.
- ➢ O-305 All-Hazard Incident Management Team or the NWCG S-420 Command and General Course.

  - ➢ Position specific training as outlined in the current version of the **California Incident Command Certification System Qualification Guide.**

Experience Requirements

All AHIMT fully qualified members will provide certification and qualification documentation to their supervisor validating they have significant, ongoing experience in the position(s) they are fulfilling on the Type 3 AHIMT.

Historical Recognition

A CICCS historical recognition process will be used to provide an opportunity for individuals possessing extensive experience for a newly created position. The new Type 3 AHIMT positions are:

Incident Commander Type 3
Logistics Section Chief Type 3
Finance Section Chief Type 3
Planning Section Chief Type 3
Operations Section Chief Type 3
Safety Officer Type 3
Public Information Officer Type 3

The historical recognition period will last for one calendar year commencing from the date of the announcement by California Incident Command Certification Task Force.

All applications must be received by the peer review committees prior to the close of the historical recognition period. Only experience obtained prior to the commencement of the historical recognition period will be considered.

Completed applications must include:
- ➢ An application signed by the Fire Chief
- ➢ A letter from the Fire Chief recommending the applicant for qualification
- ➢ Documentation confirming all prerequisites have been met
- ➢ Documented experience

- ➢ Completed applications can also include:
  - • IAP components (ICS-203s and 204s);
  - • ICS 214s;
  - • ICS 225s (Incident Performance Rating)
  - • pay documents;
  - • letters from superiors or other subject matter experts that have supervised, or can   validate the necessary experience;
  - • Incident Action Plans identifying the applicant's assignment at an incident, exercise or   prescribed fire.
  - • Course completion certificates
  - • Completed Position Task Books signed by the Fire Chief

Position Certification / Qualification "Red Cards"

The following is required to be a qualified AHIMT member:

- ➢ Completion of Type 3 AHIMT required ICS and position related courses or

- ➢ Participation on a recognized Type 1 or 2 State or Federal IMT as a qualified member filling the requested position or

- ➢ Possession of CICCS training and qualification card for requested position, and

  - o Endorsement by Fire Chief for either incident or training, qualifying experience.

  - o Endorsement by sponsoring agency, approving the participation and review by the Operational Area Peer Review Committee of the certification and qualifications of the applicant.

AHIMT Response

The Operational Area Communications Center will be the sole ordering point for the Type 3 AHIMT and will be responsible for its deployment procedures. Upon notification

of a request for the Type 3 AHIMT to respond to an incident, the Communications Center will:

- ➢ Contact the on-call Type 3 AHIMT Incident Commander

- ➢ Provide incident information obtained from the requesting dispatch center/department operations center

The Type 3 AHIMT Incident Commander will make contact with the requesting agency's Incident Commander, Duty Chief, Watch Commander and/or Agency Administrator to determine the type of response needed and quantity of Type 3 AHIMT members needed. The Type 3 AHIMT Incident Commander will then advise the Communications Center on which positions will be deployed including any additional available information.

The Communications Center will notify team members and provide specific information regarding the deployment and provide incident reporting information. Team members will contact their team supervisor of their response and ETA.

Team Structure and Processes

General

Each Type 3 AHIMT strives to have a cadre of personnel representing a variety disciplines . Additionally, each team attempts to have at least 10 to 20 qualified team members available respond at any time within their area of operations.

It is the goal of each team to provide opportunities for training and mentorship. Each Type 3 AHIMT will attempt to have at least 2 to 4 trainees available to respond at any time within their Operational Area.

 The Type 3 AHIMT work collaboratively utilizing the National Incident Management System.
Roles and Responsibilities

Each team member is responsible to know and complete their assigned tasks as outlined in the FIRESCOPE Field Operations Guide and National Incident Management System – Incident Command System Field Operations Guide.

Each member will complete all appropriate documentation and paperwork necessary to accurately document their assignment.

Each Type 3 AHIMT member will consistently work as part of a team to complete his/her assignment in a professional and courteous manner with the goal of providing the best service possible to the public, requesting agency and fellow team members.

The Type 3 AHIMT will maintain close communications with the Agency Administrator, cooperating and assisting agencies, non-government organizations, Multi Agency Coordination Groups and other associated entities to ensure lines of communications and supervision are in compliance with NIMS.

Sample Administrative Procedures

Teams will review policies and procedures annually and updated as necessary.

Team Records

The Planning Section Chief will be responsible for maintaining documentation and records certifying the members of the Team. The information maintained for each Team member shall include, but not limited to the following:

> ➢ Name, home address, and phone number.

> ➢ Agency title, work address, email address, phone and fax number.

> ➢ The member's emergency contact numbers and email address.

> ➢ All current ICS certifications and qualifications.

> ➢ Applicable work experience and qualifications.

➢ Position(s) on the Team.

➢ Signed agency participation authorization form.

➢ Any department or agency documentation required for certifications per their department or agency policies and procedures.

Maintenance of Training Records

Team members shall provide written proof of all required ICS and position specific classes. Team members will provide said proof through a letter signed by the department head on agency letterhead. Letters will be reviewed by the team Incident Commander and kept on file. Training records, ICS certifications and qualifications for certification will be evaluated as per CICCS, NWCG 310-1, Forest Service 5109.17, CAL FIRE 4039 or other agency equivalent depending on certification system used by the team member.

Annual Meetings/Trainings

It is recommended that teams will meet at least four times annually. Teams should attempt to hold two team meetings/trainings and two exercises. To maintain membership in good standing all team members should attend two team events each calendar year. At least one of the two team events should be an exercise.

➢ Teams will maintain meeting/training and exercise calendar. The calendar will be emailed to all team members no later than October 15 or each year with the dates for the following calendar year.

Personal Protective Equipment / Safety

General

Safety is the primary objective at any incident. It is each member's responsibility to assure that all operations associated with each section, branch, division or group is performed safely.

The Type 3 AHIMT Incident Commander, with the assistance of the Safety Officer, will designate the level of Personal Protective Equipment which shall be utilized by

team members from the specific hazards they are likely to encounter. Personal Protective Equipment selection will always be for worst-case assessment.

Personal Protective Equipment

Team members shall respond in a recognized uniform or approved team attire. Structural and wildland turnouts with the appropriate equipment; i.e. boots, gloves, etc. shall be brought to all team deployments. Based on the assignment the members may or may not need the Personal Protective Equipment (PPE) , however this will ensure that the team members can fill any position they are qualified for if the need should arise.

The appropriate Personal Protective Equipment (PPE) for the identified real or potential hazards is mandatory for everyone. This includes team members and overhead staff. All supervisors will assure that all personnel assigned to their section, branch, division or group is wearing the proper PPE.

Identification

Team identification cards shall be worn in a visible location on their person. The ID card shall include member name, position, department, and the team heading.

Incident Reporting and Documentation

General

Whenever possible, team members will use NIMS compliant ICS Forms for all team activities. Documentation will be legible and neat, preferably typed. All hand written material should be scanned and collated with electronic documents in order to store information in accordance to government documentation policies.

Incident 214 Forms

All team members shall initiate and maintain an ICS 214 form for the duration of the incident activation. All significant and reportable actions shall be included on the form

Incident Evaluation Forms

The appropriate Command and General Staff team members shall complete written evaluations for all immediate subordinate tem members or trainees. At the conclusion of each incident IC will request an evaluation from the Agency Administrator

Task Books

CICCS, NWCG, CAL FIRE and FEMA All-Hazard Type 3 Task Books will be used by team members as per their employer's policy and guidelines. All team Trainees will have the appropriate, properly initiated task book in their possession while on assignment.

Post Incident Report and Evaluation

The assigned Type 3 AHIMT Incident Commander will ensure that an After Action Report is completed and submitted to the Agency Administrator.   The completed report will be sent to all AHIMT members, as well as the Agency Administrator of the requesting department / agency. In some cases the Agency Having Jurisdiction will require an out-briefing by the Incident Commander and selected AHIMT members prior to departing an incident to the Agency Administrator or their designee.

Annual AHIMT Update

Annually, the team Incident Commanders will provide a written report and update to the agency administrators. This report should be prepared for delivery by December of every year. The report will include a general overview of the team's activities including training and deployments of the previous 12 months. In addition, the report should detail activities and training planned for the coming year.

Sample Activation Procedure

Request

After reasonably exhausting local resources an Agency with Jurisdiction can request tan AHIMT when there is a need for assistance in providing effective command and contol of a significant incident.

The requesting coordination center/department operations center should provide the following information:

> ➢ Type / nature of the incident.
>
> ➢ Incident Command Post location (or location for the team to stage)
>
> ➢ Thomas Brothers (or equivalent) map page number.
>
> ➢ Cell phone number of current IC and/or Agency Administrator

Sample Complexity Analysis

Automatic Short Team Activation Criteria	Y	N
Wildland fire with more than fifteen units working (Third Alarm)		
Multiple command and general staff positions needed i.e. Logistics		
Multi-story structural collapse		
Serious firefighter injury or fatality		
Large aircraft mishap, i.e. passenger jet or military		
High-rise structure fire with smoke and fire showing		
Incident Potential	Y	N
Medium or high wildland risk - Red Flag Warning		
Extreme fire behavior or spotting (actual or forecasted)		
Weather getting hotter or drier without relief		
Heavy fire on multiple floors		
Significant high risk / unconventional incident (MMST, US&R, terrorism, weather event, etc.)		
Organization		
Multiple automatic or mutual aid units		
Multiple aircraft		
Operations at limit of span of control		
Overhead overextended		
More than three divisions		
Communications issues i.e. 800 MHz, VHF or system overload/timeouts		
Unified Command		
Logistical support needed; food, water, shelter		

Values at risk		
Multiple jurisdictions		
Environmental threat i.e. watershed, protected/sensitive areas		
Evacuations in progress or imminent		
Damage to multiple structures		
Heavy media or political interest		
Exposures threatened with likely damage/spread		

If more than three yes answers are received, consider activating the IMT.

Incident name:

Complexity analysis completed by:

Date and time

Sample Agency Participation Form

NAME:

POSITION FOR WHICH THE APPLICANT IS APPLYING:

(Note: Separate applications must be submitted for each position applied for)

AGENCY:

ADDRESS:

PHONE NUMBER:

CELL PHONE:

E-MAIL ADDRESS

RANK AND/OR WORKING TITLE

APPLICANT'S SIGNATURE   DATE

===

I verify that the applicant meets all the qualification requirements, as stated in the California

Incident Command Certification System Position Guide 2013 and has agency approval to participate on the _____Type 3 AHIMT.

VERIFYING OFFICIAL AND TITLE   DATE

Proposed 2013 changes to the CICCS Position Guide.

Global Changes:
Remove reference to CalEMA and replace with OES.
Revise table of contents.

The following list of positions that have the S110 requirement removed from the revision to the position guide. The certificate for the class would only be mandatory if the applicant was non-safety.
PIOF
GISS
DPRO
SCKN
DOCL
TNSP
HRSP
MEDL
FEMP
FEMT
INCM
FUDL
ORDM
RCDM
BCMG
EQPM
SECM
PTRC
COST
INJR
CLMS
EQTR
EQTR
PIOF
GISS
DPRO

The following Type 3 All-Hazard Incident Management positions were added:
ICT3
PIO3
SOF3
OSC3
FSC3
LSC3
PSC3
SCKN

Changes by Position

COMMAND

ICT1
Add AAIM if it is approved by SBFS

ICT2
Add L -950 All-Hazard Incident Commander as an equivalent to S-400 Incident Commander
Change L-480 title to Organizational Leadership in the Fire Service

ICT3
Added this position with following requirements:

REQUIRED TRAINING
Incident Commander (L-950) or Initial Attack Incident Commander (S-300)
All Hazard Incident Management Training (NFA) 0305 or Command and General Staff (S-420)
Advanced ICS (I-400)
Annual Safety Refresher (RT-130)

REQUIRED EXPERIENCE
Qualified as an Operations Section Chief Type 3
+
Successful position performance as a Type an ICT3
Or
Qualified as a Planning Section Chief Type 3
+
Successful position performance as a Type an ICT3
Or
Qualified as a Logistics Section Chief Type 3
+
Successful position performance as a Type an ICT3
Or
Qualified as a Finance Section Chief Type 3
+
Successful position performance as a Type an ICT3

PHYSICAL FITNESS LEVEL
None

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY
Incident Commander Type 4 (ICT4)
Any Single Resource Boss (HEQB, ENGB, FELB, FIRB, HMGB)
Any higher position for which this position is a prerequisite

RECOMMENDED TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS

ICT4
Change Dozer Boss (DOZB) to Heavy Equipment Boss(HEQB)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

SOF1
Add AAIM if it is approved by SBFS
Change L-480 title to Organizational Leadership in the Fire Service

SOF2
All Hazard Incident Management Training 0305 or Command and General Staff S-420

SOFR
Adds All-Hazard Safety Officer (L-954) as an equivalent to Safety Officer (S-404)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

PIO1
Add AAIM if it is approved by SBFS

PIO2
Adds All-Hazard Public Information Officer (L-954) as an equivalent to Public
Information Officer (S-403)

PIOF
Change National Response Plan to National Response Framework
Change IS-800 to IS-800BBs

LOFR
Adds All-Hazard Liaison Officer (L-956) as an equivalent to Liaison Officer (C-402)
Strike asterix and statement about FIRESCOPE course

AREP
Replace Liaison Officer (S-402) with All-Hazard Liaison Officer (L-956) or Liaison
Officer (C-402)

RX positions
Update requirements to maintain alignment with the 310.1

OPERATIONS

OSC1
Add AAIM if it is approved by SBFS

OSC2
Adds All-Hazard Operations Section Chief (L-958) as an equivalent to Operations Section Chief (S-430)
Change L-480 title to Organizational Leadership in the Fire Service

OSC3

Added this position with following requirements:

All Hazards Operations Section Chief Type 3 (OSC3)

REQUIRED TRAINING

Advanced ICS (I-400)
All Hazard Incident Management Training 0305 or Command and General Staff S-420
Operations Section Chief L-958 or FIRESCOPE Operations Section Chief (AR-430)

Annual Safety Refresher (RT-130)

REQUIRED EXPERIENCE
Qualified as a Division/Group Supervisor (DIVS)
+
Successful position performance as an Operations Section Chief Type 3(OSC3) on an Incident

PHYSICAL FITNESS LEVEL
Moderate

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY
Division/Group Supervisor (DIVS)
Incident Commander Type 3 (ICT3)
Operations Branch Director (OPBD)
Any higher position for which this position is a prerequisite

OTHER TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS
Incident Management Team Leadership (L-380)

OPBD
Changed the requirement for required experience as an Operations Section Chief to Division Supervisor to allow people to attain Operations Branch Director if they do not aspire to Operations Section Chief

STPS
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

TFLD
Strike S-330
Change National Response Plan to National Response Framework
Change IS-800 to IS-800b

STCR
Strike NWCG S-330
Strike asterix and statement about NWCG S330 course
Change National Response Plan to National Response Framework
Change IS-800 to IS-800b

STDZ
Replace Strike Team Leader Dozer (STDZ) with Strike Team Leader Heavy Equipment (STEQ)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

STEN
Strike NWCG S-330
Strike asterix and statement about NWCG S330 course
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

DOZB
Change Dozer Boss to Heavy Equipment Boss

ENGB
Add COMET as acceptable for this position only but recommend S-290 classroom
Move S-215 to required training

FELB
Add "classroom" behind S-290
Move S-215 to required training

FIRB
Add "classroom" behind S-290
Move S-215 to required training

FFT1
Strike I-200 from the first option in required training
Strike I-100 and IS-700 from the second option in required training

FFT2
Add IS-700

AIR OPERATIONS

HEB2
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

HMGB
Add A-110 Aviation Hazardous Materials to required training
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

HECM
Add A-110 Aviation Hazardous Materials to required training
Add FFT1 or FFT2
Strike G-131 from required experience and add to recommended training

ATGS
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

MHEM
Strike everything except the disclaimer that this is a CalFire Specific Position

PLANS

PSC1
Add AAIM if approved by SBFS

PSC2
Adds All-Hazard Planning Section Chief (L-962) as an equivalent to Planning Section Chief (S-430)
Change L-480 title to Organizational Leadership in the Fire Service

PSC3
Adds the following position and requirements

Planning Section Chief Type 3 (PSC3)

REQUIRED TRAINING
Advanced ICS (I-400)
All Hazard Incident Management Training 0305 or Command and General Staff (S-420)
Planning Section Chief (S-440) or   (L-962)

REQUIRED EXPERIENCE
Qualified as a Resources Unit Leader (RESL)
+
Successful position performance as a Planning Section Chief Type 3 (PSC3) on an Incident

PHYSICAL FITNESS LEVEL
None Required

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY
Resources Unit Leader (RESL)
Situation Unit Leader (SITL)
Demobilization Unit Leader (DMOB)
Incident Commander Type 3 (ICT3)
Any higher position for which this position is a prerequisite

OTHER TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS
Incident Management Team Leadership (L-381)

SITL
Adds All-Hazard Situation Unit Leader (L-962) as an equivalent to Situation Unit Leader (S-346)
Delete option 1 under required experience
Replace STL with Single Resource Boss

FOBS
Add S-290 Classroom to required training
Delete option 1 under required experience
Add 2 years experience as a FFT to option 3
Add or NWCG FFT1 to other positions that will maintain currency

DMOB
Note L-965 does not cover demobe - covers resources only

RESL
Adds All-Hazard Resource Unit Leader (L-965) as an equivalent to Situation Unit Leader (S-346)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

FBAN

Changed Required Experience requirement to read Qualified and Experienced as a Division Supervisor.

FEMO
Fire Effects Monitor (FEMO)

REQUIRED TRAINING
Annual Fireline Safety Refresher (RT-130)
Intermediate Wildland Fire Behavior (S-290)

REQUIRED EXPERIENCE
Satisfactory performance as a Firefighter Type 2 (FFT2)
+
Successful position performance as a Fire Effects Monitor (FEMO) on a wildfire or prescribed fire incident

PHYSICAL FITNESS LEVEL
Moderate

THESE POSITIONS MAINTAIN CURRENCY FOR FEMO
Field Observer (FOBS)
Fire Behavior Analyst (FBAN)
Long Term Fire Analyst (LTAN)

FEMO MAINTAINS CURRENCY FOR THESE POSITIONS
Field Observer (FOBS)
Firefighter Type 2 (FFT2)

RECOMMENDED TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS

Field Observer (S-244)
Introduction to Fire Effects (RX-310)

SOPL
Adds the following position and requirements:
Strategic Operational Planner (SOPL)

REQUIRED TRAINING
Annual Fireline Safety Refresher (RT-130)
Advanced Fire Management Applications (S-482)

REQUIRED EXPERIENCE
Satisfactory performance as a Prescribed Fire Burn Boss Type 2 (RXB2)
+
Satisfactory performance as a Division/Group Supervisor (DIVS)
+

Successful position performance as a Strategic Operational Planner (SOPL)

PHYSICAL FITNESS LEVEL
Moderate

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY
Division/Group Supervisor (DIVS)
Incident Commander Type 3 (ICT3)
Long Term Fire Analyst (LTAN)
Prescribed Fire Burn Boss Type 1 (RXB1)
Prescribed Fire Burn Boss Type 2 (RXB2)

SOPL MAINTAINS CURRENCY FOR THESE POSITIONS
Prescribed Fire Burn Boss Type 1 (RXB1)
Prescribed Fire Burn Boss Type 2 (RXB2)

RECOMMENDED TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS
Fire Program Management (M-581)

LOGISTICS

LSC1
Add AAIM if approved as equivalent by SBFS

LSC2
Adds All-Hazard Logistics Section Chief (L-967) as an equivalent to Logistics Section Chief (S-450)
Change L-480 title to Organizational Leadership in the Fire Service

LSC3
Adds the following position and requirements

Logistics Section Chief Type 3 (LSC3)

REQUIRED TRAINING
Advanced ICS (I-400)
All Hazard Incident Management Training 0305 or Command and General Staff (S-420)
Logistics Section Chief L-967 or (S-450)

REQUIRED EXPERIENCE
Qualified as a Supply Unit Leader (SPUL)
+
Successful position performance as a Logistics Section Chief Type 3 (LSC3)
PHYSICAL FITNESS LEVEL
None Required

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY
Facilities Unit Leader (FACL)
Ground Support Unit Leader (GSUL)

Supply Unit Leader (SPUL)
Any higher position for which this position is a prerequisite

OTHER TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS
Incident Management Team Leadership (L-380)

SVBD
Delete position

SUBD
Delete position

MEDL
Change to allow non-fireline personnel to be qualified if they are EMT or above
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

FEMP
Adopt FIRESCOPE requirements
Leave as FFT1

FEMT
Adopt FIRESCOPE requirements
Leave as FFT1
Add S-290 to recommended training

COML
Adds All-Hazard Communications Unit Leader (L-969) as an equivalent to Communications Unit Leader (S-358)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

FDUL
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

SPUL
Adds All-Hazard Supply Unit Leader (L-9700 as an equivalent to Supply Unit Leader (S-356)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

FACL

Add Adds All-Hazard Facilities Unit Leader (L-971) as an equivalent to Facilities Unit Leader (S-354)
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

FINANCE

FSC1
Add AAIM as equivalent course when approved by SBFS

FSC2
Adds All-Hazard Finance Section Chief (L-973) as an equivalent to Finance Section Chief (S-460)
Change L-480 title to Organizational Leadership in the Fire Service

FSC3
Adds the following position and requirements:

Finance/Administration Section Chief Type 3 (FSC3)

REQUIRED TRAINING
Advanced ICS (I-400)
All Hazard Incident Management Training 0305 or Command and General Staff (S-420)
Finance/Administration Section Chief L-973 or (S-460)

REQUIRED EXPERIENCE
Qualified as a Cost Unit Leader (COST)
+
Successful position performance as a Finance/Administration Section Chief Type 3 (FSC3)
Or
Qualified as A Finance Unit leader (FEMA)
+
Successful position performance as a Finance/Administration Section Chief Type 3 (FSC3)

PHYSICAL FITNESS LEVEL
None Required

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY
Compensation/Claims Unit Leader (COMP)
Cost Unit Leader (COST)
Incident Business Advisor Type 2 (IBA2)
Incident Commander Type 2 (ICT2)
Procurement Unit Leader (PROC)
Time Unit Leader (TIME)
Any higher position for which this position is a prerequisite

RECOMMENDED TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS
Incident Management Team Leadership (L-380)

TIME
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

PTRC
Move I-Suite or incinet training to recommended training

COST
Move I-Suite or incinet training to recommended training
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

COMP
Change National Response Plan to National Response Framework
Change IS-800 to IS-800B

IBA1
Delete requirements and replace with current 310.1requirements

IBA2
Delete requirements and replace with current 310.1requirements

CICCS COURSE EQUIVALENCIES

To aid the effort and direction of the California Incident Command Certification System, the criteria outlined in the attached document has been adopted to recognize course equivalencies. The goal of course equivalencies are to minimize redundancy of training, expedite the certification process, and avoid repetitive costs due to duplication of curriculum delivery.

It is not the purpose of the equivalency matrix to dilute the intent of the course curriculum. In comparative analysis, the identified equivalent course work meets or exceeds the intent of the course content identified for comparison.

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
I-100 Intro to ICS	I-100 FSTEP	ICS Self Study Unit	Basic Firefighter Training	N/E	N/E	I-100 ICS Orientation (SEMS) or I-120	
I-200 Basic ICS	I-200 FSTEP	N/E	N/E	N/E	N/E	ICS Basic (SEMS) or I-220	
I-300 Intermediate ICS	I-300 FSTEP	N/E	N/E	N/E	N/E	ICS Inter-mediate ICS	
I-400 Advanced ICS	I-400 FSTEP	N/E	N/E	N/E	N/E	ICS Advanced (SEMS)	
I-401 Multi-Agency Coordination	I-401 FSTEP	N/E	N/E	N/E	N/E	EOC Level Training (SEMS)	
I-402 ICS for Executives	I-402 FSTEP	N/E	N/E	N/E	N/E	Executive Level Training (SEMS)	

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-130 Firefighter Training	S-130 FSTEP or New Firefighter 1 2001	N/E	Basic Firefighter Training	N/E	N/E	J.A.C. Intro to I-Zone Mod 1&2	
S-131 Advanced Firefighter Training	S-131 FSTEP	N/E	Basic Firefighter Training	N/E	N/E	N/E	
S-190 Intro to Wildland Fire Behavior	S-190 FSTEP or Firefighter 1 2001	N/E	Basic Firefighter Training	N/E	N/E	J.A.C. Intro to I-Zone Mod 1	
S-200 Initial Attack Incident Commander	S-200 FSTEP or Command 1A and Command 1B (1998 or later)	N/E	Command 2	N/E	N/E	N/E	
S-212 Wildland Power Saws	S-212 FSTEP	N/E	C-212	N/E	N/E	N/E	
S-215 Fire Operations in the Wildland/Urban Interface	S-205 FSTEP or Command 1C		I-Zone Firefighting - Engine Company Officer	N/E	N/E	N/E	
S-230 Crew Boss (Single Resource)	S-230 FSTEP	N/E	N/E	N/E	N/E	N/E	

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-231 Engine Boss (Single Resource)	S-231 FSTEP or Command 1A and Command 1B (1998 or later)	N/E	Company Officer Academy	N/E	N/E	N/E	N/E
S-232 Dozer Boss (Single Resource)	S-232 FSTEP	N/E	HFEO Academy	N/E	N/E	N/E	N/E
S-234 Ignition Operations	S-234 FSTEP	N/E	C-234	N/E	N/E	N/E	N/E
S-244 Field Observer	S-244 FSTEP	N/E	N/E	N/E	N/E	N/E	N/E
S-245 Display Processor	S-245 FSTEP	N/E	N/E	N/E	N/E	N/E	N/E
S-248 Status Check-In Recorder	S-248 FSTEP	N/E	N/E	N/E	N/E	N/E	N/E
S-260 Interagency Incident Business Management	S-260 FSTEP Interagency Incident Business Management	N/E	N/E	N/E	N/E	N/E	N/E
S-270 Basic Air Operations	S-270 FSTEP Basic Air Operations	N/E	N/E	N/E	N/E	N/E	N/E
S-290 Intermediate Fire Behavior (COMET the on-line version is for ENOB only)	S-290 FSTEP Intermediate Fire Behavior (COMET the on-line version is for ENOB only)	N/E	C-290 Intermediate Fire Behavior	N/E	N/E	N/E	N/E

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-300 Extended Attack Incident Commander	S-300 FSTEP or Command 2E	N/E	Incident Management III Extended Attack Wildland Fire Management	N/E	N/E	N/E	N/E
S-336 Tactical Decision Making in Wildland Fire	S-336 FSTEP Tactical Decision Making in Wildland Fire	N/E	N/E	N/E	N/E	N/E	N/E
S-339 Division Group Supervisor	AR-339 FSTEP Division/ Group Supervisor	N/E	N/E	N/E	N/E	N/E	L-960 Division/ Group Supervisor
S-346 Situation Unit Leader	S-346 FSTEP Situation Unit Leader	N/E	N/E	N/E	N/E	N/E	L-952 Situation Unit Leader
S-347 Demobilization Unit Leader	S-347 FSTEP Demobilization Unit Leader	N/E	N/E	N/E	N/E	S-349 Resources/ Demobilization Unit Leader	N/E
S-348 Resources Unit Leader	S-348 FSTEP Resources Unit Leader	N/E	N/E	N/E	N/E	S-349 Resources/ Demobilization Unit Leader	L-965 Resources Unit Leader (does not cover Demobilization)
S-354 Facilities Unit Leader	N/E	N/E	N/E	N/E	N/E	N/E	L-971 Facilities Unit Leader

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-355 Ground Support Unit Leader	S-355 FSTEP Ground Support Unit Leader	N/E	C- 355 Ground Support Unit Leader	N/E	N/E	N/E	N/E
S-356 Supply Unit Leader	S-356 FSTEP Supply Unit Leader	N/E	N/E	N/E	N/E	N/E	L-970 Supply Unit Leader
S-358 Communications Unit Leader	S-358 FSTEP Communications Unit Leader	N/E	C-358 Communications Unit Leader	N/E	N/E	N/E	L-969 Communications Unit Leader
S-359 Medical Unit Leader	S-359 FSTEP Medical Unit Leader	N/E	N/E	N/E	N/E	N/E	N/E
S-371 Helibase Manager	S-371 FSTEP Helibase Manager	N/E	N/E	N/E	N/E	N/E	N/E
S-365 Cost Unit Leader	S-365 FSTEP Cost Unit Leader	N/E	N/E	N/E	N/E	N/E	N/E
S-378 Air Tactical Group Supervisor	S-378 FSTEP Air Tactical Group Supervisor	N/E	C-378 Air Tactical Group Supervisor	N/E	N/E	N/E	N/E

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-390 Introduction to Wildland Fire Behavior Calculations	S-390 FSTEP Introduction to Wildland Fire Behavior Calculations	N/E	N/E	N/E	N/E	N/E	N/E
S-400 Incident Commander	S-400 FSTEP Incident Commander	N/E	N/E	N/E	N/E	N/E	L-950 Incident Commander
S-402 Liaison Officer	S-402 FSTEP Liaison Officer	N/E	C-402 Liaison Officer	N/E	N/E	N/E	L-956 Liaison Officer
S-403 Incident Information Officer	S-403 FSTEP Incident Information Officer	N/E	N/E	N/E	N/E	N/E	L-952 Incident Information Officer
S-404 Safety Officer	S-404 FSTEP Safety Officer	N/E	C-402 Safety Officer	N/E	N/E	N/E	L-954 Safety Officer
S-420 Command and General Staff	S-420 FSTEP	N/E	C-420 Command and General Staff	N/E	N/E	N/E	N/E
N/E	AR-430 FSTEP Operations Section Chief	N/E	C-430 Operations Section Chief	N/E	AR-430 All-Risk	N/E	L-958 Operations Section Chief
S-440 Planning Section Chief	S-440 FSTEP Planning Section Chief	N/E	C-440 Planning Section Chief	N/E	N/E	N/E	L-962 Planning Section Chief

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-450 Logistics Section Chief	S-450 FSTEP	N/E	S-450 Logistics Section Chief	N/E	N/E	N/E	L-967 Logistics Section Chief
S-460 Finance/Admin Section Chief	S-460 FSTEP Finance/ Admin Section Chief	N/E	C-460 Finance/ Admin Section Chief	N/E	N/E	N/E	L-973 Finance/ Admin Section Chief
S-470 Air Operations Branch Director	S-470 FSTEP Air Operations Branch Director	N/E	N/E	N/E	N/E	N/E	N/E
S-490 Advanced Fire Behavior	S-490 FSTEP	N/E	N/E	N/E	N/E	N/E	N/E
S-520 Advanced Incident Management	N/E	N/E	Advanced All-Hazard Incident Management (AAIM)	N/E	N/E	Complex Incident Management Course (CIMC)	N/E

Notes:

- Any position not addressed in the Equivalency Matrix has no equivalent, is no longer a course or is a task book. For courses not addressed in this matrix review the NWCG 310. 1 Handbook or the CalFire 4039 Handbook.

- The 0-305 Course All-Hazard Incident Management Course does not meet the CICCS standard for complexity. The 0-305 course is targeted to Type 3 All-Hazard Incident Management Teams and S-420 is aimed a Command and General Staff positions on Federal Type 2 Teams or to participate on a CalFire IMT. Position training can be attended at the Type 3 level however, anyone moving to a IMT2 or to

a CalFire IMT will be expected to meet all the current CICCS requirements for that position.

- The Advanced All-Hazards Incident Management Course has not been approved by the State Board of Fire Services by this date 5-20-2013.

For information on NWCG course modifications and changes throughout the years refer to NWCG training at:
http://training.nwcg.gov/sect_issue_papers.htm

Appendix A:
WILDLAND TRAINING FOR STRUCTURAL FIREFIGHTERS COURSES
Analysis of the Wildland Training for Structural Firefighters Courses to Determine the Applicability within the California Incident Command Certification System

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Analysis of the Wildland Training for Structural Firefighters Courses to Determine the Applicability within the California Incident Command Certification System

Introduction

In recent years it has been recognized that structural firefighters throughout the nation typically do not possess the skills required to operate safely on wildland fire incidents. In response to this identified deficiency, the California Board of Fire Services adopted the California Incident Command Certification System (CICCS) in 2000. The adoption of CICCS formally recognized the prerequisite training and experience requirements that were identified in the National Wildfire Coordinating Group (NWCG) 310-1 *Wildland Fire Qualification System Guide* (2006)as the minimum qualifications for the California fire service. The requirements imposed by 310-1 proved to greatly enhance the safety and abilities of firefighters who responded to wildland fire incidents. However, for many agencies, the newly adopted training and experience requirements have proven to be difficult to meet due to: 1) cost of implementation, 2) time needed to train personnel where the ability to meet existing training mandates was already being challenged, and 3) low wildland fire call volume, which prevented personnel from meeting the experience requirements. The United States Fire Administration (USFA) identified this challenge that has been faced in California, and elsewhere; as a result a comprehensive job analysis was completed. The analysis confirmed the compliance issues with the 310-1 and created the *Skills Crosswalk* (FEMA & NWCG, n.d.).

Background

The National Association of State Foresters (2003) issued a report to the United States Congress that described the challenge of wildland fire responsibilities of America's structural fire service. The report addressed the local, rural, and volunteer organizations serving communities near the wildland-urban interface. The report identified several areas where training was found to be deficient and the safety and capacity of personnel on wildland fire incidents was jeopardized (Ibid.). As a result of the Report (Ibid.), a panel was named to identifya means of closing the gap. The panel consisted of:

- ☐ NWCG member organizations:
  o Department of Interior/Bureau of Land Management
  o National Park Service
  o Fish and Wildlife Service
  o Bureau of Indian Affairs
  o U.S. Department of Agriculture/Forest Service
  o U.S. Fire Administration, and
  o National Association of State Foresters
- ☐ North American State Fire Training Directors
- ☐ International Association of Fire Chiefs
- ☐ National Fire Protection Association (NFPA). (FEMA & NWCG, n.d.)

The methodology employed by the panel was to identify the NWCG 310-1 (2006) requirements and to compare and contrast them to the NFPA minimum training requirements for firefighter 1, firefighter 2, and fire officer (Ibid.). The difference between the two standards clarified the gap that needed to be crossed. The final product

of the panel was the development of the *Skills Crosswalk,* which included the modified curriculum for: Firefighter – Type 2, Firefighter – Type1, Engine Boss, and Strike Team Leader – Engine (Ibid.).

On August 10, 2009, the California Incident Command Certification System (CICCS) Taskforce met in McClellan (CA) where a discussion about the need to analyze and take action on the Wildland Training for Structural Firefighting courses occurred. A sub-committee was appointed to assess the Firefighter – Type 2 (G-130), Firefighter – Type 1 (G-131), Engine Boss(G-231), and Strike Team Leader (G-330) skills crosswalk courses. The objective of the assessment was to compare and contrast the content of the courses to the complete course curriculum as outlined in 310-1 (NWCG, 2006). Further, the sub-committee was directed to determine how the combination of the skills crosswalk courses and the State Fire Training Firefighter I and Fire Officer Curriculum address the NWCG (Ibid.) requirements. Lastly, the sub-committee was directed to develop a written report that outlines the assessment and the recommendations of the committee. The results of the analysis and recommendations of the subcommittee have been captured in this report.

Procedures
The methodology employed by the sub-committee was to quantitatively and qualitatively assess the CICCS training requirements included in the NWCG 310-1 (2006), which required the completion of the full wildfire courses, and compared them to the Wildland Training for Structural Firefighters courses as identified in the *Skills Crosswalk* (FEMA & NWCG, n.d.). The assessment included analysis of: course objectives, subjects/topics addressed, and the total training time per course.

Results
The results of the assessment have been organized by certification level so as to clearly articulate the gap courses' abilities to meet or exceed the CICCS requirements. A matrix of the assessment has been included in Appendix A.

The April 2006 version of the NWCG 310-1 (2006) identified the minimum training requirements for a Firefighter Type 2 (FFT2) as successful completion of the following courses:
(I-100) *Introduction to ICS* (NWCG, 2009), L-180 - *Human Factors on the Fireline* (NWCG, 2000), S-190 - *Introduction to Wildland Fire Behavior* (NWCG, 2006), and S130 – *Firefighter Training* (NWCG, 2003). There were not any requirements for experience or other training, which supports development, identified in the 310-1 (NWCG, 2006). The G-130 – *Wildland Training (FFT2) for Structural Firefighters* (NWCG, 2008) omitted sections and/or units that were covered under the minimum training requirements as defined by NFPA 1001 - *Standard for Fire Fighter Professional Qualifications* (NFPA, 2008). The assessment by the sub-committee revealed that the combination of completing G-130 and California State Fire Training (SFT) Firefighter I curriculum meets or exceeds the course objectives established by the completion of the full wildland courses. A student who was required to complete the full S-130, S-190, and L-180 courses would have spent between 40 and 47.5 hours in class. Conversely, having recognized prior training through SFT, the G-130 course was

identified as being 21 hours in length. It was the opinion of the sub-committee that the G-130 sufficiently addressed all topic areas and would greatly enhance a department's ability to meet the CICCS training requirements for a FFT2 and has reduced the total number of training hours by more than one-half.

The April 2006 version of the NWCG 310-1 (2006) identified the minimum training requirements for a Firefighter Type 1 (FFT1) as successful completion of the following courses:

S-131 – *Firefighter Type 1* (NWCG, 2004) and S-133/PMS-427 – *Look Up, Look Down, Look Around* (NWCG, 1992). To become qualified as a FFT1, a trainee had to successfully perform as a FFT2 and had to successfully complete a FFT1 position task book. Further, the 310-1(NWCG, 2006) recommended the completion of the following courses: S-212 – *Wildland Chainsaws* and S-211 – *Portable Pumps and Water*. It is important to note that these classes have not been required for qualification, but rather have been recommended to enhance skills and knowledge of fireline personnel. The G-131 - *Wildland Training (FFT1) for Structural Firefighters* (NWCG, 2008) omitted sections and/or unit that were covered under the minimumtraining requirements as defined by NFPA 1001 - *Standard for Fire Fighter Professional Qualifications* (NFPA, 2008). The certification tracks through both the full course completion and through the G-131 course were designed to build-upon the FFT2 level of training and experience. The assessment by the sub-committee identified that the combination of completing-131 and California State Fire Training (SFT) Firefighter I curriculum meets or exceeds the course objectives established by completing the full wildland courses. A student who was required to complete the full S-131 and S-133/PMS-427 courses would have spent between 48 and 64 hours in class. Conversely, having recognized prior training through SFT, the G-131 course was identified to be 17.5 hours in length. The sub-committee found that although the total class time was reduced, the G-131 course provided a higher level of training than the traditional full-course option. In addition to S-131 and S-133 units, G-131 included a unit on size-up from the S-231 – *Engine Boss* course, two units from the S-212 - S-212 – *Wildland Chain Saws* course, the Basic Land Navigation (PMS-465) self-study, and an overview of narrow band radio communications. It was the opinion of the sub-committee that the G-131 sufficiently addressed all topic areas and would greatly enhance a department's ability to meet the CICCS training requirements for a FFT1 and has reduced the total number of training hours by more than two-thirds.

Historically, the Company Officer or Engine Boss (ENGB) has referred to as the most important position in the fire service. The ENGB has also been the most difficult day-to-day position for a firefighter to meet the training and experience requirements. The ENGB assessment proved to be the most challenging for the sub-committee based on the breadth and depth of information required for an individual to perform in a successful manner. The April 2006 version of the NWCG 310-1 (2006) identified the minimum training requirements for an ENGB as successful completion of the following courses: S-230 – *Crew Boss* and S-290 –*Intermediate Wildland Fire Behavior*. To become qualified as an ENGB, a trainee had to successfully perform as a FFT1 and had to successfully complete an ENGB position task book.

Further, the 310-1 (NWCG, 2006) recommended the completion of the following courses: I-200– *Basic ICS*, L-280 – *Followership to Leadership*, S-270 – *Basic Air*

Operations, S-260 –*Interagency Incident Business Management*, S-234 – *Ignition Operations*, S-231 – *Engine Boss*, and S-215 – *Fire Operations in the Wildland/Urban Interface*. It is important to note that these classes have not been required for qualification, but rather have been recommended to enhance skills and knowledge of fireline personnel. The G-231 - *Wildland Training (ENGB) for Structural Firefighters* (NWCG,2008)omitted sections and/or units that were covered under the minimum training requirements as defined by NFPA 1021 - (NFPA, 2009). The certification tracks through both the full course completion and through the G-231 course were designed to build-upon the FFT1 level of training and experience. The assessment by the sub-committee identified that the combination of completing G-231 and California State Fire Training (SFT)Firefighter I curriculum meets or exceeds the course objectives established by completing the

full wildland courses. A student who was required to complete the full S-230 and 290 courses would have spent 56 hours in class. Conversely, having recognized prior training through SFT, the G-231 course was identified to be 44 hours in length, 32 hours of which were the full S-290 course. The sub-committee found that although the total class time was reduced, the G-231 course provided a higher level of training than the traditional full-course option. In addition to S-230 and S-290 units, G-231 also included units from S-211 – *Portable Pumps and Water*, S-231 – *Engine Boss*, and S-215 – *Fire Operations in the Wildland/Urban Interface* courses. To complete the S-215, S-230, S231, and S-290 courses without receiving credit for other training, the student would have been in class for 96-104 hours; with G-231, the total number of hours has been reduced to 44. It was the opinion of the sub-committee that the G-231 sufficiently addressed all topic areas and would greatly enhance a department's ability to meet the CICCS training requirements for an ENGB and has reduced the total number of training hours by half. The fourth and final course developed by the *Skills Crosswalk* (FEMA & NWCG, n.d.)was G-330 – *Wildland Training (STEN) for the Structural Firefighter* (NWCG, 2008). The subcommitteeassessed this course from two different angles: the NWCG strike team leader requirements and the FIRESCOPE all-risk strike team leader requirements.

The sub-committee identified that the G-330 and the NWCG strike team leader requirements adequately complimented one another. However, the G-330 course was found to be significantly inadequate to replace the current CICCS all-risk requirements. For example, the NWCG strike team leader training (S-330 and S-215) consisted of 52 - 56 classroom hours, the FIRESCOPE all-risk training (S-330 AR and S-215 or Command 1C) consisted of 60 - 72 hours, and the G-330 course was 12.25 hours in length. It was the opinion of the sub-committee that the adoption of G-330 into CICCS would reduce the level of training for strike team leaders.

Discussion

Overall, the sub-committee believes that the *Skills Crosswalk* (FEMA & NWCG, n.d.) courses are an excellent solution for the multi-disciplinary issues facing the fire service. The FFT2, FFT1, and ENGB classes offer an enhanced curriculum that is not required when completing the full schedule wildland courses. It is the opinion of the sub-committee that the students will receive a better-rounded educational experience without needing to continuously repeat lessons that have been learned through other fire service training programs. On the other hand, the sub-committee believes the strike team leader

gap course fallsshort of the expectations that have become commonplace in California for this position. The group unanimously agrees that this class is insufficient and should not be considered for adoption under the CICCS umbrella. Lastly, the sub-committee supports the instructor requirements as defined in the NWCG 901-1 *Field Managers Course Guide*.

Recommendations
The recommendations of the sub-committee as a result of the analysis of the Wildland Training for Structural Firefighters courses to determine the applicability within the California Incident Command Certification System are as follows:
1. The sub-committee unanimously recommends the adoption of G-130 - *Wildland Training (FFT2) for Structural Firefighters* as an equivalency to the current training requirements outlined in the April 2006 edition of the 310-1 - *Wildland Fire Qualification System Guide* and approved within CICCS.
2. The sub-committee unanimously recommends the adoption of G-131 - *Wildland Training (FFT1) for Structural Firefighters* as an equivalency to the current training requirements outlined in the April 2006 edition of the 310-1 - *Wildland Fire Qualification System Guide* and approved within CICCS.
3. The sub-committee unanimously recommends the adoption of G-231 - *Wildland Training (ENGB) for Structural Firefighters* as an equivalency to the current training requirements outlined in the April 2006 edition of the 310-1 - *Wildland Fire Qualification System Guide* and approved within CICCS.
4. The sub-committee unanimously recommends that the G-330 - *Wildland Training (STEN) for Structural Firefighters* not be adopted as an equivalency course within the California Incident Command Certification System.
5. To streamline the certification and qualification approval processes beyond Engine Boss, the sub-committee unanimously recommends one of the following options be adopted in regards to G-231 and S-290 certification:
a. Leave the S-290 as a part of the G-231 course and direct peer review committees to accept the G-231 certificate as an equivalent to an S-290 certificate;
b. Leave the S-290 as a part of the G-231 course and itemize S-290 with the total number of training hours on the G-231 certificate;
c. Leave the S-290 as a part of the G-231 course and issue a separate S-290 certificate; or
d. Completely pull S-290 out of the G-231 course; treat both as separate courses.
6. The sub-committee unanimously recommends that SFT develop FSTEP courses to codify the certification process for the non-NWCG partners that will be teaching the *Skills Crosswalk* courses.
7. The sub-committee unanimously recommends that CICCS adopt the instructor criteria for the *Skills Crosswalk* course as per the NWCG 901-1 – *Field Managers Course Guide*.

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Wildland Training 12

Appendix A
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Fire Fighter - Type II
NWCG S-130 S-190 G-130 SFT FFI
Identify the environmental factors of fuels,weather, and topography that affect the start and spread of wildland fire.

Describe the contributing factors that indicatethe potential for increased fire behavior that may compromise safety.

Explain the LCES (Lookouts, Communications, Escape Routes, and Safety Zones) system and how it relates to the Standard Firefighting Orders.
Construct fireline to required standards using various methods

Strengthen, reinforce, and use holding actions on a fireline.

Extinguish a fire with or without the use of
water.

Complete assigned tasks in a safe and
efficient manner.

Describe factors in a given wildfire
environment that could impact safety.

Identify and discuss the three sides of the fire
triangle.

Field Managers Course Guide Requirements
S-130 *Firefighter Training* 30 to 35.5 Hours
S-190 *Introduction to Wildland Fire Behavior* 6 to 8 Hours
L-180 *Human Factors on the Fireline* 4 Hours
Total Hours 40 to 47.5 Hours
G-130 *Wildland Training (FFT2) for Structural Firefighters* **21 Hours**
Wildland Training 13
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Fire Fighter - Type I
NWCG S-131 S-133 G-131 S-212 S-231
Accurately use navigation tools and maps to
identify location. (PMS465) X
Use programmable radios and narrowband radios.
Demonstrate the ability to use fireline referencetools to facilitate the communication and decision
making processes.
Describe the size-up elements in a wildland fire situation.
Demonstrate the ability to apply the standard operating procedures found in the Incident
Response Pocket Guide (PMS 461).
Demonstrate the ability to apply information found in the Fireline Handbook (PMS 410-1).
Describe how to incorporate and maintain open lines of communication with appropriate
personnel.
List seven fire environment factors to monitor on the fireline.
Recognize the indicators of the seven fire environment factors.
Identify the effects of these indicators on fire behavior.
Operate and maintain chainsaw in wildland environment.

Field Managers Course Guide Requirements
S-131 *Firefighter Type 1* 8 Hours
S-133 *Look Up, Look Down, Look Around* 4 Hours
S-212 *Wildland Chain Saws* 24 to 36 Hours
S-231 Engine Boss 12 to 16 Hours
Total Hours 48 to 64 Hours
G-131 *Wildland Training (FFT1) for Structural Firefighters* **17.5 Hours**
Wildland Training 14
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Engine Boss

NWCG S-290 S-230 S-231 S-215 G-231
Identify and describe the environmental, topographical, and fuel factors which influence the behavior of wildland fire.

Identify and describe the causes of extreme fire behavior, such as spotting, crowning, fire whirls, plume-dominated and wind-driven fires.

Assess fireline data and fire behavior estimations, and identify areas where fire suppression limitations exist.

Describe engine/crew boss responsibilities during mobilization, on the incident, and during demobilization.

Identify the hazards and risks on various incidents and describe how to mitigate them. Describe wildland tactics which are appropriate to wildland fire situations and procedures to implement them through the chain of command.

Field Managers Course Guide Requirements
S-290 *Intermediate Wildland Fire Behavior* 32 Hours
S-230 *Crew Boss* 24 Hours
S-231 *Engine Boss* 12 to 16 Hours
S-215 *Fire Operations in the Wildland/Urban Interface* 28 to 32 Hours
Total Hours 96 to 104 Hours
G-231 *Wildland Training (ENGB) for Structural Firefighter* **44 Hours**
Wildland Training 15
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Strike Team Leader
NWCG S-330 G-330 S-330AR S-215
Demonstrate the ability to apply the Risk Management Process found in the Incident Response Pocket Guide (IRPG) to various incidents.
Demonstrate the ability to apply appropriate tactics in various incident situations with various resources organized into strike teams or task forces.

Describe elements of structure protection from wildland fire exposure.

Provide the skills and knowledge necessary for managing a Strike Team/Task Force on a variety of all-risk incidents.

Identify and define Strike Team/Task Force configurations for various resources.

Identify and describe how to implement Strike Team/Task Force Leader responsibilities prior to and during mobilization and demobilization.

Identify and describe how to implement Strike Team/Task Force Leader responsibilities during incident activities.

Identify the hazards and risk throughout the Strike Team/Task Force deployment and describe how to mitigate them.

Recognize, plan for, and describe how to implement appropriate tactics in various all-risk incident situations with various resources organized into Strike Team or Task Force.

Field Managers Course Guide Requirements

S-330 *Strike Team Leader - Engine* 24 Hours

S-215 *Fire Operations in the Wildland/Urban Interface* 28 to 32 Hours

Total Hours 52 to 56 Hours

S-330AR *Strike Team Leader – Engine (All Risk)* 32 Hours

2-215 *Fire Operations in the Wildland/Urban Interface* 28 to 32 Hours

Total Hours 60 to 64 Hours

G-330 *Wildland Training (STEN) for the Structural Firefighter* **12.25 Hours**

CICCS **COURSE EQUIVALENCIES**

To aid the effort and direction of the California Incident Command Certification System, the criteria outlined in the attached document has been adopted to recognize course equivalencies. The goal of course equivalencies are to minimize redundancy of training, expedite the certification process, and avoid repetitive costs due to duplication of curriculum delivery.

It is not the purpose of the equivalency matrix to dilute the intent of the course curriculum. In comparative analysis, the identified equivalent course work meets or exceeds the intent of the course content identified for comparison.

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
I-100 Intro to ICS	I-100 FSTEP	ICS Self Study Unit	Basic Firefighter Training	N/E	N/E	I-100 ICS Orientation (SEMS) or I-120	
I-200 Basic ICS	I-200 FSTEP	N/E	N/E	N/E	N/E	ICS Basic (SEMS) or I-220	
I-300 Intermediate ICS	I-300 FSTEP	N/E	N/E	N/E	N/E	ICS Inter-mediate ICS	
I-400 Advanced ICS	I-400 FSTEP	N/E	N/E	N/E	N/E	ICS Advanced (SEMS)	
I-401 Multi-Agency Coordination	I-401 FSTEP	N/E	N/E	N/E	N/E	EOC Level Training (SEMS)	
I-402 ICS for Executives	I-402 FSTEP	N/E	N/E	N/E	N/E	Executive Level Training (SEMS)	

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-130 Firefighter Training	S-130 FSTEP or New Firefighter 1 2001	N/E	Basic Firefighter Training	N/E	N/E	J.A.C. Intro to I-Zone Mod 1&2	
S-131 Advanced Firefighter Training	S-131 FSTEP	N/E	Basic Firefighter Training	N/E	N/E	N/E	
S-190 Intro to Wildland Fire Behavior	S-190 FSTEP or Firefighter 1 2001	N/E	Basic Firefighter Training	N/E	N/E	J.A.C. Intro to I-Zone Mod 1	
S-200 Initial Attack Incident Commander	S-200 FSTEP or Command 1A and Command 1B (1998 or later)	N/E	Command 2	N/E	N/E	N/E	
S-212 Wildland Power Saws	S-212 FSTEP	N/E	C-212	N/E	N/E	N/E	
S-215 Fire Operations in the Wildland/Urban Interface	S-205 FSTEP or Command 1C		I-Zone Firefighting - Engine Company Officer	N/E	N/E	N/E	
S-230 Crew Boss (Single Resource)	S-230 FSTEP	N/E	~~Equivalency Analysis is being done by State Fire Training~~	N/E	N/E	N/E	

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-231 Engine Boss (Single Resource)	S-231 FSTEP or Command 1A and Command 1B (1998 or later)	N/E	Company Officer Academy	N/E	N/E	N/E	N/E
S-232 Dozer Boss (Single Resource)	S-232 FSTEP	N/E	HFEO Academy	N/E	N/E	N/E	N/E
S-234 Ignition Operations	S-234 FSTEP	N/E	C-234	N/E	N/E	N/E	N/E
S-244 Field Observer	S-244 FSTEP	N/E	N/E	N/E	I-244 Field Obs./Display Processor	N/E	N/E
S-245 Display Processor	S-245 FSTEP	N/E	N/E	N/E	N/E	N/E	N/E
S-248 Status Check-In Recorder	S-248 FSTEP	N/E	N/E	N/E	I-248	N/E	N/E
S-260 Interagency Incident Business Management	S-260 FSTEP Interagency Incident Business Management	N/E	N/E	N/E	N/E	N/E	N/E
S-270 Basic Air Operations	S-270 FSTEP Basic Air Operations	N/E	N/E	N/E	N/E	N/E	N/E

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-290 Intermediate Fire Behavior (COMET the on-line version is for ENOB only)	S-290 FSTEP Intermediate Fire Behavior (COMET the on-line version is for ENOB only)	N/E	C-290 Intermediate Fire Behavior	N/E	N/E	N/E	N/E
S-300 Extended Attack Incident Commander	S-300 FSTEP or Command 2E	N/E	Incident Management III Extended Attack Wildland Fire Management	N/E	N/E	N/E	N/E
N/E	AR-330 FSTEP Strike Team Leader	N/E	N/E	N/E	N/E	N/E	N/E
S-336 Tactical Decision Making in Wildland Fire	S-336 FSTEP Tactical Decision Making in Wildland Fire	N/E	N/E	N/E	N/E	N/E	N/E
S-339 Division Group Supervisor	AR-339 FSTEP Division/ Group Supervisor	N/E	N/E	N/E	N/E	N/E	L-960 Division/ Group Supervisor
S-342 Documentation Unit Leader	S-342 FSTEP Documentation Unit Leader	N/E	C-342 Documentation Unit Leader	N/E	I-342	N/E	N/E

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-346 Situation Unit Leader	S-346 FSTEP Situation Unit Leader	N/E	N/E	N/E	I-346	N/E	L-952 Situation Unit Leader
S-347 Demobilization Unit Leader	S-347 FSTEP Demobilization Unit Leader	N/E	N/E	N/E	I-347	S-349 Resources/ Demobilization Unit Leader	N/E
S-348 Resources Unit Leader	S-348 FSTEP Resources Unit Leader	N/E	N/E	N/E	I-348	S-349 Resources/ Demobilization Unit Leader	L-965 Resources Unit Leader (does not cover Demobilization)
S-354 Facilities Unit Leader	N/E	N/E	N/E	N/E	I-354	N/E	L-971 Facilities Unit Leader
S-355 Ground Support Unit Leader	S-355 FSTEP Ground Support Unit Leader	N/E	C-355 Ground Support Unit Leader	N/E	I-355	N/E	N/E
S-356 Supply Unit Leader	S-356 FSTEP Supply Unit Leader	N/E	N/E	N/E	I-356	N/E	L-970 Supply Unit Leader
S-358 Communications Unit Leader	S-358 FSTEP Communications Unit Leader	N/E	C-358 Communications Unit Leader	N/E	I-358	N/E	L-969 Communications Unit Leader
S-359 Medical Unit Leader	S-359 FSTEP Medical Unit Leader	N/E	N/E	N/E	I-359	N/E	N/E

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-371 Helibase Manager	S-371 FSTEP Helibase Manager	N/E	N/E	N/E	~~I-271 Helibase Manage~~r	N/E	N/E
S-365 Cost Unit Leader	S-365 FSTEP Cost Unit Leader	N/E	N/E	N/E	~~I-365~~	N/E	L-975 (not approved by SBFS)
S-378 Air Tactical Group Supervisor	S-378 FSTEP Air Tactical Group Supervisor	N/E	C-378 Air Tactical Group Supervisor	N/E	N/E	N/E	N/E
S-390 Introduction to Wildland Fire Behavior Calculations	S-390 FSTEP Introduction to Wildland Fire Behavior Calculations	N/E	N/E	N/E	N/E	N/E	N/E
S-400 Incident Commander	S-400 FSTEP Incident Commander	N/E	N/E	N/E	N/E	N/E	L-950 Incident Commander
S-402 Liaison Officer	S-402 FSTEP Liaison Officer	N/E	C-402 Liaison Officer	N/E	N/E	N/E	L-956 Liaison Officer
S-403 Incident Information Officer	S-403 FSTEP Incident Information Officer	N/E	N/E	N/E	N/E	N/E	L-952 Incident Information Officer
S-404 Safety Officer	S-404 FSTEP Safety Officer	N/E	C-402 Safety Officer	N/E	~~I-401 Safety Officer~~	N/E	L-954 Safety Officer

NWCG National Wildfire Coordinating Group	CSFM California State Fire Marshal	NFA National Fire Academy	CalFire California Department of Forestry and Fire Protection	College Community	FIRESCOPE	Other Courses	FEMA
S-420 Command and General Staff	S-420 FSTEP	N/E	C-420 Command and General Staff ?	N/E	~~I-420 Command and General Staff~~	N/E	N/E
N/E	AR-430 FSTEP Operations Section Chief	N/E	C-430 Operations Section Chief	N/E	AR-430 All-Risk ~~or I-430~~	N/E	L-958 Operations Section Chief
S-440 Planning Section Chief	S-440 FSTEP Planning Section Chief	N/E	C-440 Planning Section Chief	N/E	~~I-440~~	N/E	L-962 Planning Section Chief
S-450 Logistics Section Chief	S-450 FSTEP	N/E	S-450 Logistics Section Chief	N/E	~~I-450~~	N/E	L-967 Logistics Section Chief
S-460 Finance/Admin Section Chief	S-460 FSTEP Finance/ Admin Section Chief	N/E	C-460 Finance/ Admin Section Chief	N/E	~~I-460~~	N/E	L-973 Finance/ Admin Section Chief
S-470 Air Operations Branch Director	S-470 FSTEP Air Operations Branch Director						
S-490 Advanced Fire Behavior	S-490 FSTEP	N/E	N/E	N/E	N/E	N/E	N/E
S-520 Advanced Incident Management	N/E	N/E	Advanced All-Hazard Incident Management	N/E	N/E	Complex Incident Management	N/E

Notes:

The 0-305 Course All-Hazard Incident Management Course does not meet the CICCS standard for complexity because the 0-305 course is targeted to Type 3 Teams individual and S-420 is aimed a Command and General Staff on Type 2 Teams in California. Although position training can be attended at the Type 3 level anyone moving to a Type 2 team will be expected to meet all the current CICCS requirements for that position.

The Advanced All-Hazards Incident Management Course has not been approved by the State Board of Fire Services by this date 3-20-2013.

For information on NWCG course modifications and changes throughout the years refer to NWCG training at:
http://training.nwcg.gov/sect_issue_papers.htm

WILDLAND TRAINING FOR STRUCTURAL FIREFIGHTERS COURSES
Analysis of the Wildland Training for Structural Firefighters Courses to Determine the Applicability within the California Incident Command Certification System

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Analysis of the Wildland Training for Structural Firefighters Courses to Determine the Applicability within the California Incident Command Certification System

Introduction
In recent years it has been recognized that structural firefighters throughout the nation typically do not possess the skills required to operate safely on wildland fire incidents. In response to this identified deficiency, the California Board of Fire Services adopted the California Incident Command Certification System (CICCS) in 2000. The adoption of CICCS formally recognized the prerequisite training and experience requirements that were identified in the National Wildfire Coordinating Group (NWCG) 310-1 *Wildland Fire Qualification System Guide* (2006)as the minimum qualifications for the California fire service. The requirements imposed by 310-1 proved to greatly enhance the safety and abilities of firefighters who responded to wildland fire incidents. However, for many agencies, the newly adopted training and experience requirements have proven to be difficult to meet due to: 1) cost of implementation, 2) time needed to train personnel where the ability to meet existing training mandates was already being challenged, and 3) low wildland fire call volume, which prevented personnel from meeting the experience requirements. The United States Fire Administration (USFA) identified this challenge that has been faced in California, and elsewhere; as a result a comprehensive job analysis was completed. The analysis confirmed the compliance issues with the 310-1 and created the *Skills Crosswalk* (FEMA & NWCG, n.d.).

Background
The National Association of State Foresters (2003) issued a report to the United States Congress that described the challenge of wildland fire responsibilities of America's structural fire service. The report addressed the local, rural, and volunteer organizations serving communities near the wildland-urban interface. The report identified several areas where training was found to be deficient and the safety and capacity of personnel on wildland fire incidents was jeopardized (Ibid.). As a result of the Report (Ibid.), a panel was named to identifya means of closing the gap. The panel consisted of:

· ☐ NWCG member organizations:
o Department of Interior/Bureau of Land Management

- o National Park Service
- o Fish and Wildlife Service
- o Bureau of Indian Affairs
- o U.S. Department of Agriculture/Forest Service
- o U.S. Fire Administration, and
- o National Association of State Foresters
- · ☐ North American State Fire Training Directors
- · ☐ International Association of Fire Chiefs
- · ☐ National Fire Protection Association (NFPA). (FEMA & NWCG, n.d.)

The methodology employed by the panel was to identify the NWCG 310-1 (2006) requirements and to compare and contrast them to the NFPA minimum training requirements for firefighter 1, firefighter 2, and fire officer (Ibid.). The difference between the two standards clarified the gap that needed to be crossed. The final product of the panel was the development of the *Skills Crosswalk,* which included the modified curriculum for: Firefighter – Type 2, Firefighter – Type1, Engine Boss, and Strike Team Leader – Engine (Ibid.).

On August 10, 2009, the California Incident Command Certification System (CICCS) Taskforce met in McClellan (CA) where a discussion about the need to analyze and take action on the Wildland Training for Structural Firefighting courses occurred. A sub-committee was appointed to assess the Firefighter – Type 2 (G-130), Firefighter – Type 1 (G-131), Engine Boss(G-231), and Strike Team Leader (G-330) skills crosswalk courses. The objective of the assessment was to compare and contrast the content of the courses to the complete course curriculum as outlined in 310-1 (NWCG, 2006). Further, the sub-committee was directed to determine how the combination of the skills crosswalk courses and the State Fire Training Firefighter I and Fire Officer Curriculum address the NWCG (Ibid.) requirements. Lastly, the sub-committee was directed to develop a written report that outlines the assessment and the recommendations of the committee. The results of the analysis and recommendations of the subcommittee have been captured in this report.

Procedures
The methodology employed by the sub-committee was to quantitatively and qualitatively assess the CICCS training requirements included in the NWCG 310-1 (2006), which required the completion of the full wildfire courses, and compared them to the Wildland Training for Structural Firefighters courses as identified in the *Skills Crosswalk* (FEMA & NWCG, n.d.). The assessment included analysis of: course objectives, subjects/topics addressed, and the total training time per course.

Results
The results of the assessment have been organized by certification level so as to clearly articulate the gap courses' abilities to meet or exceed the CICCS requirements. A matrix of the assessment has been included in Appendix A.

The April 2006 version of the NWCG 310-1 (2006) identified the minimum training requirements for a Firefighter Type 2 (FFT2) as successful completion of the following courses:

(I-100) *Introduction to ICS* (NWCG, 2009), L-180 - *Human Factors on the Fireline* (NWCG, 2000), S-190 - *Introduction to Wildland Fire Behavior* (NWCG, 2006), and S130 – *Firefighter Training* (NWCG, 2003). There were not any requirements for experience or other training, which supports development, identified in the 310-1 (NWCG, 2006). The G-130 – *Wildland Training (FFT2) for Structural Firefighters* (NWCG, 2008) omitted sections and/or units that were covered under the minimum training requirements as defined by NFPA 1001 - *Standard for Fire Fighter Professional Qualifications* (NFPA, 2008). The assessment by the sub-committee revealed that the combination of completing G-130 and California State Fire Training (SFT) Firefighter I curriculum meets or exceeds the course objectives established by the completion of the full wildland courses. A student who was required to complete the full S-130, S-190, and L-180 courses would have spent between 40 and 47.5 hours in class. Conversely, having recognized prior training through SFT, the G-130 course was identified as being 21 hours in length. It was the opinion of the sub-committee that the G-130 sufficiently addressed all topic areas and would greatly enhance a department's ability to meet the CICCS training requirements for a FFT2 and has reduced the total number of training hours by more than one-half.

The April 2006 version of the NWCG 310-1 (2006) identified the minimum training requirements for a Firefighter Type 1 (FFT1) as successful completion of the following courses:

S-131 – *Firefighter Type 1* (NWCG, 2004) and S-133/PMS-427 – *Look Up, Look Down, Look Around* (NWCG, 1992). To become qualified as a FFT1, a trainee had to successfully perform as a FFT2 and had to successfully complete a FFT1 position task book. Further, the 310-1(NWCG, 2006) recommended the completion of the following courses: S-212 – *Wildland Chainsaws* and S-211 – *Portable Pumps and Water*. It is important to note that these classes have not been required for qualification, but rather have been recommended to enhance skills and knowledge of fireline personnel. The G-131 - *Wildland Training (FFT1) for Structural Firefighters* (NWCG, 2008) omitted sections and/or unit that were covered under the minimumtraining requirements as defined by NFPA 1001 - *Standard for Fire Fighter Professional Qualifications* (NFPA, 2008). The certification tracks through both the full course completion and through the G-131 course were designed to build-upon the FFT2 level of training and experience. The assessment by the sub-committee identified that the combination of completing-131 and California State Fire Training (SFT) Firefighter I curriculum meets or exceeds the course objectives established by completing the full wildland courses. A student who was required to complete the full S-131 and S-133/PMS-427 courses would have spent between 48 and 64 hours in class. Conversely, having recognized prior training through SFT, the G-131 course was identified to be 17.5 hours in length. The sub-committee found that although the total class time was reduced, the G-131 course provided a higher level of training than the traditional full-course option. In addition to S-131 and S-133 units, G-131 included a unit on size-up from the S-231 – *Engine Boss* course, two units from the S-212 - S-212 – *Wildland Chain Saws* course, the Basic Land

Navigation (PMS-465) self-study, and an overview of narrow band radio communications. It was the opinion of the sub-committee that the G-131 sufficiently addressed all topic areas and would greatly enhance a department's ability to meet the CICCS training requirements for a FFT1 and has reduced the total number of training hours by more than two-thirds.

Historically, the Company Officer or Engine Boss (ENGB) has referred to as the most important position in the fire service. The ENGB has also been the most difficult day-to-day position for a firefighter to meet the training and experience requirements. The ENGB assessment proved to be the most challenging for the sub-committee based on the breadth and depth of information required for an individual to perform in a successful manner. The April 2006 version of the NWCG 310-1 (2006) identified the minimum training requirements for an ENGB as successful completion of the following courses: S-230 – *Crew Boss* and S-290 –*Intermediate Wildland Fire Behavior*. To become qualified as an ENGB, a trainee had to successfully perform as a FFT1 and had to successfully complete an ENGB position task book.

Further, the 310-1 (NWCG, 2006) recommended the completion of the following courses: I-200– *Basic ICS*, L-280 – *Followership to Leadership*, S-270 – *Basic Air Operations*, S-260 –*Interagency Incident Business Management*, S-234 – *Ignition Operations*, S-231 – *Engine Boss*, and S-215 – *Fire Operations in the Wildland/Urban Interface*. It is important to note that these classes have not been required for qualification, but rather have been recommended to enhance skills and knowledge of fireline personnel. The G-231 - *Wildland Training (ENGB) for Structural Firefighters* (NWCG,2008)omitted sections and/or units that were covered under the minimum training requirements as defined by NFPA 1021 - (NFPA, 2009). The certification tracks through both the full course completion and through the G-231 course were designed to build-upon the FFT1 level of training and experience. The assessment by the sub-committee identified that the combination of completing G-231 and California State Fire Training (SFT)Firefighter I curriculum meets or exceeds the course objectives established by completing the

full wildland courses. A student who was required to complete the full S-230 and 290 courses would have spent 56 hours in class. Conversely, having recognized prior training through SFT, the G-231 course was identified to be 44 hours in length, 32 hours of which were the full S-290 course. The sub-committee found that although the total class time was reduced, the G-231 course provided a higher level of training than the traditional full-course option. In addition to S-230 and S-290 units, G-231 also included units from S-211 – *Portable Pumps and Water*, S-231 – *Engine Boss*, and S-215 – *Fire Operations in the Wildland/Urban Interface* courses. To complete the S-215, S-230, S231, and S-290 courses without receiving credit for other training, the student would have been in class for 96-104 hours; with G-231, the total number of hours has been reduced to 44. It was the opinion of the sub-committee that the G-231 sufficiently addressed all topic areas and would greatly enhance a department's ability to meet the CICCS training requirements for an ENGB and has reduced the total number of training hours by half. The fourth and final course developed by the *Skills Crosswalk* (FEMA & NWCG, n.d.)was G-330 – *Wildland Training (STEN) for the Structural Firefighter* (NWCG, 2008). The subcommitteeassessed this course from two different angles: the NWCG strike team leader requirements and the FIRESCOPE all-risk strike team leader requirements.

The sub-committee identified that the G-330 and the NWCG strike team leader requirements adequately complimented one another. However, the G-330 course was found to be significantly inadequate to replace the current CICCS all-risk requirements. For example, the NWCG strike team leader training (S-330 and S-215) consisted of 52 - 56 classroom hours, the FIRESCOPE all-risk training (S-330 AR and S-215 or Command 1C) consisted of 60 - 72 hours, and the G-330 course was 12.25 hours in length. It was the opinion of the sub-committee that the adoption of G-330 into CICCS would reduce the level of training for strike team leaders.

Discussion

Overall, the sub-committee believes that the *Skills Crosswalk* (FEMA & NWCG, n.d.) courses are an excellent solution for the multi-disciplinary issues facing the fire service. The FFT2, FFT1, and ENGB classes offer an enhanced curriculum that is not required when completing the full schedule wildland courses. It is the opinion of the sub-committee that the students will receive a better-rounded educational experience without needing to continuously repeat lessons that have been learned through other fire service training programs. On the other hand, the sub-committee believes the strike team leader gap course fallsshort of the expectations that have become commonplace in California for this position. The group unanimously agrees that this class is insufficient and should not be considered for adoption under the CICCS umbrella. Lastly, the sub-committee supports the instructor requirements as defined in the NWCG 901-1 *Field Managers Course Guide*.

Recommendations

The recommendations of the sub-committee as a result of the analysis of the Wildland Training for Structural Firefighters courses to determine the applicability within the California Incident Command Certification System are as follows:

1. The sub-committee unanimously recommends the adoption of G-130 - *Wildland Training (FFT2) for Structural Firefighters* as an equivalency to the current training requirements outlined in the April 2006 edition of the 310-1 - *Wildland Fire Qualification System Guide* and approved within CICCS.

2. The sub-committee unanimously recommends the adoption of G-131 - *Wildland Training (FFT1) for Structural Firefighters* as an equivalency to the current training requirements outlined in the April 2006 edition of the 310-1 - *Wildland Fire Qualification System Guide* and approved within CICCS.

3. The sub-committee unanimously recommends the adoption of G-231 - *Wildland Training (ENGB) for Structural Firefighters* as an equivalency to the current training requirements outlined in the April 2006 edition of the 310-1 - *Wildland Fire Qualification System Guide* and approved within CICCS.

4. The sub-committee unanimously recommends that the G-330 - *Wildland Training (STEN) for Structural Firefighters* not be adopted as an equivalency course within the California Incident Command Certification System.

5. To streamline the certification and qualification approval processes beyond Engine Boss, the sub-committee unanimously recommends one of the following options be adopted in regards to G-231 and S-290 certification:

a. Leave the S-290 as a part of the G-231 course and direct peer review

committees to accept the G-231 certificate as an equivalent to an S-290 certificate;

b. Leave the S-290 as a part of the G-231 course and itemize S-290 with the total number of training hours on the G-231 certificate;

c. Leave the S-290 as a part of the G-231 course and issue a separate S-290 certificate; or

d. Completely pull S-290 out of the G-231 course; treat both as separate courses.

6. The sub-committee unanimously recommends that SFT develop FSTEP courses to codify the certification process for the non-NWCG partners that will be teaching the *Skills Crosswalk* courses.

7. The sub-committee unanimously recommends that CICCS adopt the instructor criteria for the *Skills Crosswalk* course as per the NWCG 901-1 – *Field Managers Course Guide*.

References

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Wildland Training 12

Appendix A
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Fire Fighter - Type II
NWCG S-130 S-190 G-130 SFT FFI
Identify the environmental factors of fuels,weather, and topography that affect the start
and spread of wildland fire.

Describe the contributing factors that indicatethe potential for increased fire behavior that
may compromise safety.

Explain the LCES (Lookouts, Communications, Escape Routes, and Safety Zones) system and
how it relates to the Standard Firefighting Orders.
Construct fireline to required standards using various methods

Strengthen, reinforce, and use holding
actions on a fireline.

Extinguish a fire with or without the use of
water.

Complete assigned tasks in a safe and
efficient manner.

Describe factors in a given wildfire
environment that could impact safety.

Identify and discuss the three sides of the fire
triangle.

Field Managers Course Guide Requirements
S-130 *Firefighter Training* 30 to 35.5 Hours
S-190 *Introduction to Wildland Fire Behavior* 6 to 8 Hours
L-180 *Human Factors on the Fireline* 4 Hours
Total Hours 40 to 47.5 Hours
G-130 *Wildland Training (FFT2) for Structural Firefighters* **21 Hours**
Wildland Training 13
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Fire Fighter - Type I
NWCG S-131 S-133 G-131 S-212 S-231
Accurately use navigation tools and maps to
identify location. (PMS465) X
Use programmable radios and narrowband radios.
Demonstrate the ability to use fireline referencetools to facilitate the communication and decision
making processes.
Describe the size-up elements in a wildland fire situation.
Demonstrate the ability to apply the standard operating procedures found in the Incident
Response Pocket Guide (PMS 461).

Demonstrate the ability to apply information found in the Fireline Handbook (PMS 410-1).
Describe how to incorporate and maintain open lines of communication with appropriate personnel.
List seven fire environment factors to monitor on the fireline.
Recognize the indicators of the seven fire environment factors.
Identify the effects of these indicators on fire behavior.
Operate and maintain chainsaw in wildland environment.

Field Managers Course Guide Requirements
S-131 *Firefighter Type 1* 8 Hours
S-133 *Look Up, Look Down, Look Around* 4 Hours
S-212 *Wildland Chain Saws* 24 to 36 Hours
S-231 Engine Boss 12 to 16 Hours
Total Hours 48 to 64 Hours
G-131 *Wildland Training (FFT1) for Structural Firefighters* **17.5 Hours**
Wildland Training 14
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Engine Boss
NWCG S-290 S-230 S-231 S-215 G-231
Identify and describe the environmental, topographical, and fuel factors which influence the behavior of wildland fire.

Identify and describe the causes of extreme fire behavior, such as spotting, crowning, fire whirls, plume-dominated and wind-driven fires.

Assess fireline data and fire behavior estimations, and identify areas where fire suppression limitations exist.

Describe engine/crew boss responsibilities during mobilization, on the incident, and during demobilization.

Identify the hazards and risks on various incidents and describe how to mitigate them. Describe wildland tactics which are appropriate to wildland fire situations and procedures to implement them through the chain of command.

Field Managers Course Guide Requirements
S-290 *Intermediate Wildland Fire Behavior* 32 Hours
S-230 *Crew Boss* 24 Hours
S-231 *Engine Boss* 12 to 16 Hours
S-215 *Fire Operations in the Wildland/Urban Interface* 28 to 32 Hours
Total Hours 96 to 104 Hours
G-231 *Wildland Training (ENGB) for Structural Firefighter* **44 Hours**
Wildland Training 15
NWCG Gap Analysis – Sub-committee Review September 14, 2009
Fresno, CA
NWCG Strike Team Leader
NWCG S-330 G-330 S-330AR S-215
Demonstrate the ability to apply the Risk Management Process found in the Incident Response Pocket Guide (IRPG) to various incidents.

Demonstrate the ability to apply appropriate tactics in various incident situations with various resources organized into strike teams or task forces.

Describe elements of structure protection from wildland fire exposure.

Provide the skills and knowledge necessary for managing a Strike Team/Task Force on a variety of all-risk incidents.

Identify and define Strike Team/Task Force configurations for various resources.

Identify and describe how to implement Strike Team/Task Force Leader responsibilities prior to and during mobilization and demobilization.

Identify and describe how to implement Strike Team/Task Force Leader responsibilities during incident activities.

Identify the hazards and risk throughout the Strike Team/Task Force deployment and describe how to mitigate them.

Recognize, plan for, and describe how to implement appropriate tactics in various all-risk incident situations with various resources organized into Strike Team or Task Force.

Field Managers Course Guide Requirements
S-330 *Strike Team Leader - Engine* 24 Hours
S-215 *Fire Operations in the Wildland/Urban Interface* 28 to 32 Hours
Total Hours 52 to 56 Hours
S-330AR *Strike Team Leader – Engine (All Risk)* 32 Hours
2-215 *Fire Operations in the Wildland/Urban Interface* 28 to 32 Hours
Total Hours 60 to 64 Hours
G-330 *Wildland Training (STEN) for the Structural Firefighter* **12.25 Hours**

Proposed Changes to the Equivalency Matrix

Note: deletions of courses are for the following reasons; they no longer exist, there is no equivalent so they don't need to be in the Matrix or they are now a J Course (job aid)

I-100 under Cal Fire heading- Basic FF Training

I-700 delete

I-800 delete

I-401 and I-402 validate whether IS 701 a is equivalent otherwise delete

S-130 add under Cal Fire heading- Basic FF Training

S-131 add under Cal Fire heading- Basic FF Training

S-190 add under Cal Fire heading- Basic FF Training

S-200 add under Cal Fire heading-Command 2

S-201 delete

S-205 Change to S-215, Delete NFA Course

S-212 Move before S-215, add under Cal Fire heading-C-212

S-230 add under Cal Fire heading-something about Equivalency analysis being done by State Fire Trng.

S-231 add under Cal Fire heading-Company Officer Academy

S-234 add under Cal Fire heading-C-234, delete courses under Other Courses heading

S-236 delete

S-254 delete

S-255 delete

S-290 add sentence on-line of ENOB only, add under Cal Fire heading-C-290

S-301 delete

S-330 AR-330 is the only recognized course since 2012, delete course under the FIRESCOPE heading

S-336 Add NWCG and FSTEP

S-339 add L-960, delete Courses under FIRESCOPE heading

S-342 add under Cal Fire heading-C342

S-347 add under other courses S-349

S-348 add under other course S-349 note that L-965 does not cover demobe only resources

S-354 delete FSTEP S-354

S-355 add under Cal Fire heading-C-355

S-356 add L-969

S-357 delete

S-358 add L-969

S-365 add L-975 (we did not get authorization for this course from SBFS)

S-370 delete

S-378 add under Cal Fire heading-C-378, under other courses delete Air Attack Management

S-400 add L-950

S-401 delete

S-402 add L-956, add under Cal Fire heading-C-402

S-403 add L-953, delete I-402

S-404 add under Cal Fire heading-C-404, add L-954,delete under other courses heading S-401

S-420 add under Cal Fire heading-C-420

S-430 delete NWCG S-430, add under Cal Fire heading-C-430, add L-958

S-440 add L-962, add under Cal Fire heading-C-440

S-450 add L-967, add under Cal Fire heading-C-450

S-460 add L-973, add under Cal Fire heading-C-460

S-470 delete

S520 add AAIM

S-590 delete

S-620 delete