

## Chapter 4 Fire Officer I

### 4.1\* General

For certification at Fire Officer Level I, the candidate shall meet the requirements of Fire Fighter II as defined in NFPA 1001, Fire Instructor I as defined in NFPA 1041, and the job performance requirements defined in Sections 4.2 through 4.7 of this standard.

**4.1.1 General Prerequisite Knowledge.** The organizational structure of the department; geographical configuration and characteristics of response districts; departmental operating procedures for administration, emergency operations, incident management systems, and safety; departmental budget process; information management and recordkeeping; the fire prevention and building safety codes and ordinances applicable to the jurisdiction; current trends, technologies, and socioeconomic and political factors that impact the fire service; cultural diversity; methods used by supervisors to obtain cooperation within a group of subordinates; the rights of management and members; agreements in force between the organization and members; generally accepted ethical practices, including a professional code of ethics; and policies and procedures regarding the operation of the department as they involve supervisors and members.

**4.1.2 General Prerequisite Skills.** The ability to effectively communicate in writing utilizing technology provided by the AHJ; write reports, letters, and memos utilizing word processing and spreadsheet programs; operate in an information management system; and effectively operate at all levels in the incident management system utilized by the AHJ.

### 4.2 Human Resource Management.

This duty involves utilizing human resources to accomplish assignments in accordance with safety plans and in an efficient manner. This duty also involves evaluating member performance and supervising personnel during emergency and nonemergency work periods, according to the following job performance requirements.

**4.2.1 Assign tasks or responsibilities to unit members, given an assignment at an emergency operation, so that the instructions are complete, clear, and concise; safety considerations are addressed; and the desired outcomes are conveyed.**

**(A) Requisite Knowledge.** Verbal communications during emergency situations, techniques used to make assignments under stressful situations, and methods of confirming understanding.

**(B) Requisite Skills.** The ability to condense instructions for frequently assigned unit tasks based on training and standard operating procedures.

**4.2.2 Assign tasks or responsibilities to unit members, given an assignment under nonemergency conditions at a station or other work location, so that the instructions are complete, clear, and concise; safety considerations are addressed; and the desired outcomes are conveyed.**

**(A) Requisite Knowledge.** Verbal communications under nonemergency situations, techniques used to make assignments under routine situations, and methods of confirming understanding.

**(B) Requisite Skills.** The ability to issue instructions for frequently assigned unit tasks based on department policy.

**4.2.3 Direct unit members during a training evolution, given a company training evolution and training policies and procedures, so that the evolution is performed in accordance with safety plans, efficiently, and as directed.**

**(A) Requisite Knowledge.** Verbal communication techniques to facilitate learning.

**(B) Requisite Skills.** The ability to distribute issue-guided directions to unit members during training evolutions.

**4.2.4 Recommend action for member-related problems, given a member with a situation requiring assistance and the member assistance policies and procedures, so that the situation is identified and the**



actions taken are within the established policies and procedures.

**(A)\* Requisite Knowledge.** The signs and symptoms of member-related problems, causes of stress in emergency services personnel, and adverse effects of stress on the performance of emergency service personnel.

**(B) Requisite Skills.** The ability to recommend a course of action for a member in need of assistance.

**4.2.5\*** Apply human resource policies and procedures, given an administrative situation requiring action, so that policies and procedures are followed.

**(A) Requisite Knowledge.** Human resource policies and procedures.

**(B) Requisite Skills.** The ability to communicate orally and in writing and to relate interpersonally.

**4.2.6** Coordinate the completion of assigned tasks and projects by members, given a list of projects and tasks and the job requirements of subordinates, so that the assignments are prioritized, a plan for the completion of each assignment is developed, and members are assigned to specific tasks and supervised during the completion of the assignments.

**(A) Requisite Knowledge.** Principles of supervision and basic human resource management.

**(B) Requisite Skills.** The ability to plan and to set priorities.

#### **4.3 Community and Government Relations.**

This duty involves dealing with inquiries of the community and projecting the role of the department to the public and delivering safety, injury, and fire prevention education programs, according to the following job performance requirements.

**4.3.1** Initiate action on a community need, given policies and procedures, so that the need is addressed.

**(A) Requisite Knowledge.** Community demographics and service organizations, as well as verbal and nonverbal communication.

**(B) Requisite Skills.** Familiarity with public relations and the ability to communicate verbally.

**4.3.2** Initiate action to a citizen's concern, given policies and procedures, so that the concern is answered or referred to the correct individual for action and all policies and procedures are complied with.

**(A) Requisite Knowledge.** Interpersonal relationships and verbal and nonverbal communication.

**(B) Requisite Skills.** Familiarity with public relations and the ability to communicate verbally.

**4.3.3** Respond to a public inquiry, given policies and procedures, so that the inquiry is answered accurately, courteously, and in accordance with applicable policies and procedures.

**(A) Requisite Knowledge.** Written and oral communication techniques.

**(B) Requisite Skills.** The ability to relate interpersonally and to respond to public inquiries.

**4.3.4** Deliver a public education program, given the target audience and topic, so that the intended message is conveyed clearly.

**(A) Requisite Knowledge.** Contents of the fire department's public education program as it relates to the target audience.

**(B) Requisite Skills.** The ability to communicate to the target audience.

#### **4.4 Administration.**

This duty involves general administrative functions and the implementation of departmental policies and procedures at the unit level, according to the following job performance requirements.

**4.4.1** Recommend changes to existing departmental policies and/or implement a new departmental policy at the unit level, given a new departmental policy, so that the policy is communicated to and understood by unit members.

**(A) Requisite Knowledge.** Written and oral communication.



**(B) Requisite Skills.** The ability to relate interpersonally.

**4.4.2** Execute routine unit-level administrative functions, given forms and record-management systems, so that the reports and logs are complete and files are maintained in accordance with policies and procedures.

**(A) Requisite Knowledge.** Administrative policies and procedures and records management.

**(B) Requisite Skills.** The ability to communicate orally and in writing.

**4.4.3** Prepare a budget request, given a need and budget forms, so that the request is in the proper format and is supported with data.

**(A) Requisite Knowledge.** Policies and procedures and the revenue sources and budget process.

**(B) Requisite Skill.** The ability to communicate in writing.

#### **4.5\* Inspection and Investigation.**

This duty involves performing a fire investigation to determine preliminary cause, securing the incident scene, and preserving evidence, according to the following job performance requirements.

**4.5.1** Evaluate available information, given a fire incident, observations, and interviews of first-arriving members and other individuals involved in the incident, so that a preliminary cause of the fire is determined, reports are completed, and, if required, the scene is secured and all pertinent information is turned over to an investigator.

**(A) Requisite Knowledge.** Common causes of fire, fire growth and development, and policies and procedures for calling for investigators.

**(B) Requisite Skills.** The ability to determine basic fire cause, conduct interviews, and write reports.

**4.5.2** Secure an incident scene, given rope or barrier tape, so that unauthorized persons can recognize the perimeters of the scene and are kept from restricted areas, and all evidence or potential evidence is protected from damage or destruction.

**(A) Requisite Knowledge.** Types of evidence, the importance of fire scene security, and evidence preservation.

**(B) Requisite Skills.** The ability to establish perimeters at an incident scene.

#### **4.6\* Emergency Service Delivery.**

This duty involves supervising emergency operations, conducting pre-incident planning, and deploying assigned resources in accordance with the local emergency plan and according to the following job performance requirements.

**4.6.1** Develop a pre-incident plan, given an assigned facility and preplanning policies, procedures, and forms, so that all required elements are identified and the approved forms are completed and processed in accordance with policies and procedures.

**(A) Requisite Knowledge.** Elements of the local emergency plan, a pre-incident plan, basic building construction, basic fire protection systems and features, basic water supply, basic fuel loading, and fire growth and development.

**(B) Requisite Skills.** The ability to write reports, to communicate orally, and to evaluate skills.

**4.6.2** Develop an initial action plan, given size-up information for an incident and assigned emergency response resources, so that resources are deployed to control the emergency.

**(A)\* Requisite Knowledge.** Elements of a size-up, standard operating procedures for emergency operations, and fire behavior.

**(B) Requisite Skills.** The ability to analyze emergency scene conditions; to activate the local emergency plan, including localized evacuation procedures; to allocate resources; and to communicate orally.

**4.6.3\*** Implement an action plan at an emergency operation, given assigned resources, type of incident,



and a preliminary plan, so that resources are deployed to mitigate the situation.

**(A) Requisite Knowledge.** Standard operating procedures, resources available for the mitigation of fire and other emergency incidents, an incident management system, scene safety, and a personnel accountability system.

**(B) Requisite Skills.** The ability to implement an incident management system, to communicate orally, to manage scene safety, and to supervise and account for assigned personnel under emergency conditions.

**4.6.4 Develop and conduct a post-incident analysis, given a single unit incident and post-incident analysis policies, procedures, and forms, so that all required critical elements are identified and communicated, and the approved forms are completed and processed in accordance with policies and procedures.**

**(A) Requisite Knowledge.** Elements of a post-incident analysis, basic building construction, basic fire protection systems and features, basic water supply, basic fuel loading, fire growth and development, and departmental procedures relating to dispatch response tactics and operations and customer service.

**(B) Requisite Skills.** The ability to write reports, to communicate orally, and to evaluate skills.

#### **4.7\* Health and Safety.**

This duty involves integrating safety plans, policies, and procedures into the daily activities as well as the emergency scene, including the donning of appropriate levels of personal protective equipment to ensure a work environment, in accordance with health and safety plans, for all assigned members, according to the following job performance requirements.

**4.7.1 Apply safety regulations at the unit level, given safety policies and procedures, so that required reports are completed, in-service training is conducted, and member responsibilities are conveyed.**

**(A) Requisite Knowledge.** The most common causes of personal injury and accident to members, safety policies and procedures, basic workplace safety, and the components of an infectious disease control program.

**(B) Requisite Skills.** The ability to identify safety hazards and to communicate orally and in writing.

**4.7.2 Conduct an initial accident investigation, given an incident and investigation forms, so that the incident is documented and reports are processed in accordance with policies and procedures.**

**(A) Requisite Knowledge.** Procedures for conducting an accident investigation and safety policies and procedures.

**(B) Requisite Skills.** The ability to communicate orally and in writing and to conduct interviews.

**NEXT CHAPTER**