

Chapter – 7 Fire Fighting Crews

A. Introduction

The Bureau of Indian Affairs (BIA) Wildland Fire Program typically employs the following types of crews: Hotshot Crews, Type 2 Crews and Camp Crews. This chapter describes these crew programs. Each crew must meet the minimum National Wildfire Coordinating Group (NWCG) qualifications and standards as identified in Appendix 7-1.

B. Interagency Hotshot Crews

1. Policy

The BIA National Hotshot Crew program represents a cooperative effort, within the BIA and between the BIA and Tribally administered Interagency Hotshot Crews (IHCs), to set standardized operating procedures, guidelines and policy for management and administration of BIA funded IHCs.

2. Mission

The primary mission of the BIA National IHC program is to provide a safe, professional, mobile and highly skilled hand crew for all phases of fire management and incident operations. The crews in this program represent elite fire fighting resources that have built their professional reputations on integrity, quality and productivity. Crew members will use their skills and experience to provide training and mentoring in fire suppression and prescribed fire activities.

3. Program Guidance

- a. The *Standards for Interagency Hotshot Crew Operations* documents the minimum training, qualifications, physical fitness, operational procedures, and transportation standards for all IHCs. All IHCs must be certified annually as documented in the operations guide. The arduous duties, specialized assignments, and operations in a variety of geographic areas required of IHCs dictate that training, equipment, communications, transportation, organization, and operating procedures are consistent for all IHCs. This guide is available on the web site at:
<http://www.fs.fed.us/fire/people/hotshots/>

- b. The Bureau's *National Hotshot Crew Management Guide* documents specific guidance that is pertinent to the BIA. The program objectives are as follows:
- Establish an oversight program and guide to ensure uniform standards and procedures for the BIA National IHC Program.
 - Provide the administrative and supervisory direction for management of the operations of its member crews.
 - Identify legitimate uses of the BIA National IHC Program.
 - Identify a process for entering into the BIA/Tribal National IHC Program.
 - Establish direction and requirements for annual reporting to the IHC Management Board and BIA-National Interagency Fire Center (NIFC).
 - Identify protocol for participation of BIA funded IHCs at the geographical area and national levels.

4. IHC Organization

- a. The BIA/Tribal Hotshot Crew Management Board provides national level oversight for the BIA program. The board consists of the crew superintendents and National Office Representative responsible for providing program accountability, operational oversight, and crew compliance to NWCG and Interagency standards and qualifications.
- b. Crew organization and structure will follow the *Standards for Interagency Hotshot Crew Operations* and Standardized Position Descriptions for the following positions: Superintendent, Assistant Superintendent, Squad Leader, Senior Firefighter, and Crewmember with required IQCS qualifications tied to the positions description. Each IHC will contain a minimum of seven permanent/career positions.
- c. All host units will be required to ensure that the IHC crew has completed and document readiness reviews annually prior to seasonal availability. Documentation then has to be forwarded to the BIA-NIFC office and geographical area coordination center (GACC). There will be no exception to this requirement for the BIA Host Units or BIA IHCs. (Reference Appendix - A and - C of the Standards for Interagency Hotshot crew Operations.)

- d. The minimum mobilization standards for all IHCs are as follows.
- Have 18 fireline-qualified personnel for assignment.
 - Have 80% of the crew members with at least one previous season of fire experience.
 - Have permanently assigned leadership.
 - Have an assigned availability period with a minimum of 90 **consecutive calendar days** (including required days off).
 - Work and train together a minimum of 40 hours per week during their availability period.
 - Mobilize within 2 hours of receipt of orders during their availability period.
 - Be available for incident assignments with no geographic restrictions.
 - Have the ability to break down into a minimum of three squads for initial attack and/or independent operations.
 - Have assigned vehicles, hand tools, power saws and communications equipment configured for their needs.
 - Be logistically self-sufficient utilizing credit card or agency purchasing authority.
 - When the crew is flown to an incident, a minimum of 18 fireline qualified personnel will be flown to the incident-regardless of vehicle transport issues-unless prior approval for reduce crew staffing is provided by the receiving GACC.
 - When the crew is flown to an incident, transport of more than 20 crew personnel requires prior approval from the receiving GACC.
- e. The BIA fully funds 7 certified IHCs. Additional information on the BIA IHCs is in **Appendix 7-2**.

5. Safety

- a. BIA IHCs will promote and maintain a passion for safety. Tactical assignments for crews will not be initiated or continued without strict adherence to the 10 Standard Fire Orders, 18 Watch Out Situations, and principles of Lookouts, Communications, Escape Routes and Safety Zones (LCES). It is the responsibility of each crew member to function safely.
- b. Violation of the minimum mobilization standards of 18 crew members will be considered a safety violation and possible disbanding of the crew immediately. Responsibility to follow this standard belongs to the Host Unit Supervisor and the Crew Superintendent.

6. Training

- a. All members of an IHC must receive an annual minimum of 80 hours of required training (refer to Chapter 3 of the Standards For Interagency Hotshot crew Operations). All returning members of an IHC must receive 40 hours of Operational Preparedness Training before their first assignment in a fire season. All new members of an IHC must receive the required training for an IHC crew member prior to being dispatched as a member of an IHC.
- b. Operational training will include, but is not limited to, crew safety, risk management, firefighting safety, first aid, fire behavior, and crew operating procedures. The Superintendent of crews holding IHC status the previous season are required to complete the Annual Mobilization Checklist (Appendix C) Standards For Interagency Hotshot crew Operations and send the completed document to the local GACC prior to making the crew available for national mobilization each season.

7. Physical Fitness Standards

Minimum physical fitness requirements are identified in the Standards For Interagency Hotshot Crew Operations.

8. Operational Procedures

The core tour of availability for national mobilization, excluding required training periods, for BIA IHCs will be a minimum of 9 pay periods (122 days). The core period will be established by the home unit and the geographic area coordinating group (GACG).

In the event that a crew is not available for the 9 pay periods of national availability. The crew will lose national funding and will be disbanded immediately.

9. Communications

BIA IHCs will provide a minimum of five programmable multi-channel radios per crew.

10. Transportation

Crews will be provided adequate transportation. **This should not exceed four vehicles in total.** All vehicles must adhere to the certified maximum Gross Vehicle Weight (GVW) limitations.

11. Equipment Inventory

Equipment inventory shall be completed annually and forwarded to the respective Regional offices and BIA-NIFC office. All equipment that was purchased using the national IHC account shall be recorded and tagged following property requirements of the BIA property management guidelines.

In the event a crew is disbanded for any reason all equipment will be returned to the Regional office and used with other IHC crews within the Region. In the event that Region has no need for the equipment it should be transferred to another Region that hosts BIA IHC crews. The BIA-NIFC office will help facilitate this process if requested to move the property following BIA property regulations.

12. IHC Development Process

After reviewing and evaluating the criteria for the establishment of an IHC (Chapter 5, Standards For Interagency Hotshot Crew Operations) the following process must be followed to pursue recognition and/or funding within the BIA and wildland fire community.

- a. The Home Unit must submit an IHC proposal through their respective Regional office to the supporting GACG for consideration of development of a new IHC. This proposal must identify that there is local support for the crew, develop a training plan to meet the national standards, and develop a budget based on the training program. Additional information can be found in the *BIA National Hotshot Crew Management Guide*.
- b. If the Geographic Area IHC Steering Committee verifies the need for additional IHC crew(s) and the regional office confirms, the request should be officially sent to BIA-NIFC, Operations.
- c. BIA-NIFC will consolidate proposals and provide them to the BIA Hotshot Crew Management Board.
- d. The BIA Hotshot Crew Management Board will evaluate proposals and make recommendations to BIA-NIFC for incorporation of crews into the BIA funded National IHC Program.
- e. The request for funding new IHCs will be incorporated into the Bureau's two year out budget request when only funding is available.
- f. If funds are secured, BIA-NIFC will notify the appropriate Regional office(s) of newly funded IHC. The Regional office should work closely with the supporting Geographic Area IHC Steering Committee to ensure the crews are incorporated into the system as an IHC trainee crew.
- g. Once certified (see Standards For Interagency Hotshot Crew Operations for certification process) the servicing GACG will nominate the crew to the National Interagency Coordination Center (NICC) for inclusion in the *National Interagency Mobilization Guide* as a designated National Interagency Hotshot Crew. This certification process will be completed annually by all BIA-IHC crews.
- h. BIA-NIFC will provide available funding for the IHC to the Home Unit through the respective regional office.
- i. The Home Unit shall provide direction, support, and review processes to ensure IHC operations are safe, efficient and meet the operations standards as are set forth in the Standards For Interagency Hotshot Crew Operations, BIA Hotshot Crew Annual Operating Plan, *BIA National Hotshot Crew Management Guide*, *National Interagency Mobilization Guide*, *Interagency Fire Business Management Handbook*, *Fireline Handbook* and other governing documents.

C. Type 2 Crews

The BIA Wildland Fire Management Program has a long history of providing emergency fire fighter (EFF) crews as its contribution to the national wildland fire suppression effort. At maximum mobilization nearly 50% of all Type II Crews are Native American Indian EFF crews. The EFF program provides an important employment opportunity to the tribes.

For the Bureau, Type 2 crews usually consist of agency personnel, contract crews, or emergency fire fighters (EFF). These crews will be formed into 20-person firefighting crews for fireline duties or 10 person crews for fire camp support. The BIA Type 2 fire fighting crews and camp crews typically consist of local individuals that are hired under the Department of the Interior (DOI) Administratively Determined (AD) Pay Plan for Emergency Workers. They are hired for the duration of the emergency and then released from employment.

1. Policy

- a. The EFF Crew program is a cooperative effort within the BIA and between the BIA and Tribes to set standardized operation procedures, guidelines and policy for management and administration of BIA sponsored EFF crews.
- b. In addition, the following handbooks and guides provide information relevant to program operations.
 - *National Interagency Mobilization Guide*
 - Geographical Area Mobilization Guides
 - *Interagency Incident Business Management Handbook*
 - *Fireline Handbook*
 - Local and Regional Crew Guides and Annual Operating Plans
- c. Regional and/or geographical EFF Crew Management Boards or designated equivalent will be established to provide program accountability, operational oversight and compliance to NWCG and Interagency wildland fire qualifications standards.

- d. The EFF crew program will use the annually revised AD Pay Plan to employ, pay, classify, and establish conditions of hire for all individuals. In addition, local conditions of hire may be implemented.

2. Mission

- a. Provide organized, skilled crews for wildland fire operations by instilling standards, funding and operational consistency throughout the Bureau's wildland fire program.
- b. Provide local, regional and national crew resources as the Bureau's contribution and fair share to the wildland fire management effort.
- c. Work with Tribes to enhance employment opportunities, and support the long term tradition of Native American Indian Fire Fighters.

3. Crew Organization

- a. Fire Fighting Crews
 - Crew composition shall consist of one Crew Boss, a minimum of three Squad Bosses, and 16 Crew Members. Crew size, including trainees shall not exceed 20 persons. In no instance will a crew be dispatched with less than 18 persons.
 - The minimum number of inexperienced personnel shall not exceed 12 on any one crew of 20 members.
 - A Crew Representative may accompany a crew when dispatched outside of the local unit's jurisdiction. The Crew Representative is responsible for all administrative duties such as time keeping, commissary, accident reports and follow-ups, etc.
 - An EFF crew member is responsible for abiding by the "Conditions of Hire" and "Rules of Conduct" and to conduct their selves in a work-safe manner at all times.
- b. Camp Crews
 - An EFF Camp Crew will be composed of approximately 10 members. A Camp Crew Leader will be identified for each crew. There are no designated squad boss positions on BIA camp crews.

- The Camp Crew Leader is responsible for work effectiveness, safety, conduct, welfare, discipline, and leadership. The Camp Crew Leader will report directly to the Facilities Unit Leader, who will have the administrative duties otherwise fulfilled by a Crew Representative.
- Camp Crew Members are responsible for abiding by the “Conditions-of-Hire”, and “Rules of Conduct”, and to conduct him/herself in a work-safe manner at all times.

4. National Minimum Standards (Physical Fitness and Training) for Fire Fighters

- a. Assigned crew overhead (crew boss/squad boss) must meet the minimum standards set forth in *NWCG Wildland Fire Qualification System Guide* (PMS 310-1).
- b. Individuals must meet the arduous physical fitness level as defined in the *Fitness and Work Capacity* publication.
- c. Individuals must be available for 14-day minimum assignment, excluding travel.
- d. Crew members are required to have completed S-130 and S-190 and annual refresher training prior to crew assignment. Field exercises that compliment classroom training are recommended.
- e. Minimum NWCG training and experience requirements are shown in **Appendix 7-3**.

5. Personal Gear Requirements for Firefighters

- a. The following personal gear represents the minimum NWCG requirements for dispatch outside the local unit for wildland fire fighters.
 - Personal protective clothing (hard hat, fire resistant shirt and trousers, 8 inch leather boots, leather gloves, hearing and eye protection, fire shelter)
 - Sleeping bags.
 - Four programmable radios.
 - Crew First Aid kit and personal First Aid kits.
 - Web gear, headlamp with batteries, 1 qt. canteen.

- Maximum total crew weight 5300 lbs.
 - Crew members will be allowed two bags (one soft bag, 45 pounds and one day bag, 20 pounds) weighing a total of 65 pounds per individual. All gear and personal items will be carried inside the bag. No aluminum frames will be allowed.
- b. Government supplied Items (to be issued prior to assignments). All government property will be turned into the home unit upon return, even if an item is damaged beyond repair.
- Hard hat, Fire shelter (fireline crews only).
 - Flame resistant shirt (2 each).
 - Flame resistant trousers.
 - Belt First Aid Kit (Crew Boss and one Squad Boss).
 - Personal Pack.
 - Canteen (fireline crews only).
 - Headlamp, work gloves (all leather), ear plugs, goggles.
 - Individual first aid kit (fireline crews).
 - Day pack/Line pack (fireline crews only, standardized at home unit option).
- c. Recommended Personal Items
- Work shirt; all cotton, long sleeve (at least one).
 - Work trousers; all cotton, without cuffs (at least one).
 - Coat, jacket or sweatshirt.
 - Underclothes; cotton.
 - Socks; heavy wool or heavy cotton.
 - Handkerchiefs.
 - Ground cloth; plastic or rubber.

- Personal items; toothbrush, toothpaste, shaving gear and sanitary napkins or tampons, prescription medication (at least a 14 day supply), etc.

6. EFF Program Management and Funding

a. Management and Administration

It is recommended that crew management boards be established regionally. The intent of the EFF Crew Management Boards or designee is to provide a consolidated and consistent approach to managing EFF administration, training and operations by:

- 1) Facilitating and providing accountability for training and crew qualifications.
- 2) Reviewing, prioritizing and consolidating program funding requests.
- 3) Identifying and verifying the number of BIA EFF crews available to the national crew system. Report annually to Regional Mobilization Guides prior to print.
- 4) Establishing procedures to respond to employee conduct issues that are beyond the scope of the home unit.
- 5) Crew Management Plans are to be sent to the National Office upon revision or implementation, (geographic and/or Agency Specific).

b. Request For Funding Authorization

The authorization and procedure for use of the operations "suppression" (92310) program account, for emergency fire fighter training is as follows.

- 1) A funding request plan must be completed that identifies the program need for EFF funding.
- 2) The request must be submitted through the EFF Crew Management Boards or equivalent to the respective Regional Fire Management Officer (FMO) by January 1st of each year.
- 3) Requests will be reviewed and authorized in writing to the respective Crew Management Board and/or Agency.
- 4) BIA-NIFC will do random audits of this process to ensure program compliance.

- c. Training Program Funding Process
- The BIA national fire program has authorized the use of the operations “suppression” program account to provide training of EFF personnel. The use of this account for the purposes described below requires Regional office authorization.
 - A FireCode will be used by all BIA units to charge obligations related to EFF required training.
 - BIA-NIFC will identify a unique FireCode for each BIA Regional office to be used for EFF fire training within their Region. BIA units must use the designated FireCode for their respective region to charge obligations for EFF training.
 - The FireCode will be used in place of the support action fire number when entering an obligation to the Federal Finance System (FFS).
 - When entering the accounting for obligations the four characters from FireCode must be entered into the BIA unit’s FFS accounting code in place of a support action fire number. Compact/Contract Tribes will use the FireCode to identify their respective EFF Training costs when reporting to the Regional office.
- d. The following describes what may be charged to this activity.
- Payments for facility rental, fire camps, and related support costs to present EFF required fire training courses and field exercises.
 - Payments for catering when training is located in remote locations that are not conducive to people traveling home and returning the next day.
 - Payments for transportation of EFF personnel to training.
 - Payments for fire training instructors i.e., salary, per diem, and related travel.
 - Payments for maintaining or providing fuel and service equipment used to support the EFF program.
 - Procurement of training course materials and supplies.

- e. Authorization and procedures for use of the DOI AD Pay Plan for fire training are as follows:

The plan may be used to pay individuals, other than regular federal employees to attend fire suppression training with the following parameters:

- 1) Not to exceed a total of 80 hours per year for an individual in preparation for emergency fire situations.
- 2) Not to exceed a total of 120 hours per year for a qualified individual to prepare, instruct, and issue certificates for required courses for emergency incident situations.
- 3) Allows the hiring of personnel to attend prescribed fire training and/or to instruct fire suppression or prescribed fire training when weather conditions, training coordination, and a timely response are critical to the success of the training effort. All activities that can be planned well in advance must use traditional methods of payment.
- 4) Training should take place during regular work hours.

- f. Supplies and Materials Funding

Preparedness funding (92120) must be used for such things as one time startup costs for EFF crews. One time startup costs including the cost of equipment, supplies and materials.

The authorization and procedures for use of the preparedness account are as follows:

- 1) The format in the BIA Emergency Fire Fighter Crew Management Guide, Appendix C, must be used to develop a onetime request.
- 2) A documented and approved EFF training program must be established by the home unit in conjunction with the Crew Management Board or equivalent to train EFF personnel for wildland fire or camp crew tasks.
- 3) The EFF Crew Management Board or equivalent should develop a consolidated funding request.

- 4) The request should be consolidated into a subsidiary request. Requests for the fiscal year will be submitted through the Crew Management Boards or equivalent and respective Regional Fire Management Officers (FMO) to BIA-NIFC Operations by January 1st of each year. Funding requests will be reviewed and authorized in writing to the respective Regional FMO.

g. Qualifications and Experience

Program Administration

- 1) All EFF Crew members will meet the minimum qualifications, training and experience requirements per the NWCG, PMS 310-1.
- 2) All EFF fire fighting crew members will be certified by using the Emergency Firefighter Certification process through the Incident Qualification and Certification System (IQCS).
- 3) All crew member qualifications must be documented through the IQCS and each member must carry a red card printed from IQCS when functioning in an overhead or technical specialist position. IQCS provides the only valid qualification credentials for Bureau sponsored wildland fire fighters.
- 4) Home Unit FMOs are responsible for ensuring EFF firefighting personnel are entered into the IQCS. FMOs will be held accountable for dispatching qualified personnel. Each crew boss will carry a list of respective crew members certified in the IQCS while on assignment.

h. Crew Mobilization Process

Dispatch procedures are established by the home unit, respective zone dispatch and/or GACC. Dispatch procedures must be established and documented at each home unit.

Crew dispatches will be identified by the Agency's name, number, Crew Boss last name and respective dispatch number. This will provide some identity to the respective crew and a point of contact during and after assignment.

Crew/Individual Member Preparedness Guidelines

- 1) Crew members must be familiar with mobilization/demobilization procedures.

- 2) Crew members should not carry expensive personal items (radio, camera, tape recorder, jewelry, etc.) Management will not be responsible for lost, stolen, damaged, or destroyed personal items not essential to the job.
 - 3) Individuals accepting an assignment agree that, under ordinary circumstances, they will remain with the crew for the duration of the crew assignment. Examples of extraordinary circumstances include illness or injury, or disciplinary actions. Return transportation will normally be provided for individuals who quit or are fired while on assignment, however, the cost of the transportation will be deducted from the individual's pay.
 - 4) Crews will be available for a 14 day assignment, excluding travel. Under usual circumstances, the assignment may be extended but may not exceed 21 days.
 - 5) Rest and Relaxation (R&R) will be administered per the *Interagency Incident Business Management Handbook*.
 - 6) Normal work shifts for crews on fires are intended to be 12 hours duty time per shift, and a minimum of 8 hours non-duty time between shifts. Any shift in excess of 16 hours will require a written justification by the Incident Commander (IC)
- i. Crew Demobilization Process

Functional Responsibility

- 1) IC: Responsible for determining the need for retention or release of all resources assigned to an incident. Individual crews may request release or express a desire to be worked longer through the Crew Representative/Interagency Resource Representative (IARR), but the final decision rests with the IC.
- 2) Coordination Centers: May be involved in demobilization either on a local, regional, or national level. Coordination Centers are responsible for establishing demobilization schedules and travel methods based on tentative release from the incident.
- 3) Crew Representative: If a Crew representative is assigned that person will accompany the crew to the mobilization staging area and remain with the crew until the crew completes the release process. The Crew Representative will provide to the home unit a complete Crew Representative Report. The Crew Representative Report will consist of :
 - a) Copies of ICS - Unit Logs.

- b) Special/specific documentation regarding significant performance or major offenses.
 - c) Original CA-1, CA-2, CA-16, Crew Time Report, Crew Performance Ratings, and other required forms.
 - d) Any other information the home unit may be able to use in the management of crews.
 - e) Should be a GS employee with purchasing capabilities to logistically support the crew upon dispatch. (Meals and Lodging)
- 4) Crew Boss: Fill the role of the Crew Representative if one is not assigned. Ensure that the crew sleeping area is policed and provide assistance to the incident management team (IMT) in demobilization of incident camp. Ensure that crew members are aware that their actions in the hours of demobilization are as important as their fireline actions and have just as much impact on total crew performance evaluations.

APPENDIX 7-1 Minimum Crew Standards for National Mobilization

(Revised 2/08/2010)

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2
Fireline Capability	Initial attack/can be broken up into squads, fireline construction, complex firing operations(backfire)	Initial attack/can be broken up into squads, fireline construction, firing to include burnout	Initial attack, fireline construction, firing as directed
Crew Size	18-20		
Leadership Qualifications	Permanent Supervision Superintendent: TFLD, ICT4 Asst Supt: STCR, ICT4 3 Squad Bosses: CRWB (T), ICT5	CRWB and 3 ICT5	CRWB and 3 FFT1
Language Requirement	All senior leadership, including Squad Bosses and higher, must be able to read and interpret the language of the crew as well as English.		
Experience	80% 1 season	60% 1 season	40% 1 season
Full Time Organized Crew	Yes (work and train as a unit 40 hrs per week)	No	
Communications	5 programmable radios	4 programmable radios	
Sawyers	3 agency qualified		NONE
Training	As required by the Interagency Hotshot Crew Guide or agency policy prior to assignment	Basic firefighter training and/or annual firefighter safety refresher	
Fitness	Arduous		
Logistics	Crew level agency purchasing authority	No purchasing authority	
Maximum Weight	5300 lbs		

Minimum Standards	Type I	Type 2 with IA Capability	Type 2
Dispatch Availability	Available nationally	Available nationally	Variable
Production Factor	1.0	0.8	
Transportation	Own transportation	Transportation needed	
Tools & Equipment	Fully equipped	Not equipped	
Personal Gear	Arrives with: Crew First Aid kit, personal first aid kit, headlamp, 1 qt canteen, web gear, sleeping bag		
PPE	All standard designated fireline PPE		
Certification	Must be annually certified by the local host unit agency administrator or designee prior to being made available for assignment.	N/A	

Notes: National contract crews will meet or exceed these standards.

Interagency Hotshot Crews (IHC) a Type I crew Permanent Supervision with 7 career appointments

**APPENDIX 7-2
BIA/Tribal Hotshot Crews**

<u>HOTSHOT CREW NAME</u>	<u>ADDRESS</u>	<u>PHONE/FAX</u>
Ft. Apache	Ft Apache Agency Box 560 F White River, AZ 85941	(928) 338-5631 Fax 6170
Geronimo	San Carlos Apache Tribe P.O. Box 0 San Carlos, AZ 85550	(928) 475-3696 Fax 5798
Chief Mountain	Blackfeet Agency Branch of Forestry P.O. Box 850 Browning, MT 59417	(406) 338-2938 Fax 3786
Warm Springs	Warm Springs Agency Box 1239 Warm Springs, OR 97761	(541) 553-1146 Fax 2431
Zuni	Zuni Hotshots P.O. Box 369 Zuni, NM 87327	(505) 782-3367 Fax 3017
Navajo	Navajo Forestry P.O. Box 1060/MC443 Gallup, AZ 87305	(928) 729-7391 Fax 5029
Golden Eagles	Golden Eagles 5449 Dehesa Rd El Cajon, CA 92019	(619) 445-0117 Fax 0378

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APPENDIX 7-3 FFT1 and FFT2 Required Training and Experience

Courses	Fire Fighter (FFT2)	Squad Boss (FFT1)	Crew Boss	Camp Crew Member	*Camp Crew Leader
1-100 Introduction to the Incident Command System	X	X	X	X	X
1-200 Basic ICS			X		
Annual Refresher Training	XX	XX	XX		
S-1 30 Fire Fighter Training (includes tool utilization & field exercise)	XX	XX	XX		X
S-131 Advanced Fire Fighter/Squad Boss		XX	XX		
S-190 Intro to Fire Behavior	XX	XX	XX		
S-201 Supervisory Concepts and Techniques		X	X		
S-211 Portable Pumps and Water		X	X		
S-212 Power Saws		X	X		
S-230 Crew Boss			XX		
S-234 Firing Methods and Procedures			X		
S-260 Fire Business Management Principles			X		
S-270 Basic Air X Operations			X		
S-290 Intermediate Fire Behavior			XX		

Note: XX = Required Training
X = Knowledge and skills needed

Experience Requirements:

Crew Member (FFT2): First year members must complete a minimum of 24 hours of Basic Training.

Advanced Fire Fighter/Squad Boss (FFT1): Must have a minimum of one assignment in the last five years as a Fire Fighter and demonstrated leadership qualities. Prerequisite experience must include satisfactory performance as a Fire Fighter (FFT2) and satisfactory performance as an Advanced Fire Fighter/Squad Boss (FFT1) on a wildland fire incident. Squad Bosses will be selected by the home unit.

Crew Boss: Must have a minimum of one firefighting assignments as a qualified Squad Boss and maintain currency by performing in an assignment as either a Crew Boss, Single Resource Boss Dozer, Engine, Felling, Firing, Tractor Plow or Incident Commander Type 4 once every five years.

Camp Crew Members: First year members must complete a minimum of 24 hours of Basic Training.

*Camp Crew Leader: Leaders must successfully complete two assignments as a camp crew member and demonstrate leadership abilities. Camp Crew Leaders will be selected by the home unit or provided per agreement with cooperators. Qualifications are under review.

Sawyers: At a minimum, crew members designated as sawyers must have successfully completed Power saw Training (S-212) and have demonstrated to the home unit they have attained appropriate chainsaw use experience. Designating and qualifying sawyers will be the responsibility of the home unit. Qualifications shall be documented in the individual crew member record and in the SACS. In addition the following certification is required.

FALA Class A: Qualified to up to 8" diameter trees.
FALB Class B: Qualified to up to 24" diameter trees.
FALC Class C: Qualified to cut any diameter tree.