



**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT
QUALIFICATIONS HANDBOOK**

CHAPTER 20 - QUALIFICATIONS AND CERTIFICATION

Interim Directive No.: 5109.17-2002-1

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Approved: ROBIN L. THOMPSON
Associate Deputy Chief

Date Approved: 09/17/2002

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New Document	id_5109.17-2002-1	3 Pages
Superseded Document(s) (Interim Directive Number and Effective Date)	None	

Digest:

25.34 - Revises the qualifications and certification requirements in exhibit 01 to make Forest Service direction consistent with the Military Use Handbook (MUH) requirements for the Military Crew Liaison Advisor (MCAD) and Strike Team Leader Military (STLM) positions, as follows: (1) Changes prior military experience from being a prerequisite to being desirable, and (2) Eliminates prior successful performance in either the MCAD or STLM position as being a prerequisite.

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25.34 - Exhibit 01--Continued

Operations Position Qualifications

MILITARY CREW LIAISON ADVISOR (MCAD)

ASSIGNED TO: Operations

SUPERVISED BY: Battalion Military Liaison until assigned to incident. On incident supervisor is Strike Team Leader Military.

TRAINING: None

PREREQUISITE EXPERIENCE: Prior military experience is desirable, but not a required prerequisite
AND
Satisfactory position performance as a Single Resource Boss Crew

PHYSICAL FITNESS: Arduous

OTHER POSITIONS ASSIGNMENTS THAT WILL MAINTAIN CURRENCY: Single Resource Boss Crew

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25.34 – Exhibit 01 – Continued

Operations Position Qualifications

STRIKE TEAM LEADER MILITARY (STLM)

ASSIGNED TO: Operations

SUPERVISED BY: Battalion Military Liaison

TRAINING: None

PREREQUISITE EXPERIENCE: Prior military experience is desirable, but
not a required prerequisite
AND
Satisfactory position performance as a
Strike Team Leader Crew

PHYSICAL FITNESS: Arduous

**OTHER POSITIONS ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Strike Team Leader Crew



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Approved: ROBIN L. THOMPSON
Associate Deputy Chief
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New Document	5109.17_contents	2 Pages
Superseded Document(s) by Issuance Number and Effective Date	5109.17, Contents (Amendment 5109.17-2000-8, 5/24/2000)	3 Pages

Digest:

30 - Adds a new chapter 30, Equivalency Courses.

40 - Adds a new chapter 40, Fire and Aviation Position Competencies.

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ZERO CODE

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- 10 NATIONAL INTERAGENCY INCIDENT MANAGEMENT SYSTEM
- 20 QUALIFICATIONS AND CERTIFICATION
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**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT
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CHAPTER - ZERO CODE

Amendment No.: 5109.17-2002-1

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New Document	5109.17_zero_code	6 Pages
Superseded Document(s) by Issuance Number and Effective Date	5109.17,0 Code Contents (Amendment 5109.17-2000-3, 5/18/2000) 5109.17,0 Code (Amendment 5109.17-2000-4, 5/18/2000)	2 Pages 4 Pages

Digest:

04 - Adds the responsibility of managers and employees to annually review this Handbook and propose revisions.

05 - Adds a definition of "De-certification," "Grandfathering," and "Subject Matter Expert." Changes "Incident Certification Card" to "Form PMS 310-3, Qualification Card Incident Command System."

07 - Adds direction on the annual review and revision of this Handbook. Clarifies Washington Office and local unit responsibilities for the review of this Handbook. Establishes annual timelines for the review process.

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02 - OBJECTIVE

To establish positions, qualifications, and certification requirements in fire and aviation management to ensure Forest Service personnel have the organization, training, and qualifications to carry out fire and aviation management policies and programs in a safe, cost-efficient manner, consistent with land and resource management objectives.

03 - POLICY

1. Comply with the qualifications requirements for the skills and knowledge unique to fire and aviation management and the Incident Command System (ICS) as established by the National Wildfire Coordinating Group (NWCG) in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1 (sec. 12 and FSM 5108). Comply with any additional Forest Service requirements for additional training and qualifications as set forth in sections 25.1 through 25.3 of this Handbook, FSH 5109.17, which is the controlling document with respect to all fire and aviation management qualifications for Forest Service employees.

2. Accept the participation in cooperative fire management efforts of personnel from other agencies or cooperators not hired by the Forest Service who comply with the minimum requirements specified by the NWCG Wildland and Prescribed Fire Qualification System Guide, PMS 310-1 (sec. 12 and FSM 5108).

04 - RESPONSIBILITY

1. The Washington Office Staff Directors, Regional Foresters, Station Directors, Area Director, Forest Supervisors, and District Rangers are responsible for assessing the training development needs of employees in their units and providing appropriate training opportunities.

2. Employees are ultimately responsible for their own development and should respond to training opportunities that will improve their performance.

3. Managers and employees have the responsibility to review direction and propose necessary revisions as part of the annual review and revision process for this Handbook.

05 - DEFINITIONS

For additional definitions of terms related to the Incident Command System (ICS), refer to FSM 5105 and the Glossary of Terms for the Fireline Handbook, NWCG 410-1 (FSH 5109.32a, sec. 05).

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Certification. The process in which a manager confirms that an individual has met all minimum qualifications and is qualified to perform in a specified position based on performance. The certification is documented on a data management system program and with the issuance of Form PMS 310-3, Qualification Card Incident Command System, to the qualified individual.

Currency Requirement. The requirement to have performed satisfactorily in a specified position within the last 5 years (or last 3 years in aviation and dispatch positions) to maintain qualification for that position. (See also "Other Positions Meeting Currency Requirements.")

De-certification. The process of removing or reducing an individual's fire suppression, fire use, and/or prescribed fire management position(s) qualification(s).

Evaluator. A person who is certified in the position in which the trainee is being evaluated and who is assigned to evaluate a trainee's performance. Prior to evaluating a trainee's performance, the Evaluator must have served in a minimum of two assignments as fully qualified in the position.

Experience. Documented, satisfactory performance in specified ICS positions that is needed to qualify for another (usually higher level) position; in the case of a trainee, satisfactory performance in the position for which the individual is qualify

Grandfathering. Linking unrecognized or uncertified position experience and/or training together to establish a qualification. There is no "grandfathering" allowed for any position contained in the 5109.17.

Incident Command System (ICS). The combination of facilities, equipment, personnel, procedures, and communications operating with a common organizational structure, with responsibility for the management of assigned resources to effectively accomplish stated objectives pertaining to an incident.

Other Positions Meeting Currency Requirements. Positions in another function, or at an equivalent or lower level in the same function, that meets the currency requirements for the position under which they are listed.

Qualified Individual. An individual whose agency has documented that the individual has successfully completed all requirements for training, experience, and physical fitness for a specific ICS position.

Re-certification. Reissuance of Form PMS 310-3, Qualification Card Incident Command System, certifying that an individual has regained qualification for an ICS position.

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Satisfactory Performance. Performance by an individual that meets or exceeds the written standards for a specific ICS position as evaluated by the individual's incident or agency supervisor.

Skill Position. A position that requires specific skills and knowledge to perform on a wildland fire incident. Examples include Firefighter, Fire Behavior Analyst, Single Resource Boss, Prescribed Fire Burn Boss, or Ignition Specialist.

Subject Matter Expert. A person who has a thorough technical knowledge and recent field experience in performing and/or supervising the task in question. A person generally recognized among working associates as being very competent at performing the task(s).

Technical Specialist. A person having unique skills performed in an everyday job that are needed to support an incident operation. Examples include Contracting Officer, Environmental Specialist, Electrician, and Meteorologist.

Trainee. An agency-approved individual who is preparing to qualify for a position through completion of training courses and on-the-job training. Also, a person who is attempting to demonstrate task evaluation or position performance of required job tasks under the direct supervision of an evaluator who is qualified in the position.

Trainer/Coach. A qualified individual who provides instruction to a trainee in the classroom, on the job, or on an incident. A Trainer/Coach must be currently qualified in the position being observed and must have successfully performed in a minimum of two assignments in the position for which they are training others.

Training Specialist. A person who identifies incident evaluation opportunities for trainees and ensures that the assignment is properly documented. On initial attack and extended attack incidents the Training Specialist's duties would be performed by unit personnel.

06 - REFERENCES

For additional direction and information, consult the references listed in FSM 5108 and the following references:

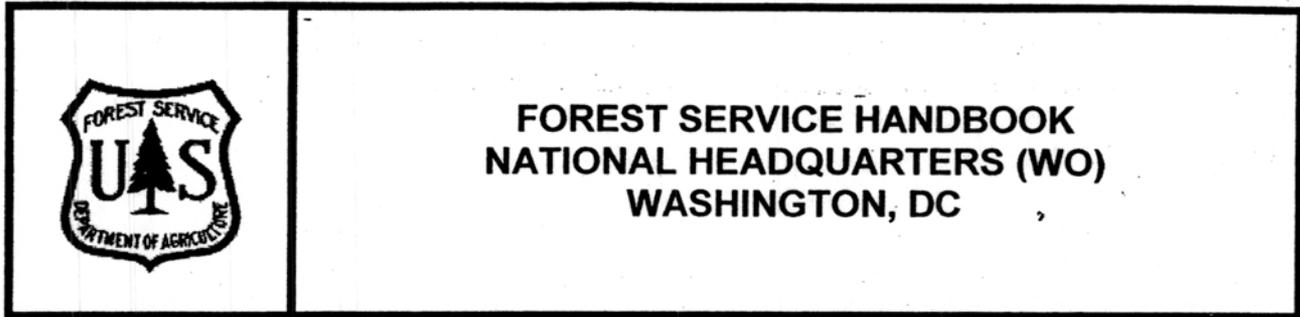
1. Forest Service World Wide Web/Internet Fire website: *http://www.fs.fed.us/fire.*
2. Interagency Helicopter Operations Guide, NFES 1885 (FSM 5716.03).
3. Interagency Air Tactical Group Supervisor Guide, NFES 1393 (FSM 5716.03).
4. Interagency Incident Business Management Handbook, PMS 901-1 (FSH 5109.34).
5. Fireline Handbook, PMS 410-1 (FSM 5109.32a).

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To maintain the currency of FSH 5109.17, Fire and Aviation Management Qualifications Handbook, the Director, Fire and Aviation Management Staff, Washington Office, has established a process for annual review and revision of the direction in this Handbook.

1. The Director of Fire and Aviation Management, Washington Office, shall issue an annual call letter in January to field units and Washington Office Staffs requesting their review of this Handbook and submission of responses with proposed revisions by April 30.
2. Field units should submit proposed revisions to their respective Regional Fire Training Officers.
3. The Regional Fire Training Officers shall consolidate responses for their Regions and forward them to the Branch Chief for Fire Training, Fire and Aviation Management Staff, Washington Office or the representative designated in the call letter.
4. The Branch Chief for Fire Training, Fire and Aviation Management Staff, Washington Office, shall annually assemble a working team to review the consolidated comments submitted by field units and Washington Office Staff Units; consult with subject matter experts and Regional Fire Training Officers as appropriate; and determine the need for revision.

The working team shall include a Partnership Council Representative and Forest Service REDCARD Project Leader, as well as selected Regional Fire Training Officers and appropriate subject matter experts (for example, Fuels Specialists, Helicopter Operations Specialists, and so on).



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CHAPTER 10 - NATIONAL INTERAGENCY INCIDENT MANAGEMENT SYSTEM

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Approved: ROBIN L. THOMPSON
Associate Deputy Chief
for State and Private Forestry

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New Document	5109.17_10	16 Pages
Superseded Document(s) by Issuance Number and Effective Date	5109.17,10 Contents (Amendment 5109.17-2000-5, 5/18/2000)	2 Pages
	5109.17,10 (Amendment 5109.17-2000-6, 5/18/2000)	14 Pages

Digest:

11.1 - Updates a number of entries in the position qualification blocks contained in exhibits 01 through 09 to reflect changes in section 25 for training requirements, experience, physical fitness, and other position assignments.

Adds Radio Operator (RADO) position to exhibit 06.

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Digest--Continued:

12 - Strengthens the direction establishing FSH 5109.17 as the controlling document for qualifications in fire and aviation management for Forest Service employees.

12.04 - Limits the authority of Regional Foresters to supplement this Handbook to modifications for compliance with State or local law. Prohibits Forest Supervisors from supplementing this Handbook.

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(For further direction, see FSM 5133.)

All wildland fire protection agencies are organized to manage forest, brush, and grass fires within their jurisdictions. They can usually manage large, complex fires with their own resources. However, additional or substantial outside assistance may be required at times. To address this need, a nationwide multi-agency management system has been adopted, called the National Interagency Incident Management System (NIIMS), which provides the total systems approach necessary for response in emergency situations involving a wide range of natural or human-caused incidents.

NIIMS consists of five major subsystems, which together provide a total approach to incident management. The subsystems and their functions are as follows:

1. Incident Command System (ICS). An on-scene structure of generic management-level positions suitable to manage any incident.
2. Training. Development and delivery of training courses.
3. Qualifications and Certification. National standards for qualifications and certification for ICS positions.
4. Publications Management. Development, control, sources, and distribution of NIIMS publications provided by the National Wildfire Coordinating Group (NWCG).
5. Supporting Technology. Technology and systems used to support an emergency response, such as orthophoto mapping, National Fire Danger Rating System, remote automatic weather stations, automatic lightning detection systems, infrared technology, and communications.

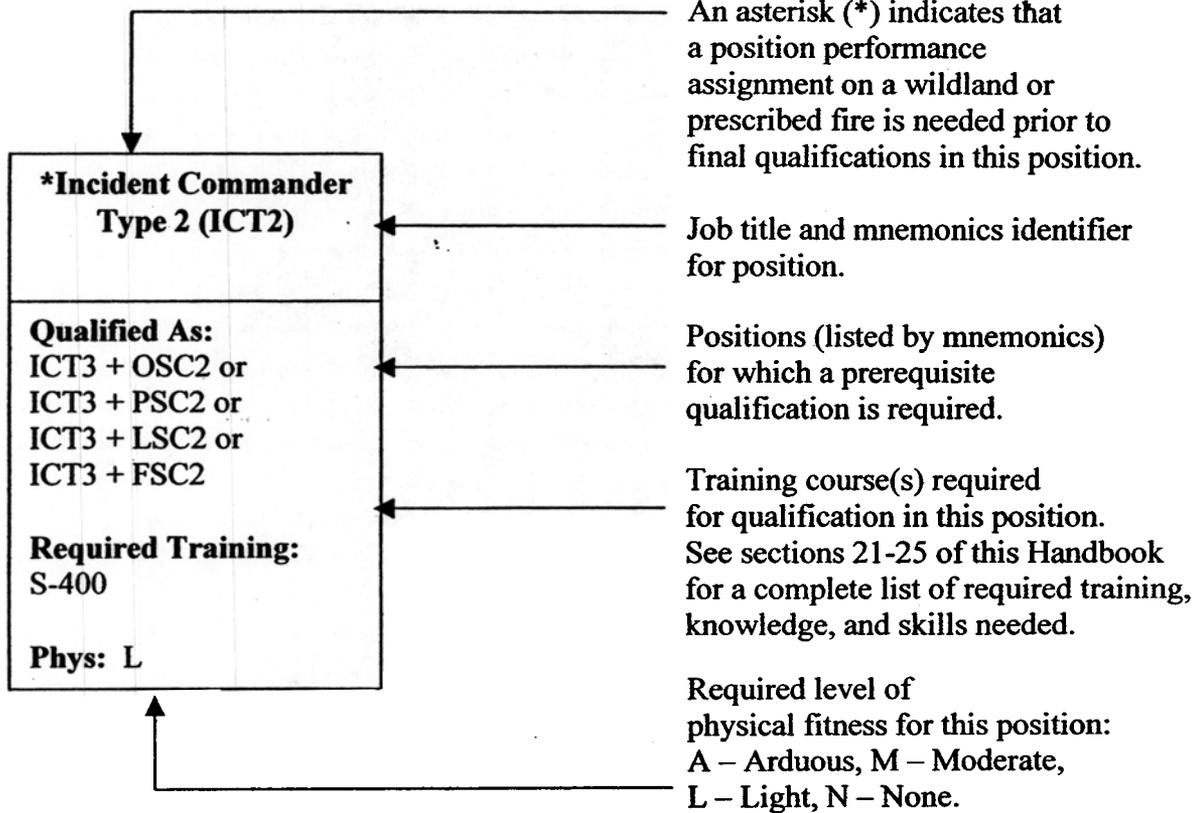
11.1 - Organizational Charts for Incident Command System

Exhibits 01 through 09 display the organization and reporting lines for Incident Command System (ICS) positions for the most complex incidents.

Following is the key to the qualification flow charts. The charts in this chapter show the progression of qualifications from one position to another within the system. These charts are not organization charts.

Each box within the charts contains information pertaining to prerequisite qualifications, training, and physical fitness and should be read as shown in the following diagram:

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Exhibit 01. Area Command Qualifications Chart.

Exhibit 02. Command and Staff Qualifications Chart.

Exhibit 03. Operations Section Qualifications Chart.

Exhibit 04. Air Operations Qualifications Chart.

Exhibit 05. Planning Section Qualifications Chart.

Exhibit 06. Logistics Section Qualifications Chart.

Exhibit 07. Finance/Administration Section Qualifications Chart.

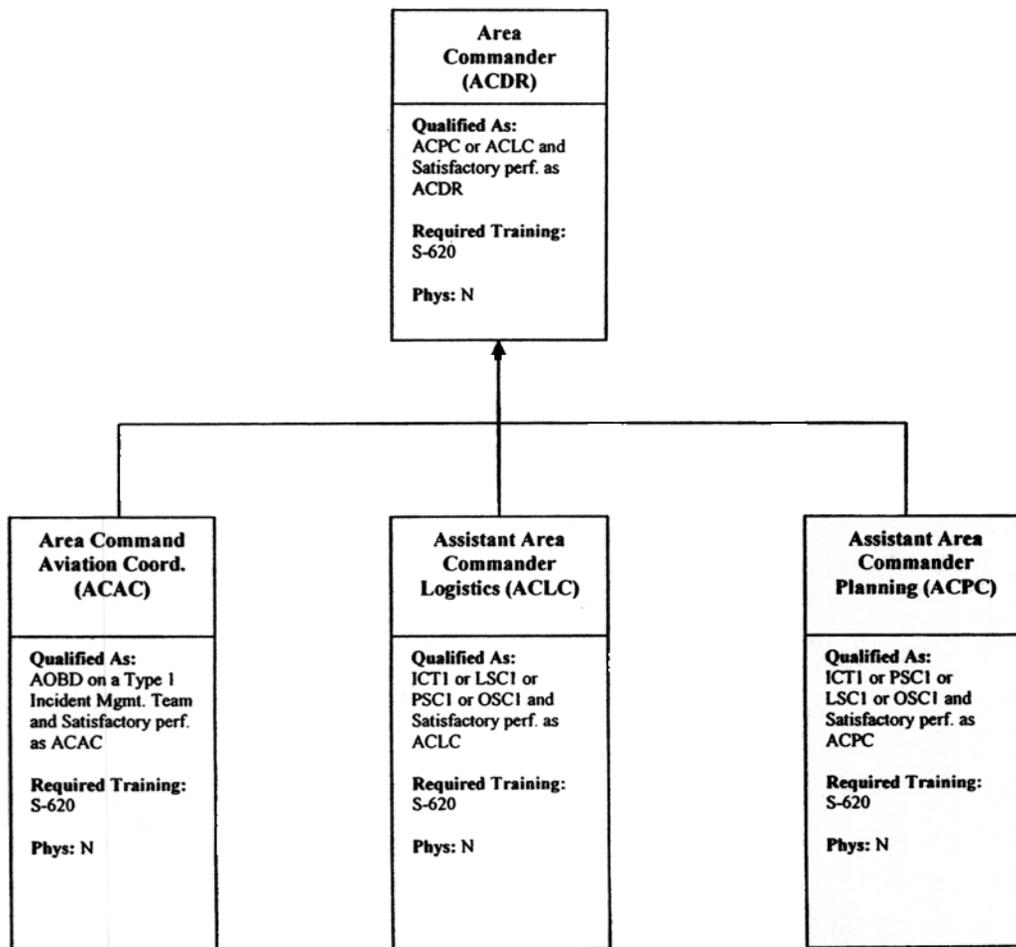
Exhibit 08. Expanded Dispatch Qualifications Chart.

Exhibit 09. Prescribed Fire Use Qualifications Chart.

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11.1 – Exhibit 01

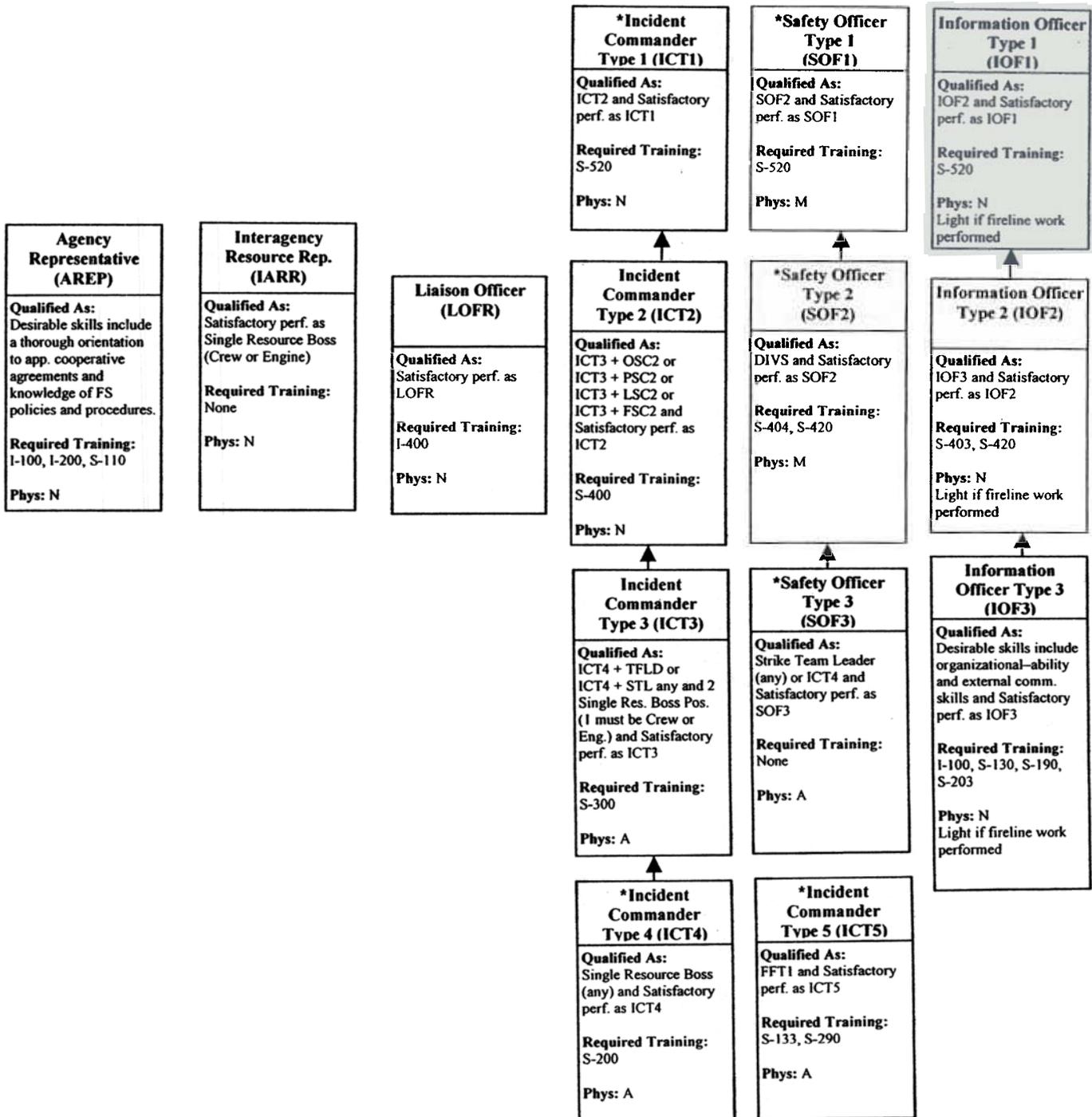
AREA COMMAND QUALIFICATIONS CHART



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11.1 – Exhibit 02

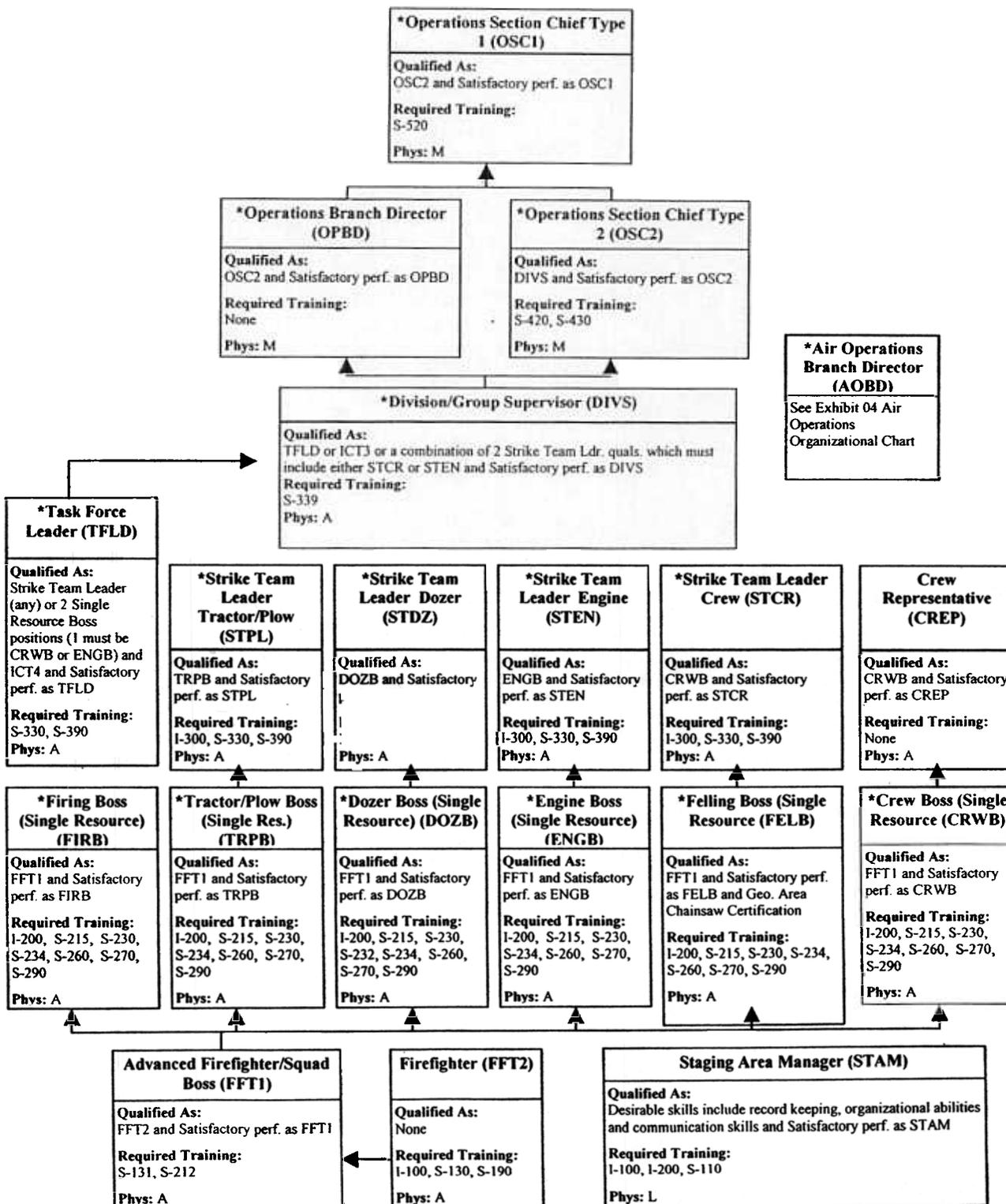
COMMAND AND STAFF QUALIFICATIONS CHART



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11.1 - Exhibit 03

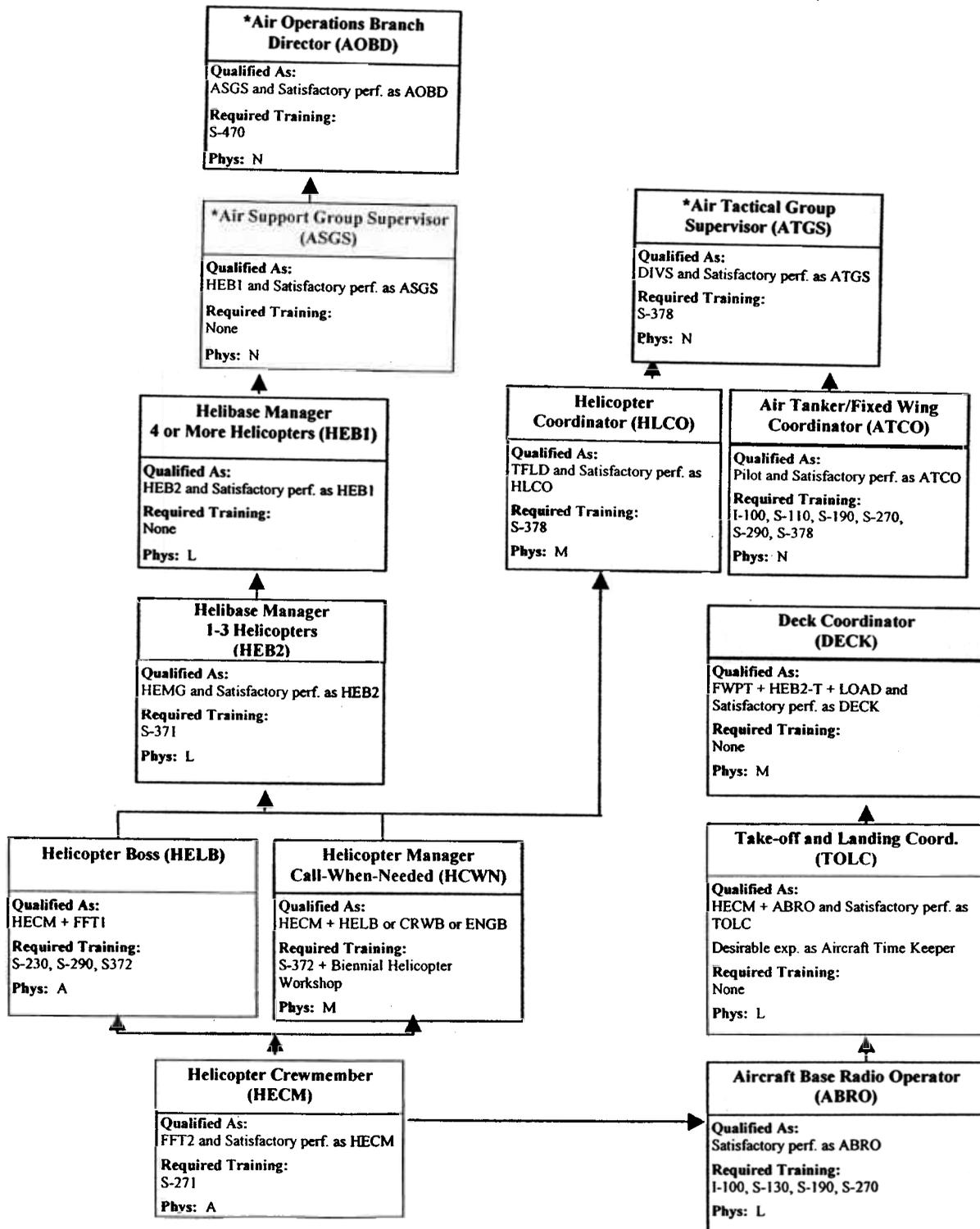
OPERATIONS SECTION QUALIFICATIONS CHART



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11.1 - Exhibit 04

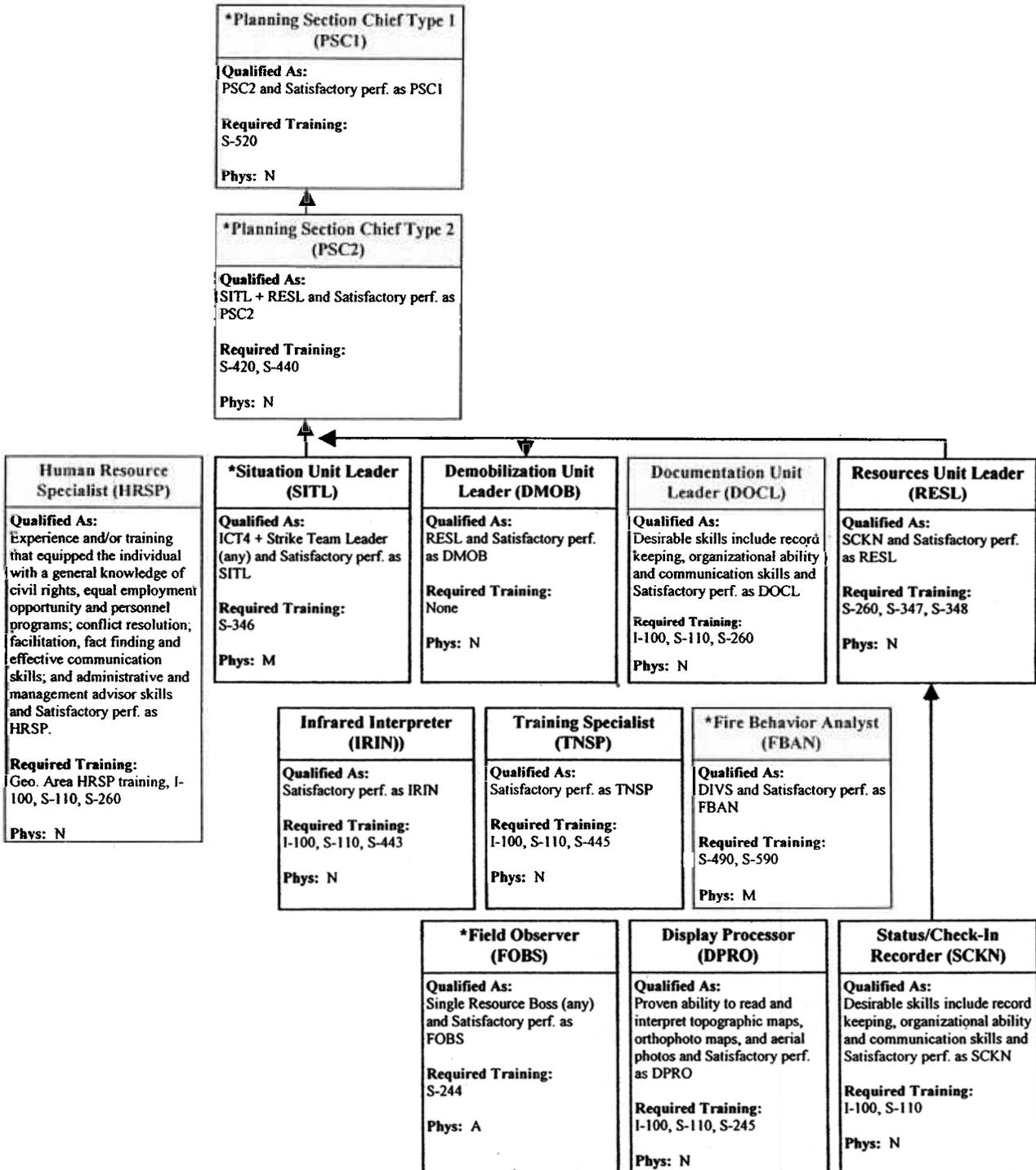
AIR OPERATIONS QUALIFICATIONS CHART



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11.1 - Exhibit 05

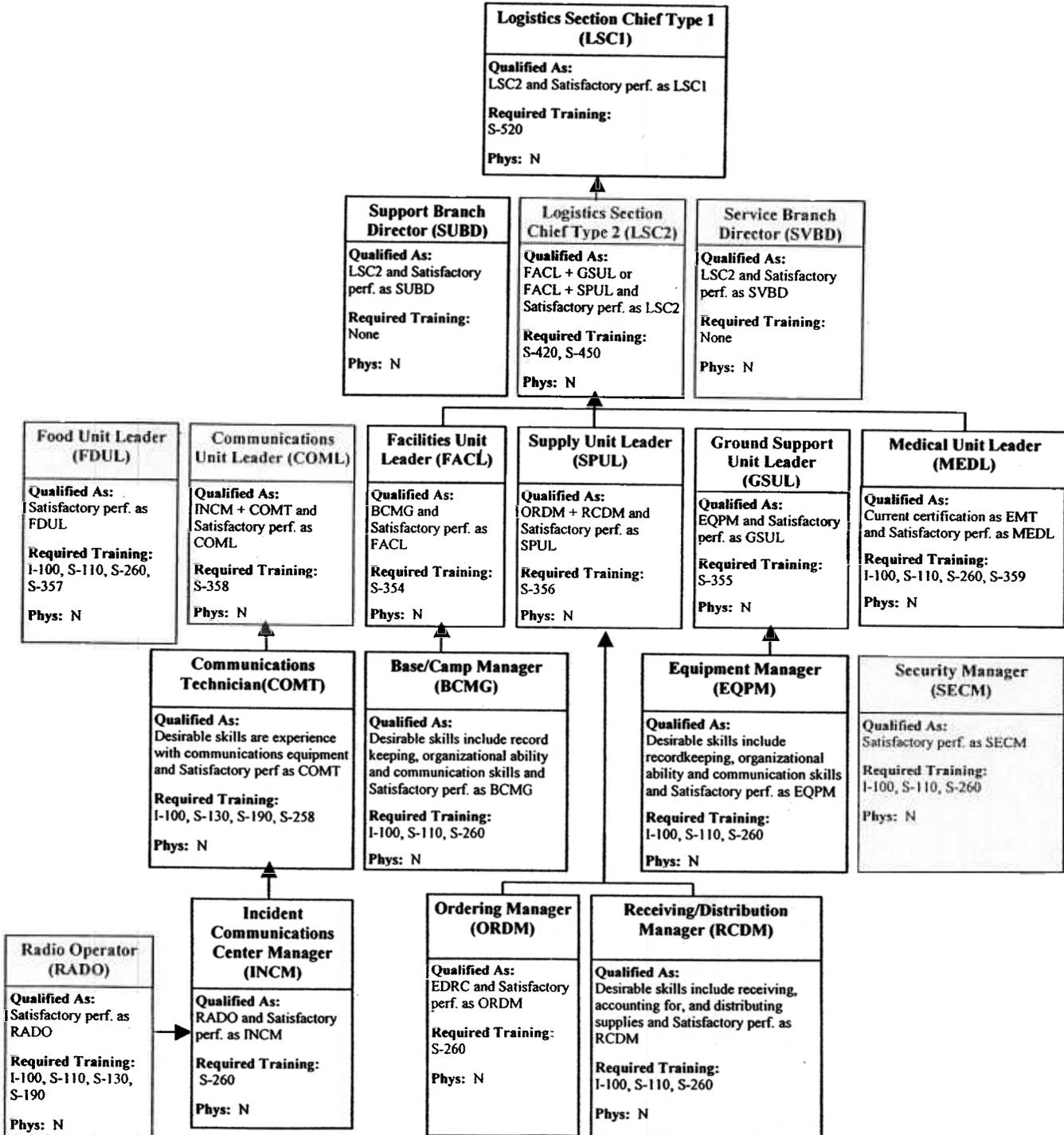
PLANNING SECTION QUALIFICATIONS CHART



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11.1 - Exhibit 06

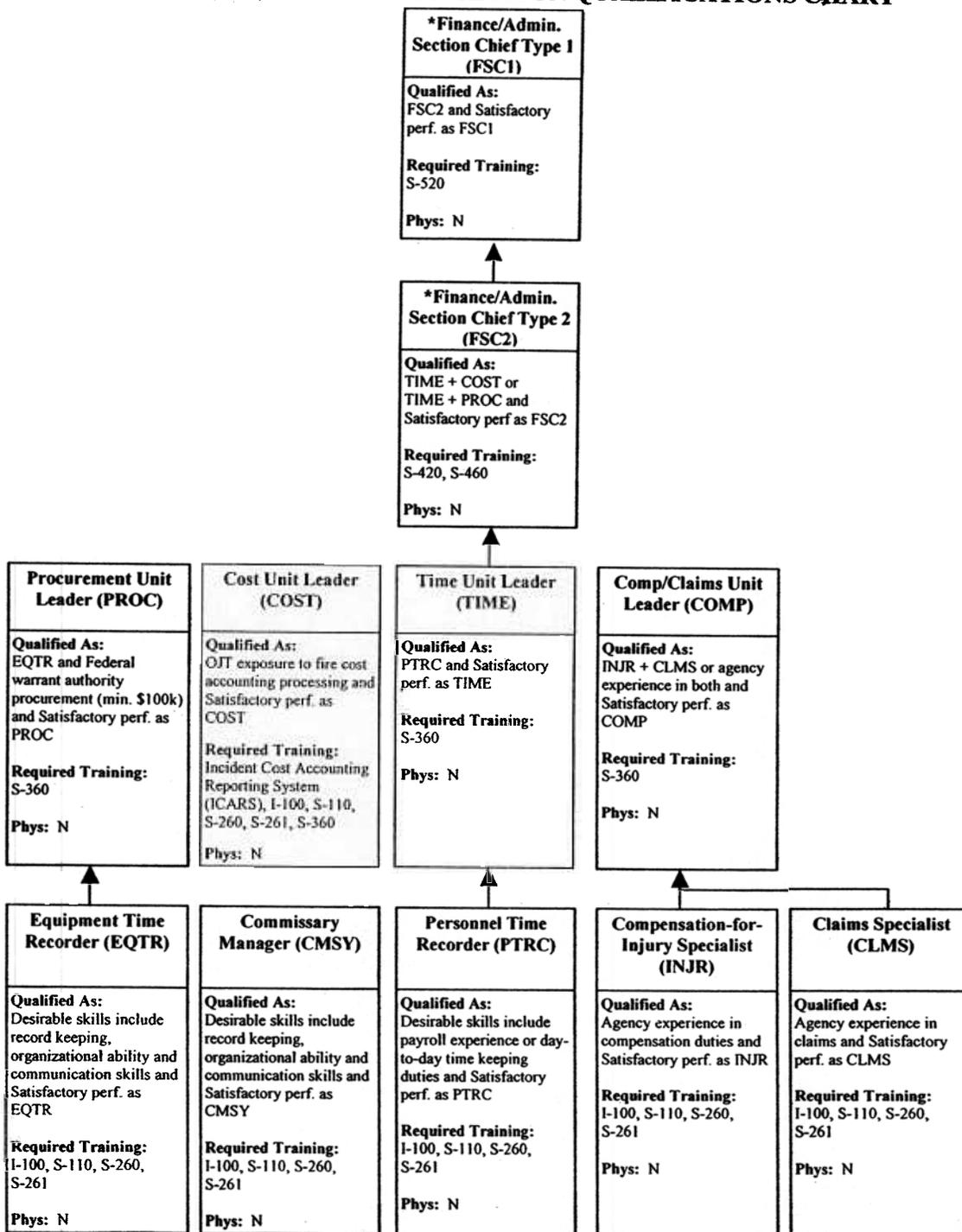
LOGISTICS SECTION QUALIFICATIONS CHART



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11.1 - Exhibit 07

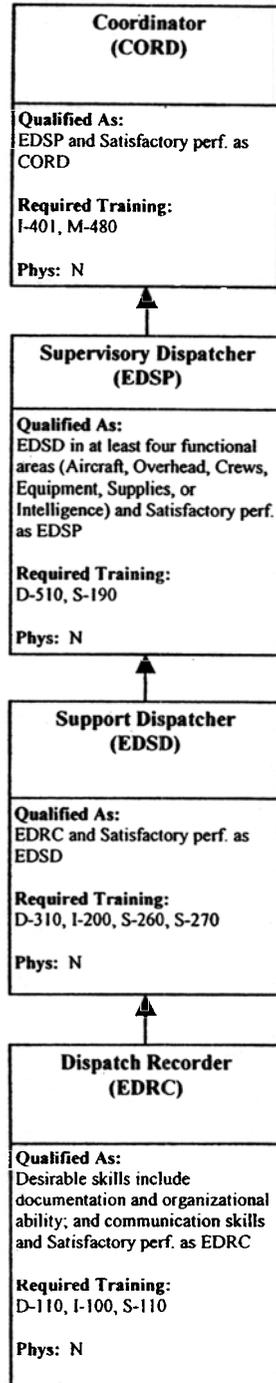
FINANCE/ADMINISTRATION SECTION QUALIFICATIONS CHART



**FSH 5109.17 - FIRE AND AVIATION MANAGEMENT QUALIFICATIONS HANDBOOK
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11.1 – Exhibit 08

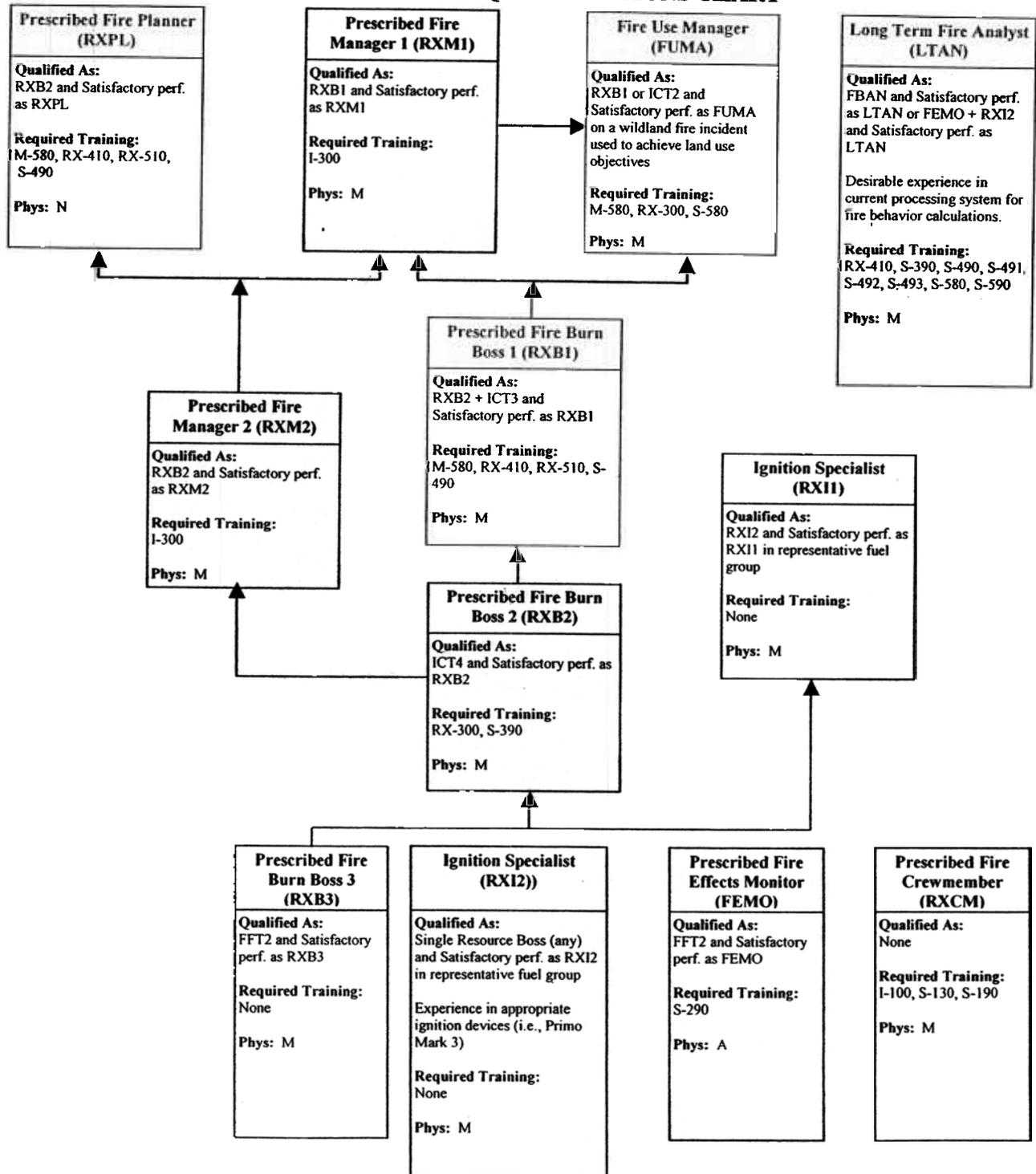
EXPANDED DISPATCH QUALIFICATIONS CHART



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11.1 – Exhibit 09

PRESCRIBED FIRE USE QUALIFICATIONS CHART



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12 - WILDLAND AND PRESCRIBED FIRE QUALIFICATION SYSTEM GUIDE, PMS 310-1

The Wildland and Prescribed Fire Qualification System Guide, PMS 310-1, produced by the National Wildfire Coordinating Group (NWCG), provides national minimum requirements for wildland firefighting personnel qualified to perform fire suppression and fire use related jobs (FSM 5108). The qualifications in PMS 310-1 are the minimums for any organization or agency sending personnel outside their areas of jurisdiction to ensure each person has met experience, training, and physical fitness guidelines.

Each agency has the latitude to supplement the position qualification requirements with more specific skill levels and to describe additional levels of positions to meet agency needs. FSH 5109.17 is the controlling document with respect to all fire and aviation management qualifications for Forest Service employees. On all assignments, the qualifications in FSH 5109.17 are the standards that must be met by Forest Service employees.

12.04 - Responsibility

1. Regional Foresters have the authority to supplement the fire and aviation management qualifications requirements only to comply with State or local law. Examples include requirements related to bloodborne pathogens, first responder, and hazardous materials requirements.

For prescribed fire qualifications, physical fitness requirements may be increased through a job hazard analysis (JHA).

2. Forest Supervisors do not have authority to supplement this Handbook.



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CHAPTER 20 - QUALIFICATIONS AND CERTIFICATION

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Approved: ROBIN L. THOMPSON
Associate Deputy Chief
for State and Private Forestry

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New Document	5109.17_20.6-25.16	101 Pages
Superseded Document(s) by Issuance Number and Effective Date	5109.17,20 Contents (Amendment 5109.17-2000-1, 5/18/2000) 5109.17,20 (Amendment 5109.17-2000-2, 5/18/2000)	3 Pages 172 Pages

Digest:

20.62 - Establishes training requirements for 200 level and above Lead and Unit Instructors. Delegates exception authority to Regional Directors of Fire and Aviation Management or to the Regional Training Officer if delegated this authority by the Director.

21 - Establishes completion of position task books as an indicator of qualification; establishes criteria for waiving the physical fitness test and firefighter course training requirements for some emergency hire firefighters.

21.2 - Revises guidelines for determining Type 4 and Type 2 incidents. Eliminates references to Initial Attack and Extended Attack.

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Digest--Continued:

22.04 - Changes references from "Incident Qualification Card" to "Form PMS,310-3, Qualification Card Incident Command System."

22.1 - Changes references from "Incident Qualification Card" to "Form PMS 310-3, Qualification Card Incident Command System."

22.3 - Adds a reference to the list of approved equivalency courses, which has been moved to chapter 30.

22.4 - Adds SAFENET and Standards for Survival to the list of examples of approved refresher training.

22.6 - Establishes direction for the de-certification process.

23 - Establishes physical fitness criteria for non-operations personnel who need to be on the fireline to perform non-suppression tasks.

24 - Revises terminology by replacing "wildland" with "wildland fire management" and "fire use" with "prescribed fire." Obligates employees within the positions listed in section 25 to meet all associated position requirements also identified in section 25.

25 - Clarifies the definitions of Level 1, Level 2, and Level 3 training.

25.06 - Adds Managerial/Support (M) as a course category.

25.1 through 25.36 - Revises the exhibits containing position qualifications. In many instances requirements for Level 1 training are reduced to Level 3. In other cases, Level 2 course equivalencies are added. Aligns currency requirements with those positions also identified in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1.

25.13 - Removes the Helicopter Manager (HEMG) position and adds Helicopter Boss Single Resource (HELB) and Helicopter Manager Call-When-Needed (HCWN) in accordance with revisions in the Interagency Helicopter Operations Guide.

25.15 - Adds Radio Operator (RADO) position qualifications.

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This chapter sets out the interagency requirements and additional Forest Service requirements for the wildland and prescribed fire and aviation management positions outlined by the National Wildfire Coordinating Group (NWCG) in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1, and for the technical specialist positions identified in the National Interagency Mobilization Guide, chapter 60 (FSM 5108).

The Federal Fire and Aviation Leadership Council has developed the Interagency Fire Program Management Qualifications Standards and Guide, which contains minimum qualification standards for fire and aviation management positions. Related direction on competencies for fire and aviation management positions is set out in chapter 40.

20.6 - Instructor Qualifications and Certification

Instructors should be qualified in the position at least one level above that which they are instructing; they should have successfully completed the course they are instructing; and they should have completed an instructor training course (Facilitative Instructor or National Fire Protection Agency (NFPA) Instructor 1a and 1b).

20.61 - National Wildfire Coordinating Group Instructor Levels

The National Wildfire Coordinating Group (NWCG) recognizes two levels of wildland fire instructor:

1. **Lead Instructor.** Lead Instructors must have sufficient experience in presenting all units of the course. It is recognized that exceptions may occur where courses are of such a technical nature that no one person may be technically competent to instruct all units or where a technical specialist from another subject area is needed. Lead Instructors must be minimally qualified in the position at the next higher job level and must meet the training requirements outlined in section 20.62.

2. **Unit Instructor.** Unit Instructors must be qualified in the position and must meet the instructor training requirements outlined in section 20.62.

20.62 - Instructor Training Requirements for Certified Instructors

1. All 100-level courses may be taught by anyone who has the requisite experience and who is approved by the local unit Fire Management Staff Officer. Instructor training is highly recommended at this level.

2. Courses at higher complexity levels (200-level and higher) generally involve significant travel costs and often are intended to teach supervisory skills so that instructors shall have formal instructor training to ensure quality training for employees.

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- a. Lead and Unit Instructors for 200-level and higher courses shall successfully complete an instructor course (either Facilitative Instructor or NFPA Instructor 1a and 1b).
- b. Exceptions to these requirements may be made by the Regional Director of Fire and Aviation Management or by the Regional Training Officer, if delegated this authority by the Director, for instructors who have demonstrated strong instructional skills and abilities. The local Geographic Area Training Working Team shall review those candidates to be instructors.

21 - QUALIFICATION FOR INCIDENT COMMAND SYSTEM POSITIONS

1. This section sets out the additional requirements for skills, training, and prerequisites for Forest Service employees for the wildland and prescribed fire and aviation management positions outlined in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1. Qualifications for each position include the minimum acceptable levels of training, experience, physical fitness, and/or currency requirements (sec. 25.1 through 25.36). Job descriptions and duties for these positions are listed in the NWCG Fireline Handbook, PMS 410-1 (FSH 5109.32a), or in the interagency guides and agency directives listed in FSM 5108.

The Wildland and Prescribed Fire Qualification System Guide, PMS 310-1, defines a performance-based qualification system. In this system, the primary criterion for qualification is individual performance as observed by an evaluator using approved standards identified in a position task book for the position (sec. 22.2). Qualification is based on performance on the job, physical fitness, and classroom training identified in section 25.

The Forest Service has determined that additional classroom training is more effective and efficient to prepare Forest Service employees for a position performance or evaluation assignment and has therefore developed this Handbook (FSH 5109.17) to supplement the requirements in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1

1. The successful completion of a Position Task Book during an appropriate number of evaluation assignments is the indicator of qualification. For positions that do not have a position task book, the unit's Fire Qualification Review Committee shall determine an individual's certification and qualification, based on objective factors such as performance evaluations and visual observation of performance of duties of the positions.
2. Personnel who have learned skills from sources outside the wildland fire management curriculum may not be required to complete specific courses in order to qualify in a wildland fire and aviation management position (sec. 22.3).
3. Personnel from other agencies or cooperators not hired by the Forest Service must comply with the requirements specified by the minimum requirements established in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1.

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4. The employing officer may waive the physical fitness test and firefighter course training requirements, except fire shelter training (FSM 5135.11), for emergency hire firefighters, such as fallers and equipment operators, when employed specifically for their occupational skills (FSM 5134.2)

21.1 - Incident Complexity

The line officer or designated official shall determine the complexity of an incident and assign qualified personnel as needed. More than 95 percent of all wildland fires fall within the low complexity range and are controlled with initial attack and limited reinforcements. These fires are referred to as Type 3, 4, and 5 incidents.

The remaining 5 percent of fires, which fall into high complexity, are referred to as Type 1 and 2. Qualifications for Incident Commanders and General Staff have been established for Type 1 and 2 incidents (including Area Command) because they are normally more complex and can require resources from outside the local area.

21.2 - Guidelines for Determining Incident Complexity

The following guidelines assist the line officer or designated official in determining incident complexity. The guidelines are presented in order of ascending complexity and describe the fire response with the appropriate fire organization (FSM 5130). A Type 5 incident is the lowest level and Type 1 is the highest level of complexity. The Type 1 incident combines the multi-Division and multi-Branch classifications as described in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1.

1. Type 5 Incident. Characteristics are:

- a. Command and General Staff positions are not activated. An experienced and qualified Advanced Firefighter (FFT1) may be designated as Incident Commander. Multiple Type 5 incidents may be managed by a Type 3 or Type 4 Incident Commander.
- b. Resources may vary from one to five firefighters.
- c. The incident is normally contained rapidly during initial attack in the first operational period.
- d. A written action plan is not required.

2. Type 4 Incident. Characteristics are:

- a. Command and General Staff positions are not activated. Multiple Type 4 incidents may be managed by a Type 3 Incident Commander.

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- b. Resources on individual incidents may vary from a single firefighter to several single resources or a single Task Force or Strike Team.
 - c. The incident is limited to one operational period in the control phase. Mop-up may extend into multiple periods.
 - d. A written action plan is not required.
3. Type 3 Incident. Characteristics are:
- a. Some of the Command and General Staff positions may be activated, as well as the Division/Group Supervisor and Unit Leader levels.
 - b. Resources may vary from several single resources to several Task Forces/Strike Teams.
 - c. The incident may be separated into divisions, but usually does not meet the Division/Group Supervisor position for complexity or span-of-control.
 - d. The incident may involve multiple operational periods prior to control, which requires a written action plan.
 - e. Staging areas and a base camp may be utilized.
4. Type 2 Incident. Characteristics are:
- a. Most or all of the Command and General Staff positions are activated.
 - b. Base camp(s) is (are) established.
 - c. The incident extends into multiple operational periods.
 - d. A written action plan is required.
 - e. Many of the functional units are staffed.
 - f. Operations personnel generally do not exceed 200 per operational shift, and total incident personnel do not exceed 499 (numbers are guidelines only).
 - g. Divisions are usually established to facilitate work assignments in different locations. A Division/Group Supervisor is required on all active divisions.

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5. Type 1 Incident. A Type 1 incident meets all the characteristics of a Type 2 incident, plus the following:

- a. All Command and General Staff positions are activated.
- b. Operations personnel often exceed 500 per operational shift, and total personnel usually exceed 1,000 (numbers are guidelines only).
- c. All active divisions require a Division/Group Supervisor.
- d. The implementation of branches may be required.

22 - CERTIFICATION FOR INCIDENT COMMAND SYSTEM POSITIONS

1. All regular Forest Service personnel and cooperators employed by the Forest Service under the Pay Plan for Emergency Workers (Interagency Incident Business Management Handbook, PMS 902-1, FSH 5109.34) and assigned Incident Command System (ICS) positions must be judged to be technically and physically qualified to fill their positions.

2. Qualification for a position in the NIIMS/ICS organization depends on proven ability (sec. 21). Training, experience, and physical fitness are prerequisites for qualification. However, certification to hold an ICS position is determined through evaluation of performance as a trainee in the target position (if required), or in a prerequisite assignment.

Once certified in a position, a Forest Service employee must successfully perform in a minimum of two incident assignments in that position prior to consideration as a trainee for the next higher position.

3. A Fire Qualification Review Committee shall be established on each unit to determine certification of personnel. At a minimum, the committee shall include the Fire Management Staff Officer, a line officer representative, Incident Fire Qualifications Database Administrator, and representatives knowledgeable of the unit's personnel. The Forest Fire Management Staff Officer on the unit should ensure that a system is in place to establish priorities for training and currency assignments.

Previously certified and currently practicing Fire Use Managers who have been certified as qualified prior to the 2002 revision of this Handbook may have their credentials verified by the criteria established in section 25.2, Fire Use Position Qualifications. Their qualifications and certification may be reduced or rescinded at the discretion of the Forest Qualification Review Committee.

4. Each employee's ICS position qualifications (including physical fitness and experience) must be re-evaluated annually and a new certification must be issued.

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22.04 - Responsibility for Signing Form PMS 310-3, Qualification Card Incident Command System

Certification and documentation requirements must be met prior to signature of Form PMS 310-3, Qualification Card Incident Command System

1. The Regional Forester may delegate authority to sign Form PMS 310-3, Qualification Card Incident Command System, to the Director of Fire and Aviation Management for all Area Command and Type 1 Command and General Staff positions.
2. The Forest Supervisor may delegate signing authority to Forest Fire Management Staff Officers for Type 2 Command and General Staff positions. Cards for other positions should be signed by the Forest Fire Management Staff Officer.
3. The District Ranger may sign Form PMS 310-1, Qualification Card Incident Command System for temporary employees qualified as Firefighter 1 and 2.

22.1 - Certification Records

The Forest Fire Management Staff Officer on each unit shall ensure that certification records are maintained and shall issue a Form PMS 310-3, Qualification Card Incident Command System annually to each currently certified individual. The card contains the individual's name, Social Security number, agency, year, unit, qualified positions, on-the-job training needs, measured physical fitness, other skills, and clarifying remarks.

22.2 - Position Task Books

Position task books contain all critical tasks required to perform the job. These task books are designed in a format that allows documentation of a trainee's performance of given tasks. Ensure that a position task book is provided for each position included in the qualifications system (PMS 310-1), with few exceptions (for example, Agency Representative, Interagency Resource Representative, Air Tanker/Fixed Wing Coordinator, and so on).

Successful completion of all tasks required of the position as determined by an Evaluator (Wildland and Prescribed Fire Qualification System Guide, PMS 310-1, Appendix A, Position Task Book Administration) shall be the basis for recommending certification. For positions that do not have a position task book, the unit's Fire Qualification Review Committee shall determine an individual's certification and qualification, based on objective factors such as performance evaluations and visual observation of performance of duties of the positions.

1. An individual may not have more than four active position task books at one time. No more than two of the four allowed position task books may be in a single functional area (for example, an individual may be issued a task book for Facilities Unit Leader and a task book for Food Unit Leader in the Logistics functional area; or they may be issued task books for Helicopter Manager and Strike Team Leader in the Operations functional area).

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2. Individuals serving as trainer/coach/evaluator must be currently qualified in the position being observed and must have successfully performed in a minimum of two incident assignments in the position for which they are training and evaluating others. ’

Trainee requirements include completion of all required training courses (Level 1 and Level 2) and prerequisite experience prior to obtaining an initiated position task book. The only exceptions are those Command and General Staff positions that include S-420, S-520, and S-620 as required training. Position task books and the qualification process can be initiated for those positions prior to attendance and completion of these three courses. This procedure allows trainees to gain experience that prepares them for passing these advanced courses.

22.3 - Equivalency Courses

Equivalency courses are classes that have been determined by evaluators to be equivalent to courses identified in the National Wildfire Coordinating Group (NWCG) approved curriculum and have been approved as equivalency courses by the NWCG Training Working Team.

Approved equivalency courses can be found in chapter 30 of this Handbook.

1. Process. The appropriate Regional training or steering committee shall identify the need for an equivalency analysis of a specific course. The committee shall assign an evaluation team to conduct the analysis, document their findings, and submit recommendations through agency channels to the Washington Office, Fire and Aviation Management Staff, Branch Chief for Training, for recognition of equivalency.

2. Evaluation Team Composition. The evaluation team shall be comprised of a minimum of three of the following: Lead Instructor, cadre member, and course developer or subject matter expert for the respective NWCG course. It is suggested that the evaluators be individuals either who have been involved within the past 3 years with instructing the course that is being evaluated, or who are familiar with the course development and revision process.

22.4 - Currency Requirements

1. Requirements for currency of experience are 3 years for air operations and expanded dispatch positions and 5 years for other positions. In many cases, currency requirements can be met by performing in a similar position. Other positions which meet currency requirements are identified for each position in exhibit 01, section 25.1, through exhibit 01, section 25.36, of this Handbook.

Currency requirements for air operations positions may also be met by performing on a day-to-day basis or on special projects, such as aerial spraying, search and rescue, and aerial ignition on prescribed burns.

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2. Position experience is considered as qualifying only if the individual has previously met all training and prerequisite requirements for the position assignment.

3. All personnel who may be required to be on the fireline shall annually complete a minimum of eight hours of Fire Safety Refresher training. Refresher training shall consist of fire shelter purpose and use, practice deployments, and any pertinent fire safety related topics, such as: Fire Orders and Watch-out Situations; Look-outs, Communications, Escape Routes, and Safety Zones (LCES); Look Up, Look Down, and Look Around; SAFENET; and Standards for Survival. The Qualification Card Incident Command System, Form PMS 310-3 shall not be issued until supervisors certify that individuals have completed annual Fire Safety Refresher Training.

22.5 - Re-Certification

Management evaluation of an individual's competency is key to re-certification where qualifications have expired. If currency has lapsed, the individual shall revert to the trainee level, be issued a position task book for the position, complete on-the-job-training if needed, and requalify in a position performance assignment. By returning to the trainee level, the person recertifying is introduced to new technology that assists with recalling position duties and responsibilities.

22.6 - De-Certification

The de-certification procedures in this section are intended to ensure safe and effective individual performance in assigned ICS, Wildland Fire Skill, Technical Specialist, and Fire Use Skill positions. These procedures are also intended to provide supervisors and managers with another mechanism to ensure employee safety.

De-certification is the process of removing or reducing an individual's fire suppression, fire use, and/or prescribed fire management position(s) qualifications. De-certification is not an adverse action; an employee may be re-certified according to the procedures set out in section 22.5.

1. Performance Issues Outside Fire Suppression, Fire Use, and Prescribed Fire Management. Different procedures are utilized to address individual performance issues in areas other than fire suppression, fire use, and prescribed fire management. If applicable, refer to the following:

- a. Misconduct is covered by procedures in Title 5, Code of Federal Regulations, part 752.
- b. Regular performance issues are covered according to procedures in 5 CFR part 430.

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- c. Suspensions and other adverse actions shall follow established agency procedures.
- d. Certification and de-certification procedures for aviation personnel are found in FSM 5700.

2. Interagency Policy on Certification and De-certification. According to the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1, "Agency certification and documentation is the responsibility of the employing agency certifying that the individual is qualified to perform in a specific position" (page 4, Agency Certification). De-certification of an individual's ability to perform is the responsibility of the employing line officer at the Washington Office, Region, Forest, or District level.

Additionally, according to PMS 310-1, "A key component in the certification or re-certification process is the subjective evaluation by the appropriate agency official of an individual's capability to perform in a position" (page 7, Certification and Re-certification). Judgment must be used in both the certification and de-certification process.

3. Causes for De-certification There are three causes for losing certification (de-certification):

- a. An employee who currently holds a certification does not meet the currency requirements as specified by this Handbook (FSH 5109.17). An index to currency requirements for each ICS position is in exhibit 01, section 25.
- b. An employee voluntarily surrenders the employee's certification of qualifications or requests to be qualified at a lower level of responsibility.
- c. As an individual or a member of a crew, incident management team, or fire use team, an employee performs actions that violate recognized standard operational procedures or identified safety procedures that are determined to have been instrumental in the endangerment of fire management personnel or the public.

Examples of instances that may warrant de-certification include:

- (1) Deliberately disregarding identified safe practices.
- (2) Taking insubordinate actions that lead to unsafe conditions.
- (3) Intentionally misrepresenting fire qualifications.
- (4) Ignoring prescriptive parameters identified in approved burn plans.

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4. Performance Evaluation and Documentation. Performance of personnel shall be evaluated on each incident. Performance evaluation should be measured against the 10 Standard Firefighting Orders and 18 Situations that Shout "Watch Out." The Forest Service shall utilize the adopted interagency team and individual performance rating forms (or recognized equivalent) when evaluating the performance of individuals in ICS, Wildland Fire Skill, Technical Specialist, and Fire Use Skill positions.

All actions that violate established safety procedures shall be documented; associated deficient performance evaluations must also be completed. Performance reviews, especially those that trigger consideration of de-certification, shall be coordinated and tracked.

5. Responsibility for Performance Evaluation and De-certification.

a. Incident Commander. The Incident Commander and local unit manager are responsible for providing oversight of the initial performance review process. Inherent within the authority delegated to all Incident Commanders is the responsibility to relieve from assignment and demobilize any personnel for safety violations. Incident Commanders, however, do not have the authority to de-certify individuals. Incident Commanders are responsible for providing documented reasons for relieving an individual, forwarding the information to the individual's home unit, and including a copy of the individual's performance rating in the documentation package.

b. Home Unit Certifying Official. The certifying official at the home unit is responsible for initiating an administrative review to determine if de-certification is appropriate.

Any decision to de-certify an individual should include a determination of whether remedial actions are appropriate to re-certify the individual and a description of the recommended remedial actions.

During an evaluation of de-certification, individual qualifications may be temporarily suspended. Judgments about qualifications can be made through expert mentoring, independent assessment, or the line officer's judgment relating to the individual's performance capabilities.

c. Regional and Forest Qualification Review Committee. Qualification review committees are a key component in the certification and de-certification of individuals. Qualification review committees should operate according to procedures delineated in other sections of this Handbook and in FSM 5120.

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A Regional or a Forest Qualification Review Committee has the responsibility to review individual qualifications and certification.

Regional or Forest Qualification Review Committees shall review individual qualifications and certification and to address de-certification for anyone they have reviewed for certification. If the review occurs at the Forest level, the individual reviewed shall have appeal rights with the Regional Qualification Review Committee.

(1) Regional Qualification Review Committees (RQRC's) shall review all individuals possessing Area Command and Type 1 position qualifications.

(2) Forest Qualification Review Committees (FQRC's) shall review all individuals possessing Type 2, or lower, position qualifications.

6. Individuals Relieved from Fire Assignment. Individuals who have been relieved from an assignment shall not be reassigned to any incident until the certifying official approves the suitability of the individual to perform the duties associated with the qualifications for the position.

7. Interagency Teams. Interagency teams or groups fall outside of Forest Service authority. These teams or groups function and operate at the sole discretion of the chartering group. Teams or groups may be formed, disbanded, held in abeyance, or re-formed at the discretion of the appropriate level of the chartering interagency group, according to applicable standards for each team. Examples of these interagency teams or groups are:

- a. Area Command teams chartered and formed by the National Multi-Agency Coordinating Group.
- b. National Type 1 teams chartered by geographic area coordinating groups.
- c. Type 2 teams chartered by geographic area coordinating groups or by an individual sub-geographic area group.

8. Type 1 and Type 2 Crews. Type 1 crews are de-certified according to procedures developed nationally. Type 2 crews are de-certified on a geographic or sub-geographic area basis.

23 - PHYSICAL FITNESS STANDARDS AND DEFINITIONS

In addition to training and experience, physical fitness standards, when applicable, must be met for Incident Command System (ICS) position certification.

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Non-operations personnel who have the need to be on the fireline for non-suppression tasks must have the knowledge and skills found in Standards for Survival, or must be accompanied by someone qualified to be on the fireline.

23.1 - Physical Fitness Requirements

Requirements for physical fitness are identified as arduous, moderate, light, and none.

1. **Arduous.** The duties require field work performance by individuals with above-average endurance and superior physical conditioning. Occasional demand for extraordinarily strenuous activities in emergencies over extended periods of time may be necessary. Requirements include running, walking, climbing, jumping, twisting, bending, and lifting more than 50 pounds. The work pace is set by the emergency situation and may be over irregular terrain. Examples of arduous duty positions are Strike Team Leaders, Single Resource Bosses, and Incident Commander Type 5.

2. **Moderate.** The duties require field work performance by individuals with average endurance and physical conditioning. Individuals usually set their own pace. Emergencies occasionally demand moderately strenuous activities over long time periods. Activities include considerable walking over irregular ground, climbing, bending, stooping, squatting, twisting, reaching, and lifting 25 to 50 pounds. Examples of moderate duty positions are Operations Section Chiefs and Fire Behavior Analysts.

3. **Light.** The duties mainly involve office-type work with occasional field activity characterized by light physical exertion requiring individuals to be in basic good health. Individuals almost always govern the extent and pace of their physical activity. The activities may include climbing (such as stairs), standing, operating a vehicle, and some bending, stooping, or light lifting. Long hours of work may be necessary. Examples of positions requiring a light physical fitness requirement are Staging Area Manager and Helibase Manager.

4. **None.** The duties normally are performed in a controlled environment, such as an incident or base camp. Testing is not required for individuals filling those positions having no physical fitness standards. Examples of positions requiring no physical fitness level are Planning Section Chief and Support Dispatcher.

23.2 - Physical Fitness Measurement

Field units are not authorized to supplement the direction in section 23. Physical fitness measurement methods are established only by the Chief of the Forest Service.

23.3 - Fitness Development

Fire personnel required to meet the arduous level for their assigned wildland fire positions shall be provided official time for rigorous exercise to prepare for and maintain the arduous qualification:

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1. Fire funded employees (assigned to fire crews and identified in the Fire Management Action Plan) shall be allowed up to 5 hours per week of physical training when not engaged in wildland fire operations.

2. Employees not funded by fire shall be allowed up to 3 hours per week of physical training, consistent with wellness programs, by the employees' request and based on supervisors' approval. The applicable time is up to 6 months prior to scheduled testing and after passing the test, until the end of the proclaimed fire season. Fire program funds may be used for approved physical training time based on guaranteed availability for fire-related assignments.

The employees and their supervisors shall discuss and schedule opportunities during the work week for fitness activities.

24 - POSITION CATEGORIES

The Forest Service has established training and experience requirements for the four categories of positions utilized in wildland fire management and prescribed fire use in addition to the duties and prerequisites outlined in the Wildland and Prescribed Fire Qualification System Guide, PMS 310-1. The four categories are identified as Incident Command System positions, Wildland Fire Skill Positions, Fire Use Skill Positions, and Technical Specialists.

1. Incident Command System Positions. Any position found on the ICS organizational chart (ex. 01 through 09, sec. 11.1).

2. Wildland Fire Skill Positions. Positions identified as unique to wildland fire suppression because they require a level of knowledge and skills to perform wildland fire suppression duties (FSM 5143).

3. Fire Use Skill Positions. Positions identified as needed to administer successful use of wildland and prescribed fire to achieve land management objectives.

4. Technical Specialists. Personnel with unique skills needed to support incident operations. These specialists may be utilized within any functional area of the incident organization. Each agency is responsible for establishing position requirements guided by agency directives or interagency guides.

Many Technical Specialists are certified in their field or profession. If the position is specifically identified in section 25 of this Handbook, then specialists must meet all requirements listed. The unit Fire Qualification Review Committee shall review the specialist's technical and physical abilities to determine qualifications. This review may include checking licenses, evaluating previous training and work experience, and observing on-the-job performance.

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25 - POSITION QUALIFICATIONS

Exhibit 01 in this section provides an index to positions and the exhibits containing qualifications for the positions. The exhibits in sections 25.1 through 25.36 show training requirements, experience, physical requirements, and other positions meeting currency requirements for the four position categories utilized in wildland and prescribed fire and aviation management. Training requirements for these positions are defined by a tiered three-level nomenclature. The three levels of training are defined as follows:

- Level 1 Must complete the specific training.
- Level 2 Must complete the specific training or an approved equivalent training. Approved equivalent training is identified in the specific position qualifications found in section 25. A list of the current approved equivalent courses is contained in chapter 30.
- Level 3 May complete recommended training. This includes training where information learned may be beneficial to the individual but is not necessary in order to qualify an individual for the position.

Included in this category are several geographic area developed courses, which may enhance the capabilities of the individual to perform the job. Many of these courses may not be available in all geographic areas (for example, Intermediate Air Operations, previously known as S-370, is not available in all geographic areas; hence it is placed in the Level 3 category).

25.06 - Training

Courses are designed to be taken in an ascending order of complexity based on successively higher levels of responsibility and skills in fire and aviation management. The required training identified for each position set out in the exhibits to sections 25.1 through 25.36 includes courses needed for that position in addition to the training required in all prerequisite positions.

Courses are identified by a number preceded by a designator letter I, S, RX, D, or P, as follows:

<u>Designator</u>	<u>Courses</u>
I	Courses in the National Interagency Incident Management System - Incident Command System (NIIMS - ICS)
S	Skills courses
RX	Fire use courses
D	Dispatch courses
P	Prevention courses
M	Managerial/support courses

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The ascending numbering system shows the level of sponsorship:

<u>Course Number</u>	<u>Sponsorship</u>
100-200 level	Local
300-400 level	Regional
500-600 level	National

Refer to the Field Manager's Course Guide, NFES number 1260, PMS 901-1, for descriptors, purpose, and objectives of the training courses (FSM 5108).

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25 - Exhibit 01--Continued

INDEX TO POSITIONS AND QUALIFICATIONS

Position (Acronym) **Cross-reference to Exhibit in FSH 5109.17,
Chapter 20 for Position Qualification**

Computer Data Entry Recorder (CDER)	25.36 - Exhibit 01
Computer Technical Specialist (CTSP)	25.36 - Exhibit 01
Contracting Officer (CONO)	25.32 - Exhibit 01
Contracting Officer's Technical Representative (COTR)	25.33 - Exhibit 01
Contracting Specialist, One Million (CS1M)	25.32 - Exhibit 01
Contracting Specialist, Twenty-Five Thousand (CS25)	25.32 - Exhibit 01
Contracting Specialist, Fifty Thousand (CS50)	25.32 - Exhibit 01
Coordinator (CORD)	25.17 - Exhibit 01
Cost Unit Leader (COST)	25.16 - Exhibit 01
Crew Boss (Single Resource) (CRWB)	25.12 - Exhibit 01
Crew Representative (CREP)	25.12 - Exhibit 01
Deck Coordinator (DECK)	25.13 - Exhibit 01
Demobilization Unit Leader (DMOB)	25.14 - Exhibit 01
Dispatch Recorder (EDRC)	25.17 - Exhibit 01
Display Processor (DPRO)	25.14 - Exhibit 01
Division/Group Supervisor (DIVS)	25.12 - Exhibit 01
Documentation Unit Leader (DOCL)	25.14 - Exhibit 01
Dozer Boss (Single Resource) (DOZB)	25.12 - Exhibit 01
Dozer Operator Initial Attack (DOZ1)	25.34 - Exhibit 01
Engine Boss (Single Resource) (ENGB)	25.12 - Exhibit 01
Engine Operator (ENOP)	25.34 - Exhibit 01
Emergency Medical Technician Basic (EMTB)	25.33 - Exhibit 01
Emergency Medical Technician Intermediate (EMTI)	25.33 - Exhibit 01
Emergency Medical Technician Paramedic (EMTP)	25.33 - Exhibit 01
Equipment Inspector (EQPI)	25.33 - Exhibit 01
Equipment Manager (EQPM)	25.15 - Exhibit 01
Equipment Time Recorder (EQTR)	25.16 - Exhibit 01
Facilities Unit Leader (FACL)	25.15 - Exhibit 01
Faller Class A (FALA)	25.34 - Exhibit 01
Faller Class B (FALB)	25.34 - Exhibit 01
Faller Class C (FALC)	25.34 - Exhibit 01
Felling Boss (Single Resource) (FELB)	25.12 - Exhibit 01
Field Observer (FOBS)	25.14 - Exhibit 01
Finance/Administration Section Chief Type 1 (FSC1)	25.16 - Exhibit 01
Finance/Administration Section Chief Type 2 (FSC2)	25.16 - Exhibit 01
Fire Behavior Analyst (FBAN)	25.14 - Exhibit 01

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25 - Exhibit 01--Continued

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**25.1 - Incident Command System, Skills and Expanded Dispatch Position
Qualifications**

25.11 - Command and General Staff Positions

25.11 - Exhibit 01

Command and General Staff Position Qualifications

AREA COMMANDER (ACDR)

<u>TRAINING:</u>	LEVEL 1 S-620 Area Command
<u>PREREQUISITE EXPERIENCE:</u>	Satisfactory performance as an Assistant Area Commander Planning or Logistics AND Satisfactory position performance as an Area Commander on a wildland fire incident
<u>PHYSICAL FITNESS:</u>	None
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Assistant Area Commander Planning Assistant Area Commander Logistics

INCIDENT COMMANDER TYPE 1 (ICT1)

<u>TRAINING:</u>	LEVEL 1 S-520 Advanced Incident Management
<u>PREREQUISITE EXPERIENCE:</u>	Incident Commander Type 2 AND Satisfactory position performance as an Incident Commander Type 1
<u>PHYSICAL FITNESS:</u>	None
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Incident Commander Type 2 Operations Section Chief Type 1 Planning Section Chief Type 1 Logistics Section Chief Type 1 Finance/Administrative Section Chief Type 1

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Command and General Staff Position Qualifications

INCIDENT COMMANDER TYPE 2 (ICT2)

TRAINING:

LEVEL 1 S-400 Incident Commander

PREREQUISITE EXPERIENCE:

Incident Commander Type 3

AND

Operations Section Chief Type 2

AND

Satisfactory position performance as an Incident
Commander Type 2

OR

Incident Commander Type 3

AND EITHER

Planning Section Chief Type 2

OR

Logistics Section Chief Type 2

OR

Finance/Administrative Section Chief Type 2

AND

Satisfactory position performance as an Incident
Commander Type 2

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Finance/Administrative Section Chief Type 2

Operations Section Chief Type 2

Planning Section Chief Type 2

Logistics Section Chief Type 2

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Command and General Staff Position Qualifications

INCIDENT COMMANDER TYPE 3 (ICT3)

TRAINING:

**LEVEL 1 S-300 Incident Commander Extended
Attack**

PREREQUISITE EXPERIENCE:

Incident Commander Type 4

AND

Task Force Leader

AND

**Satisfactory position performance as an Incident
Commander Type 3**

OR

Incident Commander Type 4

AND

Strike Team Leader (any)

AND

**Two Single Resource Boss positions (One must
be Crew or Engine)**

AND

**Satisfactory position performance as an Incident
Commander Type 3**

PHYSICAL FITNESS

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Task Force Leader

Prescribed Fire Burn Boss Type 1

Strike Team Leader (any)

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Command and General Staff Position Qualifications

INCIDENT COMMANDER TYPE 4 (ICT4)

TRAINING: **LEVEL 1** S-200 Initial Attack Incident
Commander

PREREQUISITE EXPERIENCE: Single Resource Boss (any)
AND
Satisfactory position performance as an Incident
Commander Type 4

PHYSICAL FITNESS Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Single Resource Boss (any)
Prescribed Fire Burn Boss Type 2

INCIDENT COMMANDER TYPE 5 (ICT5)

TRAINING: **LEVEL 1** S-133 Look Up, Look Down, Look
Around
S-290 Intermediate Fire Behavior

PREREQUISITE EXPERIENCE: Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as an Incident
Commander Type 5

PHYSICAL FITNESS Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Advanced Firefighter/Squad Boss

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Command and General Staff Position Qualifications

SAFETY OFFICER TYPE 1 (SOF1)

TRAINING:

LEVEL 1 S-520 Advanced Incident
Management

PREREQUISITE EXPERIENCE:

Safety Officer Type 2
AND
Satisfactory position performance as a Safety
Officer Type 1

PHYSICAL FITNESS

Moderate

OTHER POSITION ASSIGNMENTS**THAT WILL MAINTAIN CURRENCY:**

Safety Officer Type 2
Operations Section Chief Type 2

SAFETY OFFICER TYPE 2 (SOF2)

TRAINING:

LEVEL 1 S-404 Safety Officer
S-420 Command and General
Staff

LEVEL 3 S-400 Advanced Incident
Command System

PREREQUISITE EXPERIENCE:

Division/Group Supervisor
AND
Satisfactory position performance as a Safety
Officer Type 2

PHYSICAL FITNESS

Moderate

OTHER POSITION ASSIGNMENTS**THAT WILL MAINTAIN CURRENCY:**

Division/Group Supervisor
Safety Officer Type 3

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Command and General Staff Position Qualifications

SAFETY OFFICER TYPE 3 (SOF3)

<u>TRAINING:</u>	LEVEL 3 S-404 Safety Officer
<u>PREREQUISITE EXPERIENCE:</u>	Strike Team Leader (any) OR Incident Commander Type 4 AND Satisfactory position performance as a Safety Officer Type 3
<u>PHYSICAL FITNESS:</u>	Arduous
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Strike Team Leader (any) Incident Commander Type 4

LIAISON OFFICER (LOFR)

<u>TRAINING:</u>	LEVEL 1 I-400 Advanced Incident Command System
<u>PREREQUISITE EXPERIENCE:</u>	Satisfactory position performance as a Liaison Officer
<u>PHYSICAL FITNESS:</u>	None
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Agency Representative

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Command and General Staff Position Qualifications

INFORMATION OFFICER TYPE 1 (IOF1)

TRAINING

LEVEL 1 S-520 Advanced Incident Management

PREREQUISITE EXPERIENCE:

Information Officer Type 2
AND
Satisfactory position performance as an Information Officer Type 1

PHYSICAL FITNESS:

None*

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY

Information Officer Type 2

*Light is required if fireline work is to be performed.

INFORMATION OFFICER TYPE 2 (IOF2)

TRAINING:

LEVEL 1 S-403 Information Officer
S-420 Command and General Staff

LEVEL 3 I-300 Intermediate Incident Command System
I-400 Advanced Incident Command System

AND EITHER

S-301 Leadership and Organizational Development

OR

Fireline Leadership

PREREQUISITE EXPERIENCE:

Information Officer Type 3
AND
Satisfactory position performance as an Information Officer Type 2

PHYSICAL FITNESS

None*

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

None

*Light is required if fireline work is to be performed.

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Command and General Staff Position Qualifications

INFORMATION OFFICER TYPE 3 (IOF3)

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
S-110 Wildland Fire Suppression
Orientation for Non-
Operations Personnel
*S-130 Basic Firefighter Training
S-190 Introduction to Wildland
Fire Behavior
S-203 Introduction to Information
Officer

LEVEL 2 S-281 Supervisory Concepts and
Techniques
OR
Forest Service Corporate Training
Practical Leadership Skills for
New First-Line Supervisors

LEVEL 3 I-200 Basic Incident Command
System

PREREQUISITE EXPERIENCE:

Desirable skills include organizational ability
and external communication skills
AND
Satisfactory position performance as an
Information Officer Type 3

PHYSICAL FITNESS:

None*

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

* Light is required if fireline work is to be performed.

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Command and General Staff Position Qualifications

AGENCY REPRESENTATIVE (AREP)

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
I-200 Basic Incident Command
System
S-110 Wildland Fire Suppression
for Non-Operations
Personnel

PREREQUISITE EXPERIENCE:

Desirable skills include a thorough
orientation to applicable cooperative
agreements and knowledge of Forest
Service policies and procedures.

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Interagency Resource Representative

INTERAGENCY RESOURCE REPRESENTATIVE (IARR)

TRAINING:

LEVEL 3 Geographic Area, National or
Regional training that may be or
is developed

PREREQUISITE EXPERIENCE:

Satisfactory position performance as a Single
Resource Boss (Crew or Engine)
AND
Satisfactory position performance as an
Interagency Resource Representative

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Crew Representative

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25.12 - Operations Position Qualifications

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Operations Position Qualifications

OPERATIONS SECTION CHIEF TYPE (OSC1)

TRAINING:

LEVEL 1 S-520 Advanced Incident
Management

PREREQUISITE EXPERIENCE:

Operations Section Chief Type 2
AND
Satisfactory position performance as an
Operations Section Chief Type 1

PHYSICAL FITNESS:

Moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Operations Section Chief Type 2
Operations Branch Director

OPERATIONS SECTION CHIEF TYPE 2 (OSC2)

TRAINING:

LEVEL 1 S-420 Command and General
Staff
S-430 Operations Section Chief

LEVEL 3 I-400 Advanced Incident
Command System

PREREQUISITE EXPERIENCE:

Division/Group Supervisor
AND
Satisfactory position performance as an
Operations Section Chief Type 2

PHYSICAL FITNESS:

Moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Operations Branch Director
Division/Group Supervisor

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

OPERATIONS BRANCH DIRECTOR (OPBD)

<u>TRAINING:</u>	None
<u>PREREQUISITE EXPERIENCE:</u>	Operations Section Chief Type 2 AND Satisfactory position performance as an Operations Branch Director
<u>PHYSICAL FITNESS:</u>	Moderate
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Operations Section Chief Type 2 Division/Group Supervisor

DIVISION/GROUP SUPERVISOR (DIVS)

<u>TRAINING:</u>	LEVEL 1 S-339 Division/Group Supervisor
<u>PREREQUISITE EXPERIENCE:</u>	Task Force Leader AND Satisfactory position performance as a Division/Group Supervisor OR Incident Commander Type 3 AND Satisfactory position performance as a Division/Group Supervisor OR A combination of two strike team leader qualifications which must include either Strike Team Leader Engine or Strike Team Leader Crews AND Satisfactory position performance as a Division/Group Supervisor
<u>PHYSICAL FITNESS:</u>	Arduous
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Task Force Leader Incident Commander Type 3

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Operations Position Qualifications

TASK FORCE LEADER (TFLD)

TRAINING:

LEVEL 1 S-330 Task Force/Strike Team
Leader
S-390 Introduction to Wildland
Fire Behavior Calculations

PREREQUISITE EXPERIENCE:

Strike Team Leader (any)
AND
Satisfactory position performance as a Task
Force Leader
OR
Satisfactory position performance in a Any
two single resource boss positions (one
must be Crew or Engine)
AND
Incident Commander Type 4
AND
Satisfactory position performance as a Task
Force Leader

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Incident Commander Type 3
Strike Team Leader (any)

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Operations Position Qualifications

STRIKE TEAM LEADER TRACTOR/PLOW (STPL)

TRAINING:

- LEVEL 1** I-300 Intermediate Incident
Command System
S-330 Task Force/Strike Team
Leader
S-390 Introduction to Wildland
Fire Behavior Calculations
- LEVEL 2** S-336 Fire Suppression Tactics or
equivalent training (see
Chapter 30)
- LEVEL 3** Geographic Area Intermediate Air
Operations
AND EITHER
S-301 Leadership and
Organizational
Development
OR
Fireline Leadership

PREREQUISITE EXPERIENCE:

Single Resource Boss Tractor/Plow
AND
Satisfactory position performance as a Strike
Team Leader Tractor/Plow

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Strike Team Leader (Crew, Dozer, Engine)

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Operations Position Qualifications

STRIKE TEAM LEADER DOZER (STDZ)

TRAINING:

LEVEL 1 I-300 Intermediate Incident
Command System
S-330 Task Force/Strike Team
Leader
S-390 Introduction to Wildland
Fire Behavior Calculations

LEVEL 2 S-336 Fire Suppression Tactics or
equivalent training (see
Chapter 30)

LEVEL 3 Geographic Area Intermediate Air
Operations
AND EITHER
S-301 Leadership and
Organizational
Development
OR
Fireline Leadership

PREREQUISITE EXPERIENCE:

Single Resource Boss Dozer
AND
Satisfactory position performance as a Strike
Team Leader Dozer

PHYSICAL FITNESS

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Strike Team Leader (Crew, Engine,
Tractor/Plow)

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Operations Position Qualifications

STRIKE TEAM LEADER ENGINE (STEN)

TRAINING:

- LEVEL 1** I-300 Intermediate Incident
Command System
S-330 Task Force/Strike Team
Leader
S-390 Introduction to Wildland
Fire Behavior Calculations
- LEVEL 2** S-336 Fire Suppression Tactics or
equivalent training (see
Chapter 30)
- LEVEL 3** Geographic Area Intermediate Air
Operations
AND EITHER
S-301 Leadership and
Organizational
Development
OR
Fireline Leadership

PREREQUISITE EXPERIENCE

Single Resource Boss Engine
AND
Satisfactory position performance as a Strike
Team Leader Engine

PHYSICAL FITNESS

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Strike Team Leader (Crew, Dozer,
Tractor/Plow)

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Operations Position Qualifications

STRIKE TEAM LEADER CREW (STCR)

TRAINING

- LEVEL 1** I-300 Intermediate Incident
Command System
S-330 Task Force/Strike Team
Leader
S-390 Introduction to Wildland
Fire Behavior Calculations
- LEVEL 2** S-336 Fire Suppression Tactics or
equivalent training (see
Chapter 30)
- LEVEL 3** Geographic Area Intermediate Air
Operations
AND EITHER
S-301 Leadership and
Organizational
Development
OR
Fireline Leadership

PREREQUISITE EXPERIENCE

- Single Resource Boss Crew
AND
Satisfactory position performance as a Strike
Team Leader Crew

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Strike Team Leader (Dozer, Engine,
Tractor/Plow)

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

CREW REPRESENTATIVE (CREP)

TRAINING:

LEVEL 3 Geographic Area Crew
Representative Training

PREREQUISITE EXPERIENCE:

Single Resource Boss Crew
AND
Satisfactory position performance as a Crew
Representative

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Interagency Resource Representative
Single Resource Boss Crew

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Operations Position Qualifications

TRAINING

LEVEL 1 I-200 Basic Incident Command System
S-215 Fire Operations In The Urban Interface
S-230 Crew Boss
S-234 Ignition Operations
S-260 Interagency Incident Business Management
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior

PREREQUISITE EXPERIENCE:

Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as a Single Resource Boss Crew on a wildland or prescribed fire incident

PHYSICAL FITNESS:

Arduous

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Single Resource Boss (Dozer, Engine, Felling, Firing, Tractor/Plow)
Incident Commander Type 4

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Operations Position Qualifications

DOZER BOSS (SINGLE RESOURCE) (DOZB)

TRAINING:

LEVEL 1 I-200 Basic Incident Command System
S-215 Fire Operations In The Urban Interface
S-230 Crew Boss
S-232 Dozer Boss
S-234 Ignition Operations
S-260 Interagency Incident Business Management
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior

PREREQUISITE EXPERIENCE:

Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as a Single Resource Boss Dozer on a wildland or prescribed fire incident

PHYSICAL FITNESS:

Arduous

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Single Resource Boss (Crew, Engine, Felling, Firing, Tractor/Plow)
Incident Commander Type 4

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Operations Position Qualifications

FELLING BOSS (SINGLE RESOURCE) (FELB)

TRAINING:

LEVEL 1 I-200 Basic Incident Command System
S-215 Fire Operations In The Urban Interface
S-230 Crew Boss
S-234 Ignition Operations
S-260 Interagency Incident Business Management
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior

LEVEL 3 Geographic Area Chainsaw Training

PREREQUISITE EXPERIENCE:

Geographic Area Chainsaw Certification
AND
Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as a Single Resource Boss Felling on a wildland or prescribed fire incident.

PHYSICAL FITNESS:

Arduous

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Single Resource Boss (Crew, Dozer, Engine, Firing, Tractor/Plow)

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Operations Position Qualifications

FIRING BOSS (SINGLE RESOURCE) (FIRB)

TRAINING:

LEVEL 1 I-200 Basic Incident Command System
S-215 Fire Operations In The Urban Interface
S-230 Crew Boss
S-234 Ignition Operations
S-260 Interagency Incident Business Management
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior

PREREQUISITE EXPERIENCE:

Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as a Single Resource Boss Firing on a wildland or prescribed fire incident

PHYSICAL FITNESS:

Arduous

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Single Resource Boss (Crew, Dozer, Engine, Felling, Tractor/Plow)

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

ENGINE BOSS (SINGLE RESOURCE) (ENGB)

TRAINING:

- LEVEL 1** I-200 Basic Incident Command System
S-215 Fire Operations In The Urban Interface
S-230 Crew Boss
S-234 Ignition Operations
S-260 Interagency Incident Business Management
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior
- LEVEL 2** S-231 Engine Boss or Geographic Area Engine Academy

PREREQUISITE EXPERIENCE:

- Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as a Single Resource Boss Engine on a wildland or prescribed fire incident

PHYSICAL FITNESS:

Arduous

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY

Single Resource Boss (Crew, Dozer, Felling, Firing, Tractor/Plow)
Incident Commander Type 4

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

TRACTOR/PLOW BOSS (SINGLE RESOURCE) (TRPB)

TRAINING:

LEVEL 1 I-200 Basic Incident Command System
S-215 Fire Operations In The Urban Interface
S-230 Crew Boss
S-234 Ignition Operations
S-260 Interagency Incident Business Management
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior

LEVEL 3 S-233 Tractor/Plow Boss

PREREQUISITE EXPERIENCE:

Advanced Firefighter/Squad Boss
AND
Satisfactory position performance as a Single Resource Boss Tractor/Plow on a wildland or prescribed fire incident

PHYSICAL FITNESS

Arduous

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Single Resource Boss (Crew, Dozer, Engine, Felling, Firing)
Incident Commander Type 4

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
I-200 Basic Incident Command
System
S-110 Wildland Fire Suppression
for Non-Operations
Personnel

LEVEL 2 S-281 Supervisory Concepts and
Techniques
OR
Forest Service Corporate Training
Practical Leadership Skills for
New First-Line Supervisors

LEVEL 3 S-260 Interagency Incident
Business Management

PREREQUISITE EXPERIENCE:

Desirable skills include record keeping,
organizational abilities and communication
skills

AND

Satisfactory position performance as a
Staging Area Manager

PHYSICAL FITNESS

Light

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Advanced Firefighter/Squad Boss

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

ADVANCED FIREFIGHTER/SQUAD BOSS (FFT1)

TRAINING:

LEVEL 1 S-131 Advanced Firefighter
S-212 Wildfire Power Saws

LEVEL 2 S-281 Supervisory Concepts and
Techniques

OR

Forest Service Corporate Training
Practical Leadership Skills for
New First-Line Supervisors

LEVEL 3 S-211 Portable Pumps and Water
Use
S-216 Driving for the Fire Service
or Agency Equivalent
(Defensive Driving)

PREREQUISITE EXPERIENCE:

Firefighter Type 2

AND

Satisfactory position performance as an
Advanced Firefighter/Squad Boss

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Incident Commander Type 5

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25.12 - Exhibit 01--Continued

Operations Position Qualifications

FIREFIGHTER TYPE 2 (FFT2)

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
S-130 Firefighter Training
S-190 Introduction to Wildland
Fire Behavior

PREREQUISITE EXPERIENCE:

None

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

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25.13 - Air Operations Position Qualifications

25.13 - Exhibit 01

Air Operations Position Qualifications

AREA COMMAND AVIATION COORDINATOR (ACAC)

TRAINING:

LEVEL 1 S-620 Area Command

PREREQUISITE EXPERIENCE:

**Air Operations Branch Director on a Type 1
Incident Management Team**

AND

**Satisfactory position performance as an Area
Command Aviation Coordinator**

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Air Operations Branch Director

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25.13 - Exhibit 01-Continued

Air Operations Position Qualifications

AIR OPERATIONS BRANCH DIRECTOR (AOBD)

TRAINING:

- LEVEL 1** S-470 Air Operations Branch
Director
- LEVEL 3** I-400 Advanced Incident
Command System
- S-378 Air Tactical Group
Supervisor
- A-101 Aviation Safety
- A-102 Fixed Wing Safety
- A-103 Helicopter Safety
- A-105 Aviation Life Support
Equipment
- A-106 Aviation Mishap Reporting
- A-107 Aviation Policy and
Regulations 1
- A-109 Aviation Radio Use
- A-111 Aviation Planning
- A-112 Mission Planning and
Flight Request Process
- A-113 Crash Survival
- A-201 Overview of Safety and
Accident Prevention
- A-202 Interagency Aviation
Organizations
- A-203 Airspace Management and
Coordination
- A-204 Aircraft Capabilities and
Limitations

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR OPERATIONS BRANCH DIRECTOR (AOBD)--CONTINUED

- LEVEL 3** A-301 Implementing Aviation Safety and Accident Prevention
- A-302 Personal Responsibility and Liability
- A-303 Human Factors in Aviation
- A-305 Risk Management
- A-307 Aviation Policy and Regulations II

PREREQUISITE EXPERIENCE:

Air Support Group Supervisor
AND
Satisfactory position performance as an Air Operations Branch Director

PHYSICAL FITNESS:

None

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Air Support Group Supervisor

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR SUPPORT GROUP SUPERVISOR (ASGS)

TRAINING:

- LEVEL 3** Geographic Area Intermediate Air Operations
- I-300 Intermediate Incident Command System
 - A-101 Aviation Safety
 - A-102 Fixed Wing Safety
 - A-103 Helicopter Safety
 - A-105 Aviation Life Support Equipment
 - A-106 Aviation Mishap Reporting
 - A-107 Aviation Policy and Regulations 1
 - A-109 Aviation Radio Use
 - A-111 Aviation Planning
 - A-112 Mission Planning and Flight Request Process
 - A-113 Crash Survival
 - A-201 Overview of Safety and Accident Prevention
 - A-202 Interagency Aviation Organizations
 - A-203 Airspace Management and Coordination
 - A-204 Aircraft Capabilities and Limitations

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR SUPPORT GROUP SUPERVISOR (ASGS)--CONTINUED

PREREQUISITE EXPERIENCE:

Helibase Manager Type 1

AND

Satisfactory position performance as an Air Support Group Supervisor

PHYSICAL FITNESS:

None

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Helibase Manager Type 1

HELIBASE MANAGER (4 or more Helicopters) (HEB1)

TRAINING:

None

PREREQUISITE EXPERIENCE:

Helibase Manager Type 2

AND

Satisfactory position performance as a Helibase Manager Type 1

PHYSICAL FITNESS:

Light

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Helibase Manager Type 2

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

HELIBASE MANAGER (1 to 3 Helicopters) (HEB2)

TRAINING:

LEVEL 1 S-371 Helibase Manager

LEVEL 3 I-300 Intermediate Incident
Command System

AND EITHER
S-301 Leadership and
Organizational
Development

OR
Fireline Leadership

PREREQUISITE EXPERIENCE:

Helicopter Manager

AND

Satisfactory position performance as a
Helibase Manager Type 2

PHYSICAL FITNESS:

Light

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Helicopter Manager (Single Resource Boss)

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

HELICOPTER MANAGER – CALL-WHEN-NEEDED (HCWN)

TRAINING:

- LEVEL 1** *S-372 Interagency Helicopter
Manager
- LEVEL 2** S-281 Supervisory Concepts and
Techniques
OR
Forest Service Corporate Training
Practical Leadership Skills for
New First-Line Supervisors
- LEVEL 3** I-200 Basic Incident Command
System
S-234 Ignition Operations
S-260 Interagency Incident
Business Management
S-270 Basic Air Operations

PREREQUISITE EXPERIENCE:

- Satisfactory performance as a Single
Resource Boss Helicopter, Crew or Engine
AND
Satisfactory position performance as a
Helicopter Crewmember
AND
Satisfactory position performance as a
Helicopter Manager Call-When-Needed on
a wildland or prescribed fire incident
- Experience in Aviation Contract
Administration

PHYSICAL FITNESS:

~~Arduous~~ moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

* S-372 Interagency Helicopter Manager is in the initial stages of course development.
Anticipated release of the course materials will be in either 2003 or 2004.

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

HELICOPTER BOSS (SINGLE RESOURCE BOSS) (HELB)

TRAINING

LEVEL 1	I-200	Basic Incident Command System
	S-215	Fire Operations In The Urban Interface
	S-230	Crew Boss
	S-234	Ignition Operations
	S-260	Interagency Incident Business Management
	S-270	Basic Air Operations
	S-290	Intermediate Fire Behavior
	*S-372	Interagency Helicopter Manager

PREREQUISITE EXPERIENCE:

Advanced Firefighter/Squad Boss
AND
Satisfactory performance as a Helicopter
Crewmember
AND
Satisfactory position performance as a Single
Resource Boss Helicopter on a wildland or
prescribed fire incident

PHYSICAL FITNESS:

Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

*S-372 Interagency Helicopter Manager is in the initial stages of course development.
Anticipated release of the course materials will be in either 2003 or 2004.

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

HELICOPTER CREWMEMBER (HECM)

TRAINING: NONE

PREREQUISITE EXPERIENCE: Firefighter Type 2
AND
Satisfactory position performance as a
Helicopter Crewmember

PHYSICAL FITNESS: Arduous

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** None

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR TACTICAL GROUP SUPERVISOR (ATGS)

TRAINING:

- LEVEL 1** S-378 Air Tactical Group
Supervisor
- LEVEL 3** A-101 Aviation Safety
A-102 Fixed Wing Safety
A-103 Helicopter Safety
A-105 Aviation Life Support
Equipment
A-106 Aviation Mishap Reporting
A-107 Aviation Policy and
Regulations I
A-109 Aviation Radio Use
A-111 Aviation Planning
A-112 Mission Planning and
Flight Request Process
A-113 Crash Survival
A-201 Overview of Safety and
Accident Prevention
A-202 Interagency Aviation
Organizations
A-203 Airspace Management and
Coordination
A-204 Aircraft Capabilities and
Limitations
A-206 Aviation
Acquisition/Procurement I
A-211 Aviation Planning
A-301 Implementing Aviation
Safety and Accident
Prevention
A-302 Personal Responsibility
and Liability
A-303 Human Factors in Aviation
A-305 Risk Management
A-307 Aviation Policy and
Regulations II

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR TACTICAL GROUP SUPERVISOR (ATGS)--CONTINUED

PREREQUISITE EXPERIENCE:

Division/Group Supervisor

AND

Satisfactory position performance as an Air
Tactical Group Supervisor

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

Requirements for this position are contained in the Interagency Air Tactical Group Supervisor Guide (NFES 1393).

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR TANKER/FIXED WING COORDINATOR (ATCO)

TRAINING

- LEVEL 1** I-100 Introduction to Incident Command System
S-110 Wildland Fire Suppression Orientation for Non-Operations Personnel
S-190 Introduction to Wildland Fire Behavior
S-270 Basic Air Operations
S-290 Intermediate Fire Behavior
S-378 Air Tactical Group Supervisor
- LEVEL 2** S-336 Fire Suppression Tactics or equivalent training (see Chapter 30)
- LEVEL 3** Geographic Area Intermediate Air Operations
I-200 Basic Incident Command System
A-101 Aviation Safety
A-102 Fixed Wing Safety
A-103 Helicopter Safety
A-105 Aviation Life Support Equipment
A-106 Aviation Mishap Reporting
A-107 Aviation Policy and Regulations 1
A-111 Aviation Planning
A-112 Mission Planning and Flight Request Process
A-113 Crash Survival

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

AIR TANKER/FIXED WING COORDINATOR (ATCO)--CONTINUED

- LEVEL 3**
- A-201 Overview of Safety and Accident Prevention
 - A-202 Interagency Aviation Organizations
 - A-203 Airspace Management and Coordination
 - A-204 Aircraft Capabilities and Limitations
 - A-206 Aviation Acquisition/Procurement 1
 - A-211 Aviation Planning
 - A-301 Implementing Aviation Safety and Accident Prevention
 - A-302 Personal Responsibility and Liability
 - A-303 Human Factors in Aviation
 - A-305 Risk Management
 - A-307 Aviation Policy and Regulations II

CERTIFICATION:

Lead Plane Pilot (reference FSM 5714.11, exhibit 01)

LICENSE:

Pilot's License

PREREQUISITE EXPERIENCE:

AND

Satisfactory position performance as an Air Tanker/Fixed Wing Coordinator

PHYSICAL FITNESS:

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

HELICOPTER COORDINATOR (HLCO)

TRAINING: **LEVEL 1** S-378 Air Tactical Group
Supervisor

PREREQUISITE EXPERIENCE: Task Force Leader
AND
Satisfactory position performance as a
Helicopter Coordinator

PHYSICAL FITNESS: Moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** None

DECK COORDINATOR (DECK)

TRAINING: None

PREREQUISITE EXPERIENCE: Parking Tender (Helitorch or Fixed-Wing)
AND
Helibase Manager (HEB2) Trainee
AND
Loadmaster
AND
Satisfactory position performance as a Deck
Coordinator

PHYSICAL FITNESS: Moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Takeoff and Landing Coordinator

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25.13 - Exhibit 01--Continued

Air Operations Position Qualifications

TAKE-OFF AND LANDING COORDINATOR (TOLC)

TRAINING:

PREREQUISITE EXPERIENCE:

Helicopter Crewmember
AND
Aircraft Base Radio Operator
AND
Satisfactory position performance as a Take-Off and Landing Coordinator

Desirable experience as an Aircraft Time Keeper
Light

PHYSICAL FITNESS

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Aircraft Base Radio Operator

AIRCRAFT BASE RADIO OPERATOR (ABRO)

TRAINING:

LEVEL 1 I-100 Introduction to Incident Command System
S-130 Firefighting Training
S-190 Introduction to Wildland Fire Behavior
S-270 Basic Air Operations

LEVEL 3 Geographic Area Aircraft Base Radio Operator Course

PREREQUISITE EXPERIENCE:

Satisfactory position performance as an Aircraft Base Radio Operator

PHYSICAL FITNESS

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Helicopter Crewmember
Radio Operator

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25.14 - Planning Position Qualifications

25.14 - Exhibit 01

Planning Position Qualifications

ASSISTANT AREA COMMANDER, PLANNING (ACPC)

TRAINING: LEVEL 1 S-620 Area Command

PREREQUISITE EXPERIENCE: Incident Commander Type 1
OR
Planning Section Chief Type 1
OR
Logistics Section Chief Type 1
OR
Operations Section Chief Type 1
AND
Satisfactory position performance as an
Assistant Area Commander, Planning

PHYSICAL FITNESS: None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Assistant Area Command, Logistics

PLANNING SECTION CHIEF TYPE 1 (PSC1)

TRAINING: LEVEL 1 S-520 Advanced Incident
Management

PREREQUISITE EXPERIENCE: Planning Section Chief Type 2
AND
Satisfactory position performance as a
Planning Section Chief Type 1

PHYSICAL FITNESS: None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Planning Section Chief Type 2

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

PLANNING SECTION CHIEF TYPE 2 (PSC2)

TRAINING:

LEVEL 1 S-420 Command and General
Staff Planning Section
Chief
S-440 Planning Section Chief

LEVEL 3 I-400 Advanced Incident
Command System

PREREQUISITE EXPERIENCE:

Situation Unit Leader
AND
Resource Unit Leader
AND
Satisfactory position performance as a
Planning Section Chief Type 2

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Situation Unit Leader
Resource Unit Leader

SITUATION UNIT LEADER (SITL)

TRAINING:

LEVEL 1 S-346 Situation Unit Leader

LEVEL 3 S-244 Field Observer

PREREQUISITE EXPERIENCE:

Incident Commander Type 4
AND
Strike Team Leader (any)
AND
Satisfactory position performance as a
Situation Unit Leader

PHYSICAL FITNESS:

Moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Fire Behavior Analyst
Field Observer

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

RESOURCE UNIT LEADER (RESL)

TRAINING:

LEVEL 1 S-260 Interagency Incident
Business Management
S-347 Demobilization Unit Leader
S-348 Resource Unit Leader

LEVEL 2 S-281 Supervisory Concepts and
Techniques
OR
Forest Service Corporate Training
Practical Leadership Skills for
New First-Line Supervisors

LEVEL 3 I-200 Basic Incident Command
System
I-300 Intermediate Incident
Command System
AND EITHER
S-301 Leadership and
Organizational
Development
OR
Fireline Leadership

PREREQUISITE EXPERIENCE:

Status/Check In Recorder
AND
Satisfactory position performance as a
Resource Unit Leader

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Status Check In Recorder
Demobilization Unit Leader

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

STATUS/CHECK-IN RECORDER (SCKN)

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
S-110 Wildland Fire Suppression
Orientation for Non-
Operations Personnel

LEVEL 3 S-248 Status Check In Recorder

PREREQUISITE EXPERIENCE:

Desirable skills include record keeping,
organizational ability and communication
skills

AND

Satisfactory position performance as a
Status/Check-in Recorder

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

DOCUMENTATION UNIT LEADER (DOCL)

TRAINING:

- LEVEL 1** I-100 Introduction to Incident
Command System
S-110 Wildland Fire Suppression
Orientation for Non-
Operations Personnel
S-260 Interagency Incident
Business Management
- LEVEL 2** S-281 Supervisory Concepts and
Techniques
OR
Forest Service Corporate Training
Practical Leadership Skills for
New First-Line Supervisors
- LEVEL 3** I-200 Basic Incident Command
System
I-300 Intermediate Incident
Command System
AND EITHER
S-301 Leadership and
Organizational
Development
OR
Fireline Leadership

PREREQUISITE EXPERIENCE:

Desirable skills include record keeping,
organizational ability and communication
skills.

AND

Satisfactory position performance as a
Documentation Unit Leader

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

DEMOBILIZATION UNIT LEADER (DMOB)

TRAINING: None

PREREQUISITE EXPERIENCE: Resource Unit Leader
AND
Satisfactory position performance as a
Demobilization Unit Leader

PHYSICAL FITNESS: None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** Resource Unit Leader
Support Dispatcher

FIRE BEHAVIOR ANALYST (FBAN)

TRAINING: **LEVEL 1** S-490 Advanced Wildland Fire
Behavior Calculations
S-590 Fire Behavior Analyst

LEVEL 3 S-491 National Fire Danger
Rating System
S-492 Long Term Fire Risk
Assessment
S-493 Farsite, Fire Growth
Simulation

PREREQUISITE EXPERIENCE: Division/Group Supervisor
AND
Satisfactory position performance as a Fire
Behavior Analyst

PHYSICAL FITNESS: Moderate

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:** None

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

FIELD OBSERVER (FOBS)

<u>TRAINING:</u>	LEVEL 1 S-244 Field Observer
<u>PREREQUISITE EXPERIENCE:</u>	Single Resource Boss (any) AND Satisfactory position performance as a Field Observer
<u>PHYSICAL FITNESS:</u>	Arduous
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	Single Resource Boss (any)

INCIDENT TRAINING SPECIALIST (TNSP)

<u>TRAINING:</u>	LEVEL 1 I-100 Introduction to Incident Command System S-110 Wildland Fire Suppression Orientation for Non-Operations Personnel S-445 Incident Training Specialist
<u>PREREQUISITE EXPERIENCE:</u>	Desirable skills are record keeping, organization ability and communication skills AND Satisfactory position performance as an Incident Training Specialist
<u>PHYSICAL FITNESS</u>	None
<u>OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:</u>	None

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

HUMAN RESOURCE SPECIALIST (HRSP)

TRAINING:

LEVEL 1 Geographic Area Human
Resource Specialist Training
I-100 Introduction to Incident
Command System
S-110 Wildland Fire Suppression
Orientation for Non-
Operations Personnel
S-260 Interagency Incident
Business Management

CERTIFICATION:

Attendance at Geographic Area Human
Resource Specialist Refresher Workshop

PREREQUISITE EXPERIENCE:

Experience and/or training that equipped the
individual with a general knowledge of
civil rights, equal employment opportunity
and personnel programs; conflict
resolution; facilitation, fact finding and
effective communication skills; and
administrative and management advisor
skills.

AND

Satisfactory position performance as a
Human Resource Specialist

PHYSICAL FITNESS

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

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25.14 - Exhibit 01--Continued

Planning Position Qualifications

DISPLAY PROCESSOR (DPRO)

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
S-110 Wildland Fire Suppression
Orientation for Non-
Operations Personnel
S-245 Display Processor

PREREQUISITE EXPERIENCE:

Proven ability to read and interpret
topographic maps, orthophoto maps, and
aerial photos.
AND
Satisfactory position performance as a
Display Processor

PHYSICAL FITNESS:

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

INFRARED INTERPRETER (IRIN)

TRAINING:

LEVEL 1 I-100 Introduction to Incident
Command System
S-110 Wildland Fire Suppression
Orientation for Non-
Operations Personnel
S-443 Infrared Interpreter

PREREQUISITE EXPERIENCE:

Satisfactory position performance as an
Infrared Interpreter

PHYSICAL FITNESS

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

None

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25.15 - Logistics Position Qualifications

25.15 - Exhibit 01

Logistics Position Qualifications

ASSISTANT AREA COMMANDER, LOGISTICS (ACLC)

TRAINING:

LEVEL 1 S-620 Area Command

PREREQUISITE EXPERIENCE:

Incident Commander Type 1

OR

Logistics Section Chief Type 1

OR

Planning Section Chief Type 1

OR

Operations Section Chief Type 1

AND

**Satisfactory position performance as an
Assistant Area Commander, Logistics**

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Assistant Area Commander, Planning

LOGISTICS SECTION CHIEF TYPE I (LSC1)

TRAINING

**LEVEL 1 S-520 Advanced Incident
Management**

PREREQUISITE EXPERIENCE:

Logistics Section Chief Type 2

AND

**Satisfactory position performance as a
Logistics Section Chief Type 1**

PHYSICAL FITNESS

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY**

**Logistics Section Chief Type 2
Service Branch Director
Support Branch Director**

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Logistics Position Qualifications

LOGISTICS SECTION CHIEF TYPE 2 (LSC2)

TRAINING:

LEVEL 1 S-420 Command and General Staff
S-450 Logistics Section Chief

LEVEL 3 Contracting Officer's Technical Representative (COTR)
I-400 Advanced Incident Command System

PREREQUISITE EXPERIENCE:

Facilities Unit Leader
AND EITHER
Ground Support Unit Leader
OR
Supply Unit Leader
AND
Satisfactory position performance as a Logistics Section Chief Type 2

PHYSICAL FITNESS:

None

OTHER POSITION ASSIGNMENTS THAT WILL MAINTAIN CURRENCY:

Support Branch Director
Service Branch Director
Supply Unit Leader
Facilities Unit Leader
Ground Support Unit Leader

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Logistics Position Qualifications

SERVICE BRANCH DIRECTOR (SVBD)

TRAINING:

None

PREREQUISITE EXPERIENCE:

Logistics Section Chief Type 2
AND
Satisfactory position performance as a
Service Branch Director

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Logistics Section Chief Type 2
Support Branch Director
Medical Unit Leader
Communications Unit Leader
Food Unit Leader

SUPPORT BRANCH DIRECTOR (SUBD)

TRAINING:

None

PREREQUISITE EXPERIENCE:

Logistics Section Chief Type 2
AND
Satisfactory position performance as a
Support Branch Director

PHYSICAL FITNESS:

None

**OTHER POSITION ASSIGNMENTS
THAT WILL MAINTAIN CURRENCY:**

Logistics Section Chief Type 2
Service Branch Director
Supply Unit Leader
Facilities Unit Leader
Ground Support Unit Leader
