Chapter 13
Firefighter Training and Qualifications

Introduction

National Wildfire Coordinating Group (NWCG) sanctioned firefighters are trained and qualified according to the NWCG and other standards, as outlined below.

Standards

Firefighters must meet standards identified in the NWCG publication, *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310-1). The PMS 310-1 may be found at https://www.nwcg.gov/publications/310-1.

Federal agencies have consolidated minimum standards and information for frequently used positions not included in the PMS 310-1. The *Federal Wildland Fire Qualifications Supplement* can be found at https://iqcsweb.nwcg.gov/.


Agency standards for training and qualifications may exceed the minimum standards established by NWCG. Such additional standards will be approved by the Fire Directors, and implemented through the Incident Qualifications and Certification System (IQCS). Standards which may exceed the minimum standards established by NWCG are identified in:

- **BIA** – Standards can be referenced at https://www.bia.gov/bia/ots/dfwfm/bwfm. Fire Management Leadership (FML), (geographic or national) is required for all bureau agency administrators/line officers including agency superintendents; agency foresters or natural resource managers; and regional foresters. Regional directors, deputy directors in natural resource program areas, and Tribal natural resource program administrators are also encouraged to attend this course. The national level course offered by NAFRI is the preferred alternative to the geographic course.

Federal agencies will accept each other’s incident qualifications/certifications.

Qualification and Certification Process

Each unit with fire management responsibilities will establish an Incident Qualification Card qualification and certification process, which may include a qualification and certification committee. In areas cooperating with other...
federal, state, or local agencies, an interagency qualification and certification
committee should be established and include representatives from each unit.
• **BIA** – Regional/local unit red card committees will be used to determine
qualifications and training requirements.

These qualification and certification committees provide management oversight
and review of the wildland and prescribed fire positions under their jurisdiction.

The committee:
• Ensures that qualifications generated by IQCS or other agency systems for
employees are valid by reviewing the training and experience of each
employee.
• Determines whether each employee possesses the personal characteristics
necessary to perform the wildland and prescribed fire positions in a safe and
efficient manner.
• Makes recommendations to the appropriate agency administrator or
designee who is responsible for final certification signature.
• Develops interagency training needs and sponsors courses that can be
offered locally.
• Ensures training nominees meet minimum requirements for attending
courses.

**Non-NWCG Agency Personnel Qualifications**
Personnel from non-NWCG agencies meeting PMS 310-1 prerequisites can
participate in and receive certificates for successful completion of NWCG
courses. Agency employees can complete the task blocks, evaluation record and
verification/certification sections of a cooperating organizations employee
position task book. Agency employees will not initiate or complete the agency
certification sections of the position task book for non-agency employees.

Personnel from agencies that do not subscribe to the NWCG qualification
standards may be used on agency managed fires. Agency fire managers must
ensure these individuals are only assigned to duties commensurate with their
competencies, agency qualifications, and equipment capabilities.

**Non-NWCG Agency Personnel Use on Prescribed Fire**
The PMS 310-1 establishes the minimum qualifications for personnel involved
in prescribed fires on which resources of more than one agency are utilized—
unless local agreements specify otherwise. This guide may be found at

**Incident Qualifications and Certification System (IQCS)**
The Incident Qualifications and Certification System (IQCS) is the only
approved fire qualifications and certification record keeping system. Effective
January 1, 2022, IROC will no longer be a record keeping system for
qualifications. The Responder Master Record report provided by the IQCS
meets the agency requirement for maintaining fire qualification records. The
system is designed to provide managers at the local, state/regional, and national
levels with detailed qualification, experience, and training information needed to certify employees in wildland fire positions. The IQCS is a tool to assist managers in certification decisions; however, it does not replace the manager’s responsibility to validate that employees meet all requirements for position performance based on their agency standards.

Certifying officials have the option to keep employee qualification records as a hard copy file or an electronic file using the IQCS document upload feature. Both options must include proof of all required training, certified position task books, required license/certification and documentation for administrative actions (system overrides from Certifying Officials). Hard copy files will also include current copies of the IQCS Master Record and Incident Qualification Card. All records will be stored and/or destroyed in accordance with agency policies.

- **BLM** – Transition of hard copy records to electronic records must be completed by December 31, 2024. During the transition, IQCS certifying officials have the option to keep employee training and qualification records as a hard copy file or an electronic file. Additional information can be found at https://www.nifc.gov/about-us/our-partners/blm/training. All records will be stored and/or destroyed in accordance with agency policies.

- **BLM/NPS** – IQCS account managers will have an IQCS Delegation of Authority from the certifying official. A delegation of authority can be found at https://iqcsweb.nwcg.gov/.


- **BIA** – All BIA/Tribal units with fire management programs are required to use IQCS to track all federal emergency responders. Agency superintendents and line officers of Tribal fire programs are considered certifying officials pursuant to the definition in the PMS 310-1. As such, they are responsible for ensuring that agency fire management personnel develop and maintain fire management job qualifications and meet physical fitness standards in accordance with policy and assign personnel to fire suppression, prescribed fire, wildland fire use activities according to qualifications and demonstrated ability. They are responsible for entering and maintaining employee fire qualifications in the IQCS. Agency superintendents and line officers of Tribal fire programs who choose delegation of authority of the certifying official role must do so in writing, utilizing the delegation of authority form found on the IQCS website at https://iqcsweb.nwcg.gov/.

**Certification of Non-Agency Personnel**

Non-agency firefighters will be certified by state or local fire departments, or private training providers approved by a Memorandum of Understanding (MOU) through their local GACC. Agencies will not assist in the administration, or sponsor the Work Capacity Test (WCT), as the certifying agency.
Incident Qualification Card

The agency administrator (or delegate) is responsible for annual certification of all agency and administratively determined (AD) personnel serving on wildfire, prescribed fire, and all hazard incidents. This responsibility includes monitoring medical status, fitness, training, performance, and ensuring the responder meets all position performance requirements.

Training and successful completion of the appropriate WCT must be accomplished and documented. All incident qualification cards issued to agency employees, with the exception of emergency firefighter (EFF-paid or temporary employees at the FFT2 level), will be printed using the IQCS. Incident qualification cards issued to EFF or temporary employees at the FFT2 level may be printed without use of the IQCS.

- **BLM/BIA** – An electronic incident qualification card utilizing the IQCS portable document format (PDF) is authorized.

Each agency will designate employees at the national, regional/state, and local levels as fire qualifications administrators, who ensure all incident experience, incident training, and position task books for employees within the agency are accurately recorded in the IQCS. All records must be updated annually or modified as changes occur.

- **BLM** – BLM Recertification Policy: If an employee (including an agency-sponsored AD) has lost currency in a position, the employee is converted to trainee status for that position. In order to regain full qualification for the position, the employee must demonstrate the ability to perform in the position as determined by the certifying official. Prior to recertification, the employee must:
  - Complete one or more evaluation assignments.
  - Complete any additional requirements as determined by the certifying official (e.g., additional assignments and/or courses).
  - **NOTE:** This policy only applies to positions for which a task book is required.

- **BLM** – State fire management officers will certify position task books and incident qualification cards for area command and Type 1 command and general staff positions.

- **BLM/FWS** – The “Do What’s Right” training is required annual training but is not a prerequisite for issuance of an Incident Qualification Card.

- **NPS** – Certification for area command and Type 1 command and general staff (C&GS) position task books will be done at the national office level; Type 2 C&GS, and any position task books issued to park fire management officers will be certified at the regional office level. All other position task books may be certified at the local unit level.

- **NPS** – The branch chief, NPS branch of wildland fire (or delegate) is responsible for the accuracy and certification of the regional fire
FIREFIGHTER TRAINING AND QUALIFICATIONS  

CHAPTER 13

management officer’s incident qualification card. The regional fire management officer (or delegate) is responsible for the accuracy and annual certification of their parks’ fire management officers’ incident qualification cards.

- NPS – It is NPS policy that two or more assignments be accomplished after completing a Position Task Book, and receiving certification, before an individual begins movement to the next higher level.


- FS – Refer to FSH 5109.17, chapter 10, and the FSFAQG.

- BIA – BIA Recertification Policy: If an employee, including an agency-sponsored AD, has lost currency in a position, the employee is converted to trainee status for that position. In order to regain full qualification for the position, the employee must demonstrate the ability to perform in the position as determined by the Certifying Official. Prior to recertification, the employee must:
  - Complete one or more evaluation assignments.
  - Complete any additional requirements as determined by the Certifying Official (e.g., additional assignments and/or courses).

Incident Qualification Card Expiration Dates

Incident qualification cards for responders that possess qualifications requiring work capacity tests (WCT) and the RT-130, Wildland Fire Safety Training Annual Refresher, are valid through the earliest expiration date (either fitness or refresher) listed on the card. Incident qualification cards for responders that possess qualifications that do not require WCT or RT-130 for issuance are valid for 12 months from the date the card is signed by a certifying official.

- FS – The WCT is considered effective for 13 months from the date passed. If an employee is on an emergency assignment on the date their WCT/refresher expires, they will complete their assignment including any extensions. Upon return to their duty station, they must complete the WCT/refresher and acquire a new Incident Qualification Card prior to accepting any new assignments.

Universal Training Requirements

All personnel filling NWCG recognized positions on the fireline must have completed:
- S-130 Firefighter Training (including the required field exercises);
- S-190 Introduction to Wildland Fire Behavior;
- L-180 Human Factors on the Fireline;
- ICS-100 Introduction to the ICS; and
- IS-700 An Introduction to the NIMS (current version).
RT-130, Wildland Fire Safety Training Annual Refresher (WFSTAR) focuses line-going personnel on fireline operations and decision-making issues in order to recognize and mitigate risk, maintain safe and effective practices, and reduce accidents.

Mandatory Core Components are:

- **Local Topics** – Review and discuss local topics and areas of concern that may impact firefighter safety in the upcoming fire season.
- **Incident Reviews and Lessons Learned** – Review and discuss lessons learned from past local, regional, and national incident response.
- **Fire and Aviation Operational Safety** – Review and discuss the risk management principles and tools that support safe and effective incident operations.
- **Human Factors, Communication and Decision Making** – Review and discuss the complex interaction between human factors, communication and decision making.
- **Fire Shelters and Entrapment Avoidance** – Review and discuss fire shelter use, deployment site selection, personal protective equipment, shelter inspections, and historical entrapment scenarios. Practice proper fire shelter deployment techniques.

Core component discussion topics can be found on the RT-130 course webpage at https://www.nwcg.gov/publications/training-courses/rt-130.

The minimum refresher training hour requirement for each agency is identified below. Training time may be extended in order to effectively complete this curriculum or to meet local training requirements.

- **BIA** – 4 hours.
- **BLM/NPS/FWS/FS** – No minimum hourly requirement; core components must be covered.

RT-130, WFSTAR is delivered as Instructor-Led Training. **It is not available as Self-Directed (Online) Training.** To receive credit for course completion, students must complete a session of RT-130, WFSTAR with qualified instructors to ensure core components are covered. Delivery options include:

- **Instructor-Led Training (ILT)** – Delivery will be facilitated by an instructor in a traditional classroom environment.
- **Virtual Instructor-Led Training (VILT)** – Delivery will be facilitated by an instructor in a virtual classroom environment.

Minimum requirements for RT-130, WFSTAR instructors have been established and can be found in the NWCG Standards for Course Delivery (PMS 901-1) at https://www.nwcg.gov/publications/901-1.

RT-130, WFSTAR will have a 12-month currency.

- **NPS/FS** – Employees have a 13-month currency requirement for RT-130, WFSTAR.
Firefighters who receive initial fire training are not required to take RT-130, WFSTAR in the same calendar year. Refresher training content is available on the RT-130, WFSTAR website at https://www.nwcg.gov/publications/training-courses/rt-130.


**Medical Examinations**

Agency administrators and supervisors are responsible for the occupational health and safety of their employees performing wildland fire activities, and may require employees to take a medical examination at any time.

- **BLM/NPS/FWS/BIA** – An employee may be required to take a medical examination whenever there is a reasonable concern, based on objective evidence, about the employee’s continued capacity to meet any of the physical or medical requirements of the position. Such an examination may be ordered for instances of job-related injuries/illnesses and for those that are not job-related. Supervisors should contact their Servicing Human Resource Office and Wildland Fire Safety Program Manager for assistance with preparing the memorandum for requiring a medical examination. The DOI MSP Program Management will review the memorandum before issuance to the employee.


Established medical qualification programs, as stated in 5 CFR 339, provide consistent medical standards for arduous positions in order to safeguard the health of employees whose work may subject them or others to significant health and safety risks due to occupational or environmental exposure or demand.

Any employee with an active workers’ compensation (OWCP) case or other physical or medical limiting factors/restrictions that preclude them from fully performing the activities of an arduous position must disclose this as part of the self-certification or medical examination process.

Information on any medical records is considered confidential and must be kept in the employee’s medical file.

**Arduous Fitness Level – Department of Interior Wildland Firefighter Medical Standards Program (DOI MSP)**

Per Office of Wildland Fire (OWF) Policy Memorandum 2016-014, “All employees (incumbents and applicants) must take an examination meeting Federal Interagency Wildland Fire Medical Standards every three years regardless of employment status and hiring authority, including emergency firefighters (Administratively Determined – AD/casual hires) and collateral duty
firefighters who participate in arduous duty wildland fire activities. An examination taken and successfully cleared in accordance with the DOI MSP direction is required prior to participating in the Arduous Duty Work Capacity Test (Pack Test), performing arduous duty, wildland fire duties, or any agency sanctioned physical fitness training to prepare for these duties. In the years between the periodic examinations, an employee will self-certify their medical concerns and risk in taking the Work Capacity Test.” Information regarding the DOI MSP can be obtained from agency wildland fire safety program manager and at https://www.nifc.gov/medical_standards/index.html.

Additional testing or medical follow-up required to change a DOI MSP determination shall be at the individual's expense unless the agency has granted prior approval.

Employees seeking arduous red card qualifications who work for programs operating under their own medical standards must either participate in the DOI MSP or may have their exam meeting all DOI MSP requirements reviewed against the Federal Interagency Wildland Firefighter Medical Standards.

Exam/Self-Certification Periodicity and Changes in Medical Status
A baseline or periodic exam is required every 36-months from the date of the exam regardless of the qualification date. Annual self-certifications between exams must precede the arduous work capacity test by no more than 45 days prior to fitness testing.

- **NPS** – Annual self-certifications are valid for one year. NPS employees may take the work capacity test at any point in that year as long as the self-certification is current.

If a Department of the Interior arduous duty wildland firefighter (WLFF) develops a significant change in medical status between medical exams or self-certifications, the WLFF is required to immediately report this change to his/her supervisor and complete a self-certification. A significant change in medical status is defined as any injury or illness, including an active workers’ compensation (OWCP) claim, which may prevent performance of arduous duty. It is critical the employee understands the importance of reporting a significant change in medical status and ceasing arduous duty until cleared. Eligibility for compensation or benefit claims may be affected by a failure to report. If a change in medical status for arduous duty firefighters has been reported, it is incumbent on the supervisor to ensure the firefighter ceases to perform arduous duty and if necessary, ensure all arduous duty related qualifications are prevented from being sent to IROC in IQCS until the employee has been medically cleared to resume arduous duty work.

A WLFF must also immediately inform his/her supervisor if they have not completed an exam within the previous 36 months and must not resume arduous duty work until completion of a periodic exam and medical qualification.

- **NPS** – If a LE ranger is also assigned arduous wildland firefighter duties an additional medical clearance for wildland firefighting must be requested.
at the time of her/his LE medical exam. If a determination of Not Cleared is made, the DOI MSP Risk Mitigation/Waiver process will be used.


### Medical Exam Process for Light and Moderate Fitness Levels

The medical screening process for light and moderate work capacity testing (Health Screening Questionnaire [HSQ]) is centralized and automated through the DOI MSP’s national contractor. For details on the process visit [https://www.nifc.gov/medical_standards](https://www.nifc.gov/medical_standards).

- **FWS/BIA** – Law enforcement must complete the light or moderate Health Screening process through CHS and provide clearance certificate to the WCT administrator.

- **FS** – Medical exams will be paid from a Washington Office fund code. Additional specialized testing other than the tests listed on the OF-178 will not be covered by the Forest Service.

If the SHRO or FMO has a direct concern about an employee’s/applicant’s capacity to meet the physical or medical requirements of a position, the agency may require the employee/applicant to report for a specific medical evaluation. For more information, contact your SHRO or agency Wildland Fire Safety Program Manager.

- **NPS** – The law enforcement medical exam for NPS rangers, who are collateral duty wildland firefighters, will suffice for moderate and light fitness level clearance.

- **FS** – The completed OF-178 is submitted to the Reviewing Medical Officer for the Agency to review and medically clear.

- **BIA** – Individuals who opt out of the DOI MSP at the arduous level, having received a “not qualified for arduous duty” status during a periodic or baseline exam, may be required to report for a specific medical evaluation to determine fit for duty status.

### Work Capacity Tests

#### Work Capacity Test (WCT) Categories

The NWCG Standards for Wildland Fire Position Qualifications (PMS 310-1) identifies fitness levels for specific positions. There are three fitness levels—Arduous, Moderate, and Light—which require an individual to demonstrate their ability to perform the fitness requirements of the position. Positions in the “no fitness level required” category are normally performed in a controlled environment, such as an incident base.

- **BLM** – Law enforcement physical fitness standard is accepted as equivalent to a “light” WCT work category.
### Work Capacity Test Categories

<table>
<thead>
<tr>
<th>WCT Category</th>
<th>Distance</th>
<th>Weight</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arduous Pack Test</td>
<td>3 miles</td>
<td>45 lb.</td>
<td>45 min</td>
</tr>
<tr>
<td>Moderate Field Test</td>
<td>2 miles</td>
<td>25 lb.</td>
<td>30 min</td>
</tr>
<tr>
<td>Light Walk Test</td>
<td>1 mile</td>
<td>None</td>
<td>16 min</td>
</tr>
</tbody>
</table>

- **Arduous** – Duties involve field work requiring physical performance with above average endurance and superior conditioning. These duties may include an occasional demand for extraordinarily strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Requirements include running, walking, climbing, jumping, twisting, bending, and lifting more than 50 pounds; the pace of the work typically is set by the emergency conditions.

- **Moderate** – Duties involve field work requiring complete control of all physical faculties and may include considerable walking over irregular ground, standing for long periods of time, lifting 25 to 50 pounds, climbing, bending, stooping, twisting, and reaching. Occasional demands may be required for moderately strenuous activities in emergencies over long periods of time. Individuals usually set their own work pace.

- **Light** – Duties mainly involve office type work with occasional field activity characterized by light physical exertion requiring basic good health. Activities may include climbing stairs, standing, operating a vehicle, and long hours of work, as well as some bending, stooping, or light lifting. Individuals can usually govern the extent and pace of their physical activity.

### Work Capacity Test (WCT) Administration

The Work Capacity Test (WCT) is the official method of assessing wildland firefighter fitness levels. General guidelines can be found in the [Work Capacity Test: Administrator’s Guide](https://www.fs.fed.us/managing-land/fire) (PMS 307).


WCT administrators must confirm medical clearance at the appropriate fitness level through review of a clearance list provided by the fire management officer (or delegate) or by verifying certificate of WCT clearance at the time of the WCT. There is no need for the WCT Administrator to collect or retain copies of the certificate of clearance.

At a minimum, WCTs are administered annually to all employees, including AD/EFF who will be serving in wildland fire positions that require a fitness level. The currency for the WCT is 12 months.

- **NPS/FS** – Currency for WCT is 13 months.

The WCT results shall be documented on the WCT Record available online as appendix O at https://www.nifc.gov/standards/guides/red-book. The WCT Record captures information that is covered under the Privacy Act and should be
maintained in accordance with agency Freedom of Information Act (FOIA) guidelines. Administration of the WCT for non-federal firefighters is prohibited for liability reasons. Potential emergency firefighters who would be hired under Emergency Hire authority by the agency must be in AD pay status or sign an agency-specific volunteer services agreement prior to taking the WCT. Federal employees may participate in a WCT administered by non-federal partners if approved by the FMO and all requirements of this chapter are met.

A Job Hazard Analysis (JHA) or Risk Assessment (RA) shall be developed and approved for each field unit prior to administrating the WCT. Administer the test using the JHA/RA as a briefing guide.

- **BLM** – A RA shall be developed and approved for each field unit prior to administering the WCT.
- **BIA** – A RA shall be developed and approved for each field unit prior to administering the WCT. A RA for the WCT can be found at https://www.bia.gov/nifc/safety/WildlandFireRiskAssessment/index.htm.

The local unit shall prepare a medical response plan (such as an ICS-206 form), evaluate options for immediate medical care and patient transport, and identify closest emergency medical services. A minimum of a qualified Medical First Responder/Emergency Medical Responder (EMR) must be on site during WCT administration. Based upon a thorough evaluation of potential medical treatment and evacuation scenarios, a higher level of on-site emergency medical qualifications and equipment may be warranted (e.g., Emergency Medical Technician (EMT) or paramedic).

An Automatic External Defibrillator (AED) is required on-site during all WCTs. Personnel taking the WCT will only complete the level of testing (Pack, Field, Walk) required by the highest fitness level identified for a position on their Incident Qualification Card. Employees shall not take the WCT unless they have an Incident Qualification Card qualification that requires it, and only at the fitness level required by that position as identified in the PMS 310-1 or agency-specific guidance or policy.

Treadmills are not approved for Work Capacity Testing.

WCT results must be entered into the IQCS annually to update the fitness level and date that will appear on the Incident Qualification Card. WCT dates entered in IQCS will reflect the date the employee passed the fitness test. The results of the most recent WCT will always supersede the results of any previous WCT, even if previous WCTs were within the currency period.

- **NPS** – Law enforcement officers are required to provide medical clearance documentation to their FMO prior to participating in a Work Capacity Test. The LE exam is sufficient for the light and moderate level work capacity testing. If a LE ranger is also assigned arduous wildland firefighter duties,
an additional medical clearance for wildland firefighting must be requested at the time of her/his LE medical exam.

- **FS** – Failed or not completed WCT attempts are to be entered into the eMedical system by the HSQ Coordinator.

**Work Capacity Test – Retesting**

Those who do not pass the WCT will be provided another opportunity to retest. Employees will have to wait at least 48 hours before retaking the WCT. If an employee sustains an injury (verified by a licensed medical provider) during a test, the test will not count as an attempt. Once an injured employee has been released for full duty, the employee will be given time to prepare for the test (not to exceed 4 weeks). The numbers of retesting opportunities that will be allowed include:

- Three opportunities total for permanent employees required to pass a test for duties in the fire program.
- One opportunity for temporary employees required to pass a test (a second chance maybe provided at the discretion of fire management).
  - **FS** – Direction can be found in the USFS WCT Implementation Guide at [https://www.fs.fed.us/managing-land/fire](https://www.fs.fed.us/managing-land/fire).
  - **BIA** – Employees who fail two WCT’s will develop an appropriate Physical Fitness Plan with their supervisors to ensure accountability before the 3rd test is administered.
  - **BIA** – Temporary Employees- A second test may be authorized by the local unit after 14 days to allow the individual to train for the WCT. A failed second test will result in a 90 day suspension without additional testing during that period.

**Physical Fitness**

**Physical Fitness and Conditioning**

Agency administrators are responsible for ensuring the overall physical fitness of firefighters. Employees serving in wildland fire positions that require a fitness rating of arduous as a condition of employment are authorized one hour of duty time each work day for physical fitness conditioning. Employees serving in positions that require a fitness rating of moderate or light may be authorized up to three hours per week.

- **BLM** – See chapter 2 for physical fitness conditioning requirements.

Fitness conditioning periods may be identified and structured to include aerobic and muscular exercises. Team sports are not authorized for fitness conditioning. chapters 5, 6, 7, 8, and 9 and appendices F, G, and H of *Fitness and Work Capacity 2009 ed.* (PMS 304-2, NFES 1596) and the Interagency Fire Fitness Program in the USFS WCT Implementation Guide provide excellent guidance concerning training specifically for the pack test, aerobic fitness programs, and muscular fitness training. [https://www.nwcg.gov/publications/304-2](https://www.nwcg.gov/publications/304-2) [https://www.fs.usda.gov/managing-land/fire/safety/wct](https://www.fs.usda.gov/managing-land/fire/safety/wct)
NPS – A fitness plan is required for all NPS personnel participating in a fitness program (DO-57). For health and fitness purposes, those who are fire-qualified at less than the arduous fitness level are not required to meet the mandatory fitness program requirements of DO-57 for wildland fire management. They are strongly encouraged to participate in the voluntary fitness program, and must still meet physical fitness/work capacity requirements as outlined in the NWCG Standards for Wildland Fire Position Qualifications (PMS 310-1) for positions with Moderate and Light fitness requirements.

FWS – Refer to chapter 4, Physical Fitness and Conditioning.

FS – Forest Service direction is found in FSH 5109.17 and the FSFAQG. NFFE Partnership bargaining unit employees may only be required to successfully complete the WCT once per year.

BIA – Refer to chapter 6, Physical Fitness and Conditioning.

Minimum Age Requirements for Hazardous Duty Assignments on Federal Incidents

Persons under 18 years old will not perform hazardous duties during wildland fire management operations on federal jurisdictions.

Engine Modules

Staffing levels and specific requirements for engine personnel may be found in chapter 14, Firefighting Equipment.

Helicopter Modules

Staffing levels and specific requirements for helicopter personnel may be found in chapter 16, Aviation.

Smokejumpers (SMKJ)

Smokejumpers provide professional and effective fire suppression, fuels reduction, and fire management services to help land managers meet objectives.

Smokejumper Policy

Smokejumper operations are guided by direction in the interagency section of the Interagency Smokejumper Operations Guide (ISOG).

Each base will comply with smokejumper operations standards. The arduous duties, specialized assignments, and operations in a variety of geographic areas require smokejumpers to have uniform training, agency approved equipment, communications, organization, and operating procedures.

Smokejumper Communications

All smokejumpers carry programmable radios and are proficient in their use and programming procedures.
CHAPTER 13  
FIREFIGHTER TRAINING AND QUALIFICATIONS

Smokejumper Training
To ensure proficiency and safety, smokejumpers complete annual training that covers aspects of aviation, parachuting, fire suppression tactics, administrative procedures, and safety related to the smokejumper mission and fire operations. The training program for first-year smokejumpers is four weeks long. Candidates are evaluated to determine:
- Level of physical fitness;
- Ability to learn and perform smokejumper skills;
- Ability to work as a team member;
- Attitude; and
- Ability to think clearly and remain productive in a stressful environment.

Smokejumper Target Qualifications

<table>
<thead>
<tr>
<th>Position</th>
<th>IQCS Target</th>
<th>Smokejumper Training Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department managers</td>
<td>T1 and T2 C&amp;G</td>
<td></td>
</tr>
<tr>
<td>Spotter</td>
<td>ICT3, DIVS, ATGS RXB2, SOFR</td>
<td></td>
</tr>
<tr>
<td>Lead smokejumper</td>
<td>STLD, TFLD</td>
<td>Senior rigger, FOBS</td>
</tr>
<tr>
<td>Smokejumper</td>
<td>ICT4, CRWB, FIRB</td>
<td>FEMO</td>
</tr>
<tr>
<td>Rookie smokejumper</td>
<td>ICT5, FFT1</td>
<td></td>
</tr>
</tbody>
</table>

Smokejumper Medical Standards
Smokejumper medical standards are the same as the Federal Interagency Wildland Firefighter Medical Standards-Arduous Duty Wildland Firefighter.

USFS Smokejumper Physical Fitness Standards
The national minimum standards for smokejumpers are:
- 1.5 mile run in 11:00 minutes or less;
- 45 sit-ups;
- 25 pushups;
- 7 pull-ups;
- 110 lb. pack-out over 3 miles/level terrain/90 minutes*; and
- Successful completion of the WCT at the arduous level.

*This element is tested during smokejumper rookie training.

Interagency Hotshot Crews (IHC)
Interagency hotshot crews provide an organized, mobile, and skilled hand crew for all phases of wildfire suppression. IHCs are comprised of 18-25 firefighters and are used primarily for wildfire suppression, fuels reduction, and other fire management duties. IHC’s are capable of performing self-contained initial attack suppression operations, and commonly provide incident management capability at the Type 3 or 4 levels.
IHC Policy

IHC standards provide consistent planning, funding, organization, and management of the agency IHCs. The sponsoring unit will ensure compliance with the established standards. The arduous duties, specialized assignments, and operations in a variety of geographic areas required of IHCs dictate that training, equipment, communications, transportation, organization, and operating procedures are consistent for all agency IHCs.

As per agency policy, all IHCs will be managed under the Standards for Interagency Hotshot Crew Operations (SIHCO).

- **BLM/NPS** – BLM Preparedness Review Checklist #18 (Hotshot Crew) supersedes the checklist found in the SIHCO.
- **BLM** – Additional guidance for BLM IHCs is contained in chapter 2.
- **BIA** – IHC superintendent and assistant superintendent are required to have the additional qualification of IHCS and/or IHCA on their red card prior to mobilization. Additional information regarding this standard can be found in the Federal Wildland Fire Qualifications Supplement at https://iqcsweb.nwcg.gov/.

IHC Certification

The process for IHC certification is found in the Standards for Interagency Hotshot Crew Operations (SIHCO).

Annual Crew Pre-Mobilization Process

The superintendent of crews holding IHC status the previous season are required to complete the Annual IHC Mobilization Checklist (SIHCO, appendix C) and send the completed document to the local GACC prior to making the crew available for assignment each season.

Annual IHC Readiness Review

On an annual basis the superintendent of crews holding IHC status the previous season are required to complete the Annual IHC Preparedness Review (SIHCO appendix B). This process is designed to evaluate crew preparedness and compliance with SIHCO. The annual review will be conducted while the crew is fully staffed and operational. The review is not required prior to a crew being made available for incident assignment at the beginning of their availability period. When a review document is completed, the document is kept on file at the local (host) unit fire management office.

IHC Organization

Individual crew structure will be based on local needs using the following standard positions: superintendent, assistant superintendent, squad leader, skilled firefighter, and crewmember.

- **BLM** – IHCs have the option of traveling with 25 personnel when on incident assignments.
- **NPS** – IHCs have the option of traveling with 22 personnel when on incident assignments as authorized by the sending or receiving unit.
When traveling by charter aircraft, IHC’s should be prepared to take no more than 20 personnel, unless they receive approval via normal dispatch channels.

**IHC Availability Periods**

IHCs will have minimum availability periods as defined in the SIHCO. Availability periods may exceed the required minimum availability period. The crew superintendent will inform the local supervisor and the GACC of any changes in the crew's availability.

**National IHC Status Reporting System**

IHCs will report status through the National IHC Status Reporting System. IHC superintendents will regularly update the system with any change in crew status and/or current utilization when on assignment.

IHCs may report status by three methods:

- Via e-mail to BLM_FC_Crews@blm.gov (preferred method);
- Via the internet to the Hotshot Status submission form (link available from the Crew page of the NICC website); or
- Contacting the NICC Crew Desk at 208-387-5400.

**IHC Communications**

IHCs will provide a minimum of eight programmable multi-channel radios per crew as stated in the SIHCO.

**IHC Transportation**

Crews will be provided adequate transportation. The number of vehicles used to transport a crew should not exceed five. All vehicles must adhere to the certified maximum gross vehicle weight (GVW) limitations.

**Other Hand Crews**

**Policy**

All crews must meet minimum crew standards as defined below as well as any additional agency, state, or contractual requirements ([https://www.nwcg.gov/publications/pms200](https://www.nwcg.gov/publications/pms200)). Typing will be identified at the local level with notification made to the local GACC.

### Minimum Crew Standards for National Mobilization

<table>
<thead>
<tr>
<th>Minimum Standards</th>
<th>Type 1</th>
<th>Type 2 with IA Capability</th>
<th>Type 2</th>
<th>Fire Suppression Module¹</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fireline Capability</strong></td>
<td>Initial Attack – Can be broken up into squads, fireline construction, complex firing operations (backfire)</td>
<td>Initial Attack – Can be broken up into squads, fireline construction</td>
<td>Initial Attack – Fireline construction</td>
<td>Capable of performing self-contained initial attack suppression operations and incident management capability at the Type 5 level</td>
</tr>
<tr>
<td>Minimum Standards</td>
<td>Type 1</td>
<td>Type 2 with IA Capability</td>
<td>Type 2</td>
<td>Fire Suppression Module</td>
</tr>
<tr>
<td>-------------------</td>
<td>--------</td>
<td>---------------------------</td>
<td>--------</td>
<td>------------------------</td>
</tr>
<tr>
<td><strong>Crew Size</strong></td>
<td>18-25</td>
<td>18-20</td>
<td>18-20</td>
<td>5-17</td>
</tr>
<tr>
<td><strong>Leadership Qualifications</strong></td>
<td>Permanent Supervision Supt: TFLD, ICT4, FIRB Asst Supt: STCR or TFLD and CRWB, ICT4 3 Squad Leaders: CRWB and ICT5 2 Senior Firefighters: FFT1</td>
<td>Crew Boss: CRWB 3 Squad Bosses: ICT5</td>
<td>Crew Boss: CRWB 3 Squad Bosses: FFT1</td>
<td>1 SRB/ICT5 2 FFT1; commensurate with span of control</td>
</tr>
<tr>
<td><strong>Language Requirement</strong></td>
<td>All senior leadership including Squad Leaders and higher must be able to read and interpret the language of the crew as well as English.</td>
<td>Same as Type 1</td>
<td>Same as Type 1</td>
<td>Same as Type 1</td>
</tr>
<tr>
<td><strong>Experience</strong></td>
<td>80% 1 season</td>
<td>60% 1 season</td>
<td>20% 1 season</td>
<td>Agency only</td>
</tr>
<tr>
<td><strong>Full Time Organized Crew</strong></td>
<td>Yes (work and train as a unit 40 hrs. per week)</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td><strong>Communications</strong></td>
<td>8 programmable radios</td>
<td>4 programmable radios</td>
<td>4 programmable radios</td>
<td>2-4 programmable radios</td>
</tr>
<tr>
<td><strong>Sawyers</strong></td>
<td>4 agency certified as FAL2 and 50% of crew certified as FAL3 or better.</td>
<td>3 agency qualified</td>
<td>None</td>
<td>2 FAL3</td>
</tr>
<tr>
<td><strong>Training</strong></td>
<td>As required by the SIHCO or agency policy prior to assignment</td>
<td>Basic firefighter training and/or annual firefighter safety refresher prior to assignment</td>
<td>Basic firefighter training and/or annual firefighter safety refresher prior to assignment</td>
<td>Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.</td>
</tr>
</tbody>
</table>

*Release Date: January 2022*
### Minimum Standards

<table>
<thead>
<tr>
<th>Logistics</th>
<th>Type 1</th>
<th>Type 2 with IA Capability</th>
<th>Type 2</th>
<th>Fire Suppression Module¹</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Crew level agency purchasing authority</td>
<td>No purchasing authority</td>
<td>No purchasing authority</td>
<td>Self-sufficient for 48 hours; purchasing authority recommended</td>
</tr>
<tr>
<td>Maximum Weight</td>
<td>5,300 lbs.</td>
<td>5,300 lbs.</td>
<td>5,300 lbs.</td>
<td>5,300 lbs.</td>
</tr>
<tr>
<td>Dispatch Availability</td>
<td>Available nationally</td>
<td>Available nationally</td>
<td>Variable</td>
<td>Variable</td>
</tr>
<tr>
<td>Production Factor</td>
<td>1.0</td>
<td>.8</td>
<td>.8</td>
<td>Variable</td>
</tr>
<tr>
<td>Transportation</td>
<td>Own transportation</td>
<td>Transportation needed</td>
<td>Own transportation</td>
<td>Variable</td>
</tr>
<tr>
<td>Tools and Equipment</td>
<td>Fully equipped</td>
<td>Not equipped</td>
<td>Not equipped</td>
<td>Variable</td>
</tr>
<tr>
<td>Personal Gear</td>
<td>Arrives with: crew first aid kit, personal first aid kit, headlamp, 1 qt. canteen, web gear, sleeping bag</td>
<td>Same as Type 1</td>
<td>Same as Type 1</td>
<td>Same as Type 1</td>
</tr>
<tr>
<td>PPE</td>
<td>All standard designated fireline PPE</td>
<td>All standard designated fireline PPE</td>
<td>All standard designated fireline PPE</td>
<td>All standard designated fireline PPE</td>
</tr>
<tr>
<td>Certification</td>
<td>Must be annually certified by the local host unit agency administrator or designee prior to being made available for assignment.</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

¹Fire suppression modules will be statused, mobilized and tracked in IROC using the resource identifier “Module, Suppression.”

• ¹BLM – BLM will not follow these standards. See chapter 2 for standards and certification requirements.

• ¹FS – USFS fire suppression modules are used primarily for wildfire suppression, fuels reduction and other fire management duties.

### Wildland Fire Modules (WFM)

The primary mission of a WFM is to provide an innovative, safe, highly mobile, logistically independent, and versatile fire module with a primary commitment...
to maintain fire’s role as a natural ecological process for wildland fire management and incident operations.

WFMs are comprised of 7-10 firefighters. The WFM program facilitates the use of fire and other management techniques involving planned and unplanned wildland fire events. WFMs are highly skilled and versatile fire crews, which provide technical and ecological based expertise in the areas of long term planning, ignitions, holding, and suppression, and fire effects monitoring. For more information please refer to NWCG Standards for Wildland Fire Module Operations (PMS 430).

WFM Policy

All WFM operations will be conducted adhering to the NWCG Standards for Wildland Fire Module Operations (PMS 430). Sponsoring units in conjunction with the appropriate geographic area coordination center will ensure compliance of all WFMs according to the standards set within the ISWFMO. The arduous duties, specialized assignments, and operations in a variety of geographic areas require WFMs to have uniform training, agency approved equipment, communications, organization, and operating procedures.

WFM Types and Certification

WFMs ready for assignment will be certified as Type 1 WFM (WFM1) or Type 2 WFM (WFM2). Refer to the NWCG Standards for Wildland Fire Module Operations (PMS 430) for additional information.

WFM Availability Periods

WFMs will have minimum availability periods as defined in the ISWFMO. Availability for Type 1 WFMs may exceed the minimum period defined. Type 1 WFMs will be available for off unit assignment during the designated 90 day availability period. The module leader will inform the local supervisor and the GACC of any changes to the modules availability.

WFM Organization

Individual module structures vary based on local and agency needs using the following standard positions: module leader/foreman, assistant leader/foreman, lead firefighter, senior firefighter, crewmember.

Minimum WFM Standards for Interagency Mobilization

Note: Other than the qualifications held by the module leader and assistant all other qualifications are not tied to a particular position.
<table>
<thead>
<tr>
<th>Minimum Standards</th>
<th>Type 1</th>
<th>Type 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fireline Capability</td>
<td>Ability to form separate logistically self-sufficient independent groups, fire line construction, complex firing operations (backfire), monitoring, strategic planning, fire reconnaissance, public information.</td>
<td>Monitoring, fireline construction, firing to include burnout.</td>
</tr>
<tr>
<td>Crew Size</td>
<td>7-10</td>
<td>7-10</td>
</tr>
<tr>
<td>Module Qualifications</td>
<td>Qualifications are not tied to a particular position within the WFM. All modules will have the following qualifications: RXB2, TFLD, CRWB (other than TFLD), FIRB (other than RXB2), ICT4, 2 ICT5 (other than ICT4), FOBS, 2 FEMO, FFT1 (other than TFLD/CRWB), HELR or HECM.</td>
<td>All modules will have the following qualifications: CRWB, FIRB, 2 ICT5, 2 FFT1, 2 FEMO (1 may be a trainee), HELR or HECM.</td>
</tr>
<tr>
<td>Module Leader Qualifications</td>
<td>TFLD, ICT4, RXB2</td>
<td>CRWB, ICT5, FIRB</td>
</tr>
<tr>
<td>Assistant Module Leader Qualifications</td>
<td>CRWB, ICT5, FIRB</td>
<td>FFT1, ICT5</td>
</tr>
<tr>
<td>Language Requirement</td>
<td>All senior leadership, including squad bosses and higher, must be able to read and interpret the language of the crew as well as English</td>
<td>Same as Type 1</td>
</tr>
<tr>
<td>Experience</td>
<td>80% &gt; 1 season</td>
<td>60% &gt; 1 season</td>
</tr>
<tr>
<td>Full Time Organized Crew</td>
<td>Yes (work and train as a unit 40 hrs. per week, 90 continuous days)</td>
<td>Same as Type 1</td>
</tr>
<tr>
<td>Communications</td>
<td>5 programmable radios</td>
<td>4 programmable radios</td>
</tr>
<tr>
<td>Sawyers</td>
<td>2 agency qualified</td>
<td>1 agency qualified</td>
</tr>
<tr>
<td>Training</td>
<td>As required by the PMS 430 prior to assignment</td>
<td>As required by the PMS 430 prior to assignment</td>
</tr>
<tr>
<td>Medical First Responder Training</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Logistics</td>
<td>Multiple crew level agency purchasing authorities</td>
<td>One or more crew level agency purchasing authority</td>
</tr>
<tr>
<td>Dispatch Availability</td>
<td>Availability determined by sponsoring agency</td>
<td>Availability variable by sponsoring agency</td>
</tr>
<tr>
<td>Minimum Standards</td>
<td>Type 1</td>
<td>Type 2</td>
</tr>
<tr>
<td>-------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Mobilization Time</td>
<td>Within 2 hours of receipt of resource order when on duty, 8 hours when off duty</td>
<td>Within 24 hours of receipt of resource order</td>
</tr>
<tr>
<td>Transportation</td>
<td>Own transportation</td>
<td>Own transportation</td>
</tr>
<tr>
<td>Tools and Equipment</td>
<td>Fully equipped for each geographic region</td>
<td>Fully equipped for each geographic region</td>
</tr>
<tr>
<td>Specialized Digital, Remote Operations, Monitoring, Equipment</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Personal Gear</td>
<td>Arrives with: crew First Aid kit, personal first aid kit, headlamp, 1 quart canteen, web gear, sleeping bag</td>
<td>Arrives with: crew First Aid kit, personal first aid kit, headlamp, 1 quart canteen, web gear, sleeping bag</td>
</tr>
<tr>
<td>PPE</td>
<td>All standard designated fireline PPE</td>
<td>All standard designated fireline PPE</td>
</tr>
<tr>
<td>Certification</td>
<td>Must be annually certified by the regional or state office of the host unit agency administrator or designee prior to being made available for assignment. Follow PMS 430 guidelines.</td>
<td>Must complete the mobilization checklist by the local host unit or agency administrator or designee prior to being made available for assignment. Follow PMS 430 guidelines.</td>
</tr>
</tbody>
</table>

- **BLM** – BLM WFM will meet standards identified in the NWCG Standards for Wildland Fire Module Operations (PMS 430). In addition, BLM WFM will meet the following requirements:
  - Approval from the assistant director, fire and aviation is required prior to establishing and/or statusing new Type 1/2 WFM.
  - Fire suppression modules and WFM are separate and distinct resources. The BLM has established standards for fire suppression modules in chapter 2 of this publication. Fire managers and incident commanders should order the appropriate resource to accomplish incident objectives.

- **NPS** – Modules are coordinated regionally and mobilized/demobilized through established ordering channels through the GACCS.

### Chainsaw Operators and Fallers

In 2014, NWCG established faller qualifications in the PMS 310-1. Agencies have established additional evaluation and certification requirements:

- **BLM/NPS/FWS/BIA** – Use of the NWCG position task books is required. The requirements for final evaluators for each position are as follows:
  - The individual tasks required for completion of the FAL3 PTB must be evaluated by a qualified FAL2 or FAL1. The Final Evaluator’s Verification for a FAL3 trainee must be completed by a qualified FAL2 or FAL1.
○ The individual tasks required for completion of the FAL2 PTB must be 
evaluated by a qualified FAL2 or FAL1. The Final Evaluator’s 
Verification for a FAL2 trainee must be completed by a qualified FAL2 
or FAL1.

○ The final certification of all wildfire faller positions will remain the 
responsibility of the IQCS Certifying Official.

○ All wildfire saw operation qualifications are maintained through the 
IQCS system and displayed on the incident qualification card.

- BLM – The individual tasks required for completion of the FAL1 
PTB must be evaluated by a qualified FAL1. The Final Evaluator’s 
Verification for a FAL1 trainee must be completed by a qualified 
FAL1 Evaluator. Each BLM state fire management officer will 
certify and maintain a list of their current FAL1 evaluators.

- NPS/BIA – The individual tasks required for completion of the 
FAL1 PTB must be evaluated by a qualified FAL1. The Final 
Evaluator’s Verification for a FAL1 trainee must be completed by 
a qualified FAL1.

- FWS – Follow evaluator qualification requirements listed in the 
FAL1, FAL2, and FAL3 position task books.

• BLM – Faller 1 evaluator standards and a list of certified Faller 1 
evaluators are located at https://doimspp.sharepoint.com/sites/blm-fa/fire-
operations/SitePages/Policy-and-References.aspx.

• FS – Use of the NWCG combined position task book for FAL1, FAL2, and 
FAL3 is not authorized for Forest Service use. Forest Service sawyers will 
continue to use agency specific certification processes outlined in Forest 
Service Manual 2358.

○ Sawyers shall not use saws outside the limits of their certification or 
qualifications, except during formal evaluation proceedings or under 
the immediate supervision of a higher qualified sawyer.

○ All sawyers must comply with FS policy and the FSFAQG requirements 
for FAL3, FAL2, or FAL1 to operate a chainsaw or crosscut saw on a 
wildland fire incident. Requirements include:
- Possess a current first aid and CPR certification (FSH 6709.11, 
sec 52.3).
- Initially complete a Nationally Recognized Sawyer Training 
Course (NWCG Standards for Wildland Fire Chainsaw 
Operations, S-212).
- Completion of a field proficiency evaluation with appropriate saw 
operator skill level noted on their National Sawyer Certification 
Card.

○ The National Sawyer Certification Card is valid for 3 years and is 
subject to review any time prior to expiration. Minimum requirements 
for sawyer training and field proficiency reevaluation include:
- Completion of a knowledge refresher (classroom or field) and a 
field proficiency evaluation equivalent to the initial evaluation.
• **Sawyer Instructors** are required to be recertified by instructing at least one NRSTC or refresher NRSTC every three years.

  ○ **FS sawyers** may function as evaluators for partner agencies using the FAL3 and FAL2 position task book.

  ○ **Fallers** who are certified or recertify after October 1, 2014 will be required to be certified in progression (i.e., must be FAL3 to be FAL2). However if the initial evaluation is FAL2 the account manager shall grant the position competency for FAL3. Those certified initially as FAL1 will have position competencies for FAL2 and FAL3 granted.

  ○ **FS** will accept **other agency chainsaw certifications on incidents occurring on **FS lands provided they meet NWCG minimum standards.

  ○ **FS** will accept a transferring employee’s faller qualification if it was certified following the PMS 310-1 standard.

• **BIA** – Use of FAL1, FAL2 and FAL3 PTBs is mandatory and not up to unit discretion.

<table>
<thead>
<tr>
<th>Position Code</th>
<th>Performance Currency</th>
<th>Training Currency</th>
<th>Fitness Level</th>
<th>CPR</th>
<th>First Aid and Bloodborne Pathogens</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAL3</td>
<td>3 years</td>
<td>S-212</td>
<td>Arduous</td>
<td>2 Years</td>
<td>3 Years</td>
</tr>
<tr>
<td>FAL2</td>
<td>3 years</td>
<td>S-212</td>
<td>Arduous</td>
<td>2 Years</td>
<td>3 Years</td>
</tr>
<tr>
<td>FAL1</td>
<td>3 years</td>
<td>Qualification maintained through performance in the position</td>
<td>Arduous</td>
<td>2 Years</td>
<td>3 Years</td>
</tr>
</tbody>
</table>

  ○ The FAL1 that needs to be recertified every 3 years may be recertified by other agencies.

  ○ **BIA** will accept **other agencies** FAL1 credentials upon hire.

  ○ **Emergency firefighter (AD) chainsaw operators** – Chainsaw training is authorized for AD employees who are required to operate chainsaws for fire suppression or hazardous fuels reduction project work. Supervisors of Type 2 and Type 2 IA crews who have employees who operate chainsaws must have emergency medical response capabilities. The possession of emergency response capabilities can be fulfilled through one of the following two options: 1) Crews will minimally possess one or more individuals who are currently certified to administer CPR and provide first aid. 2) If the crew does not possess this capability, other provisions must be made by the supervisor to provide these services while engaged in chainsaw operations.