



MABAS-Wisconsin

Organized 2004

Credentialing of Personnel Policy and Authentication Matrix Procedures

Purpose

This policy and procedures are intended to define a reliable and sustainable, statewide system to rapidly identify and validate emergency management and incident response personnel, and to provide authorization which permits/grants access to an incident. The credentialing process is a major component of the *Authentication Matrix* utilized for processing and tracking personnel, and other resources being deployed to a large-scale intrastate or interstate mutual aid incident.

Scope

This policy and procedures pertains to all Mutual Aid Box Alarm System (MABAS)-Wisconsin divisions and resources providing inter-divisional, statewide, or Emergency Management Assistance Compact (EMAC) deployments. The provisions of this policy and procedures will integrate with manual accountability and identification systems, i.e. the PassPort Accountability System, to be compliant with the future First Responder Authentication Credential (FRAC) for field identification of responders.

The credentialing process is based on an administrative identification process, an objective evaluation and documentation of a person's current licensure or degree; training and experience; competence and certification; and the ability to meet nationally accepted minimum standards; to provide particular services; and/or functions to perform particular procedures during an incident. Credentialing was initiated as a necessary requirement for mutual aid agreements or compacts between states (interstate); however it is also necessary for large-scale deployment of resources within a state (intrastate).

Authority

The authority for a credentialing system in the State of Wisconsin is established in Homeland Security Presidential Directive 12 (HSPD 12). The details of the directive are: Homeland Security Presidential Directive 12 (HSPD-12) was issued on August 12, 2007 by President George W. Bush. HSPD-12 calls for a mandatory, government-wide standard for secure and reliable forms of ID issued by the federal government to its employees and employees of federal contractors for access to federally-controlled facilities and networks.

Based upon this directive, the National Institute for Standards and Technology (NIST) developed Federal Information Processing Standards Publication (FIPS Pub) 201 including a description of the minimum requirements for a Federal personal identification verification (PIV) system. USDA's new HSPD-12 compliant ID is called the LincPass, as it is designed to link a person's identity to an ID credential and the credential to a person's ability to physically and logically access federally controlled buildings and information systems, respectively.

The credentialing directive initiated a National Incident Management System (NIMS) objective and compliance metric for 2008. The two specific NIMS Compliance Objectives that pertain are:

27. NEW FY08 Initiate State/Territory wide system to credential emergency management/response personnel to ensure proper authorization and access to an incident including those involving mutual aid agreements and/or assistance agreement.

29. NEW FY08 Institute policies, plans, procedures, and protocols to prevent spontaneous deployment or resource/personnel and/or responding to a request that bypassed official resource coordination processes (i.e. resources through improper channels).

Effective Date

The effective date of this program is January 1, 2010. Agencies that will be deployed under the Wisconsin Fire Service Emergency Response Plan (WFSERP), the All-Hazards Wisconsin Emergency Response Plan (WERP) or an Emergency Management Assistance Compact request must minimally possess qualification cards.

Applicable Standards

The qualification cards must meet the Federal Identification Processing Standard 201 (FIPS-201), Personal Identity Verification I (PIV-I) level. Qualification cards must minimally contain machine readable information identified in the Real ID Act of 2005 (and successor PASS ID of 2009) and for the future First Responder Authentication Credential (FRAC).

Types of Qualification Cards and FIPS

3 Types of Cards:

- PIV Card – (FIPS 201 PIV) only Federally-issued to Federal agency personnel; standard establishes the highest level of trust by Federal departments & agencies
- PIV Interoperable Card – (PIV-I Card) meets FIPS PIV technical specifications and includes verification; assures issuing method promotes medium level of Federal trust (First Responder Authentication Credential (FRAC))
- PIV Compatible Card – (Local Produced Card) meets FIPS PIV technical specifications; however not issued in a Federal trustworthy manner (site badges and manual accountability); lowest level of Federal trust

CREDENTIALING PROCEDURES

Overview

The credentialing process contains key components to validate its worth. First, there will be minimum required qualifications established for the competency of the stated resource being requested; second, the Governor of the state will establish a granting authority (**STATE AGENCY**) to an agency or organization, that would issue qualifications cards; the system will be standardized among states participating in the mutual aid agreements; the system will facilitate inventory and tracking of responding resources, and determine availability and readiness; in recognition of home rule, compliance with the credentialing process remains with the local jurisdiction having authority; and the system will be able to comply with evolving technologies. In Figure 1 (below) illustrates the non-incident, administrative qualification card issuance process:

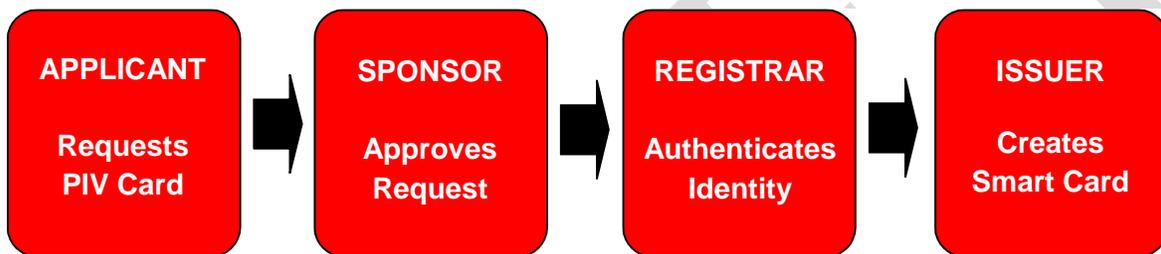


Figure 1: The four major parties involved in FIPS 201

The FIPS 201 credentialing process and functional parts as it relates to the fire service discipline:

- Agency (fire or EMS) manager identifies the member and certifications possessed (*Applicant*)
- Wisconsin State Fire Chiefs Association (WSFCA) approves applicants from previously established qualifications (*Sponsor*)
- **STATE AGENCY** records and grants applicant the issuance of a qualification card (*Registrar*)
- Discipline would identify a qualification card issuing agent (*Issuer*)

For the *Applicant* component, a spreadsheet was developed identifying the discipline-approved qualification standards and qualifications for each member of a fire service (fire or EMS) agency. The Wisconsin State Fire Chiefs Association (*Sponsor*) is the fire service recognized authority for establishing fire, rescue, and emergency medical services qualification standards in Wisconsin. The fire service agency chief or manager is responsible for verifying the qualification standards and requirements have been met by the individual member applicant and on file, and would provide a signature verifying the list of applicants submitted. The spreadsheet is then delivered to the discipline Sponsor.

The discipline *Sponsor* verifies that the certifications are applicable and verifiable through the vocational, professional, and federal standards at the time of application. The information, along with a digital photo, is then sent to the **STATE AGENCY** (*Registrar*) responsible for personnel

credentialing. The *Registrar* enters the provided and verified information into a Central Data Base (CDB) designed specifically for personnel typing. The Registrar authorizes and sends the appropriate information to the *Issuer* to produce the qualification card and to issue the card directly to the individual applicant.

Granting Authority (Registrar)

The Wisconsin Department of Homeland Security has appointed the **STATE AGENCY** as the credentialing authority in the state. The **STATE AGENCY** will be responsible for establishing and maintaining the CDB for Wisconsin's Credentialing System. The **STATE AGENCY** will provide real time access to the CDB to regional/incident coordinators for emergency management and incident response.

The **STATE AGENCY** shall establish an advisory board comprised of representatives from each of the credentialed disciplines. Each discipline shall identify a group within the organization or an affiliate organization that would be charged with verifying and issuing the credentialing system cards. Each discipline shall ensure that provisions of the Real Act of 2005 are adhered to, specifically in Section 3 Verification of Documents (C)(d):

(7) Ensure the physical security of locations where qualification and identification cards are produced and the security of document materials and papers from which qualification and identification cards are produced.

(8) Subject all persons authorized to manufacture or produce qualification and identification cards to appropriate security clearance requirements set forth by the **STATE AGENCY**.

Maintenance Agency

The **STATE AGENCY** shall be charged with the maintenance and security of the central data base of information. The central data base is necessary for identification and validation information that will be integral to process responders at the Reception Area (check-in). Information technology measures, i.e. firewalls, logon and pass codes and auditing trails, must be in place to ensure the reliability and security of the information contained in the CDB.

Issuance Standards

As required by The Real ID Act of 2005, the **STATE AGENCY** shall require that certain general standards be met, with the presentation and verification of document information, before issuing a Qualification Card. Where a provision in this policy is in conflict with The Real ID Act of 2005, the Act and its successive standards will be the prevailing standard

for the issuance of qualification cards. Each applicant will be required to produce the following documents:

General Requirements

1. A photo identity document, except that a non-photo identity document is acceptable if it includes both the person's full legal name and date of birth;
2. Documentation showing the person's date of birth;
3. Proof of the person's social security account number or verification that the person is not eligible for a social security number;
4. Documentation showing the person's name and address of principle residence.

Specific Requirements

1. To meet the requirements of this section, the **STATE AGENCY** shall comply with the minimum standards of this paragraph
2. Submit evidence of lawful status by producing:
 - a. Document validating citizenship or national of the United States;
 - b. Document indicating an alien is lawfully admitted for permanent or temporary residence in the United States;
 - c. Document indicating conditional permanent resident status in the United States;
 - d. Document indicating and approved application for asylum in the United States or has entered into the United States in refugee status;
 - e. Possess a valid, unexpired nonimmigrant visa or nonimmigrant visa status for entry into the United States;
 - f. Possess a pending application for asylum in the United States;
 - g. Possess a pending or approved application for temporary protected status in the United States;
 - h. Possess an approved deferred action status; or
 - i. Possess a pending application for adjustment of status to that of an alien lawfully admitted for permanent residence in the United States or conditional permanent resident status in the United States.

Qualification Card Information Elements

For the qualification card to be Federally-recognized, it must comply with The Real ID Act of 2005. The Real ID Act establishes security improvements for driver's licenses and personal identification cards. The minimum document requirements for The Real ID Act Qualification Cards are:

1. The front side of the qualification card will display the following elements (see **Appendix A**):
 - a. The person's full legal name;
 - b. A digital photograph of the person;
 - c. Physical security features designated to prevent tampering, counterfeiting, or duplication, i.e. a hologram;
 - d. Temporary qualification cards must clearly indicate an issuance and expiration dates; and

- e. A common machine-readable technology FIPS/FRAC AAMVA PDF417, with defined minimum data elements, i.e. a bar code.
2. The back side of the qualification card will display the following elements (see **Appendix A**):
 - a. The person's full legal name;
 - b. The person's date of birth;
 - c. The person's gender;
 - d. The person's driver's license or identification card number;
 - e. The person's address of principle residence;
 - f. The person's signature;
 - g. The person's fingerprint (for pre-qualified responder cards only);
 - h. The person's qualifications, as established by the Granting Authority;
 - i. Bar code machine readable language section.
 - j. Embedded (chip) biometric information (to be determined).

Qualification Card Visual Elements

The information on a Qualification Card shall be in visual printed and in electronic machine-readable form. This section will cover the elements of the card and will not cover the information stored in the electronic form, such as stored data elements, and other possible machine-readable technologies covered in the following section.

1. As identified in FIPS 201-1, the Card Color Coding will be used for additional identification of responder/participant affiliation. The color coding will be utilized as a background color with the following scheme (see **Appendix A**):

- a. Red – Emergency responder officials, including but not limited to emergency medical services, fire personnel, law enforcement, and specialized response teams;
- b. Green – Contractor personnel authorized for emergency response to specific locations and operations;
- c. Blue – Foreign Nationals authorized for specific locations;
- d. Pink – Media authorized and briefed on public information rules of reporting and access areas;
- e. Yellow – Volunteer organizations and groups authorized for specific locations; and
- f. Gold – Very Important Persons (VIP) and the security and administrative support personnel with the VIP.

2. Front of the Temporary and permanent FRAC will display the following elements (see **Appendix A**):

- a. The digital photograph of the person (upper left);
- b. The full name printed directly below the photograph in capital letters;
- c. The responder affiliation, i.e. EMERGENCY RESPONDER, CONTRACTOR, FOREIGN NATIONAL, MEDIA, VOLUNTEER, AND VIP.

- d. The organizational affiliation, i.e. the municipal department, company, government agency, media outlet, non-governmental organization, and political/social position.
- e. Issuance and expiration dates of the qualification card.
- f. If the qualification card is field issued, the card will have the issuance and expiration dates, the words “TEMPORARY CREDENTIAL” and the name of the incident clearly displayed.

Machine-Readable Technology

The standard for the machine-readable language (bar code) is contained in the FIPS-201-1 Standard and all bar coding will follow this standard. Two types of bar codes exist:

1. Linear bar code – This type of bar code requires a data base to retrieve information from after being scanned. Without field connectivity, this type of bar code would not provide the necessary verification information.
2. PDF 417 bar code – This type of bar code contains designated information within the bar code, i.e. personal identification, qualifications and experience, and is electronically retrievable by a compatible scanner. The PDF 417 bar code does not require the data base connectivity; however having the data base will provide additional information that may be undesirable to have on a card. The FRAC (PIV-I) The FRAC will utilize the PDF 417 bar code standard.

The information contained in the bar code will be at minimum:

1. The information elements established above for Qualification Card Information Elements (front and back sides);
2. The bar code readers should minimally be able to read AAMVA PDF417
3. As an agency option, minimal medical information may be added, i.e. blood type, allergies, medications, and medical history (back side only).

Resource Agencies

Local participation in the credentialing process is voluntary for responders; however an organized system of ordering and managing responding personnel resources is necessary. The **STATE AGENCY** and the Wisconsin Department of Homeland Security strongly recommends participation in the process.

The individual emergency response agencies, whether public or private, shall determine emergency response which job positions, minimum qualifications, availability, capability and readiness to respond to an emergency incident. Each response agency is also tasked with maintaining the list of responders under their responsibility in the CDB (see **Appendix C** for personnel inventory forms addressing fire service NIMS qualifications in Wisconsin). Modifications to the list must be reported on an annual basis or within 18 hours of a status major change, i.e. a security hold and personnel added or removed from the response agency list and place on the Certificate Revocation List (CRL) in the data base. Status changes in personnel typing will be addressed to the **STATE AGENCY**, which has been charged with the maintenance responsibilities.

Qualifications/Capability of Applicant

The “recognized authority” for each discipline, WSFCA for the fire service, shall identify the positions/job functions that would likely respond to an emergency management and incident response. The tribal authority shall identify the position/job functions that would likely be responding to an emergency or incident response within the tribal regions. For each position, minimum individual qualifications, experience, and resource capability shall be established. See **Appendix B** the positions identified by the Wisconsin fire service and for the response job functions and positions by discipline, and qualifications necessary for each fire service position see **Appendix D**.

The credentialing system will include volunteer and non-governmental organizations (NGO’s) into an emergency management or incident response. The NGO directors, supervisors, and/or individuals likely to be deployed to an incident, will be identified, qualified, and validated in the CDB held by the **STATE AGENCY**. Personnel under the supervision of the NGO directors or supervisors will be issued on-scene affiliate-access. The credentialing authority shall establish an initial list of volunteer organizations and NGO’s that have participated in or are likely to participate in emergency response to establish minimum qualifications and capability.

The disciplines, teams, and organizations required to meet qualification standards are:

- Emergency Management
- Emergency Medical Services
- Fire Service
- Hazardous Materials
- Incident Management Assistance Teams
- Law Enforcement
- Medical and Public Health
- Public Works
- Search and Rescue
- Non-Governmental Agencies (to be determined)

Technologies and Data Standards

The Federal Information Processing Standard 201 (FIPS-201) addresses Personal Identity Verification and contains two parts – PIV-1 and PIV-2. The PIV-I satisfies the control objectives and meets the security requirements of HSPD12, while PIV-II meets the technical interoperability requirements of HSPD 12. PIV-II specifies implementation and use of identity credentials on integrated circuit cards for use in a Federal personal identity verification system. Even though there is no credentialing requirement to comply with this Federal standard, having interoperable systems will be important for processing of responding personnel on an interstate deployment.

AUTHENTICATION MATRIX PROCEDURES

Overview

The Wisconsin fire service is developing an intrastate mutual aid system called the Wisconsin Fire Service Emergency Response Plan (WFSERP), which supports several of the Emergency Support Functions (ESFs) of the Wisconsin Emergency Response Plan (WERP). The WFSERP specifically supports Firefighting (ESF 4), Emergency Medical Services (ESF 8), Urban Search and Rescue (ESF 9), and Hazardous Materials (ESF 10). The WFSERP is the foundation and the framework by which the Wisconsin Fire Service participates in interstate mutual aid through the Emergency Management Assistance Compact (EMAC).

The primary purpose of the credentialing system is to identify and validate responding personnel, for processing the Reception Area (check-in) requirements, and for incident tracking (accountability) of job assignments with a WFSERP deployment. The system can also be adapted for the tracking and utilization of physical resource caches and equipment to address logistical requirements of an activation through the WFSERP. The following diagram represents the responder authentication and incident activities:

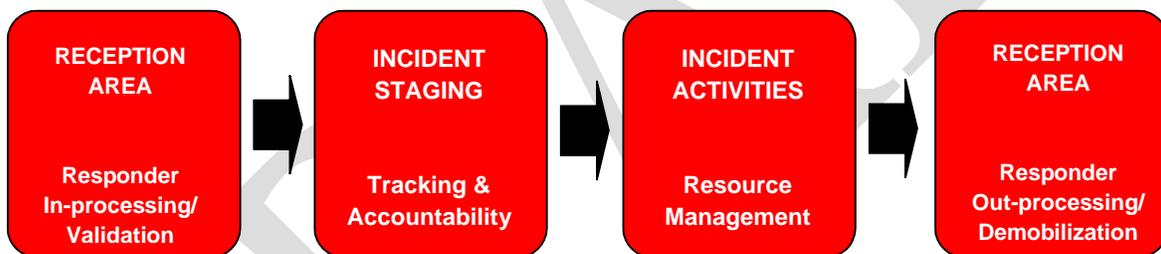


Figure 2: Authentication Matrix Process

The MABAS-WI Regional Coordinator, EMAC Advance Team Coordinator, or WEM designee must have the ability to connect, through multiple modes, to the CDB. To provide on-scene check-in of resources that do not have pre-authorized, pre-issued qualifications (special resources), a connection method is necessary to validate responding resources and thereby credential responders. Having mission orders alone without identification and validation of responding resources is not sufficient and access will be denied.

Access to the CDB is necessary under two incident scenarios: operating at a fixed location and from a field unit. Within the State of Wisconsin, access and data transfer from a fixed location can be accomplished where a BadgerNet system or Internet connection exists; and field access can be accomplished utilizing the State VHF Trunking System (future communication system) or it can be accomplished with a mobile computer having cellular capability (infrastructure and connection speed dependant) through the Internet.

A responder having only the FRAC (PIV-Interoperable) and no connection to the CDB for validation purposes, will have a low level of “trust” by federal agencies and entry to federal installations may be denied.

Authentication Standards

Credentialing supports and facilitates qualified individuals to be requested, invited, sent, received, and deployed. Credentialing assists these individuals to gain access to resources, sites, and/or systems needed to perform their assigned functions, tasks, or duties. Three key processes are essential for these actions to occur and standardization in the use of these processes is explained here:

- **Identity** – Verifying identity is an important process critical to the use of a credentialed person in mutual aid response, but separate and distinct. Reasonable verification can be accomplished by the combination of the unit, personnel, and organization being listed on the mission orders with on-scene government-issued photo identifications (i.e. a driver’s license and organization affiliation cards). Positive verification of identity would occur with mission orders and a pre-issued credential prior to departure response or established on scene through a central data base connection.
- **Request, Invitation, and Authorization** – Incident/unified commands make requests for resources and personnel. Organizations invite individuals to fill these requests. Once an organization has determined who can be sent, they are to provide the individuals with documentation that they are being sent in response to the specific request. The documentation issued under EMAC serves to communicate that the response and recovery persons have been sent to the location requesting assistance by an authority having jurisdiction. Under EMAC, a properly identified and qualified person who presents the proper documentation of their authorization for deployment shall be considered credentialed for the purposes of the NIMS Standard for the Credentialing and Typing of Personnel, May 2, 2008 draft (*Standard*). This *Standard* recognizes that EMAC may define the processes and rules that are to be applied to their processes for a request, invitation, and authorization.
- **Security and Access** – Incident/unified command determines the rules that permit a person to have access to resources, sites, and/or systems. A credentialed person is not authorized to pass through security and access controls unless incident/unified command has determined that access will be permitted using this approach. Security and other personnel must be regularly informed of the “rules of engagement” for access so that emergency response officials who are credentialed in accordance with the *Standard* may be permitted swift access to the resources, sites, and/or systems where they are needed. Site-specific “badging” approaches may be used; however these badges are not to be referred to as “credentials.”

Deployment Procedures

Under the WFSERP, the official deployment of resources will only occur at a point when the requested agencies receive a *Deployment Notification* containing the mission orders, a mission number, and a mission pass code. The mission orders will contain the requested assignment(s), the mustering point location and time of departure,

location of the Reception Area for in-processing. Wisconsin Emergency Management (WEM), through the Emergency Response Notification System at the Central Dispatch

Center (CDC), will issue the Deployment Notification to the MABAS-WI Dispatch Centers that have been selected for deploying resources.

Prior to that notification, the CDC will send an *Advisory Notification* to the identified resources for an alert of a potential deployment. The agencies receiving the Advisory Notification shall assess readiness and capability to respond to a deployment; however, the actual deployment will occur when the Deployment Notification is received by the requested agency. Between the Advisory Notification and the Deployment Notification, the MABAS-WI Dispatch Centers will transmit the identities of the resource equipment and the personnel that will be on-board the equipment. Every effort will be made to deploy personnel possessing pre-issued qualification cards. The combination of the information contained in the Deployment Notification and the validation of the responding personnel, with or without pre-issued qualification cards, is the Authentication Matrix.

The Authentication Matrix is a process validating credentialed resources that have been requested for assistance. Resources must possess the Deployment Notification information to gain access into the Reception Area. This process is performed by the MABAS-WI Regional Coordinator, EMAC Advance Team member, or designee of Wisconsin Emergency Management to process responding personnel, equipment, and other requested resources at the Reception Area (see check-in).

Reception Area

Reception Area personnel are tasked with in-processing activities, which include, but are not limited to:

- Credential responders (validate FRAC + mission orders)
- Validate and credential responders without qualification information or those entering incident under Affiliate Access
- Situation report briefing
- Review Mobilization Plan
 - Incident Action Plan dissemination
 - Review Communication Plan
 - Review Safety Plan/Personal Protective Equipment (PPE)
 - Issue Unit Logs (ICS 214)
- Issue special equipment needs
- Review Base Camp/Logistical Support considerations
- Review Demobilization Plan
 - Debrief responders
 - After action considerations/information
 - Collect ICS 214 forms
 - Provide CISD or advise AHJ for follow up
 - Collect special equipment
 - Issue return travel plan (fuel, layovers, etc.)

- Notify Local/County and State EOC
- Log resources out

The Reception Area is a location separate from staging areas where resources report in for in-processing and out-processing. The Reception Area may be co-located with other incident facilities, i.e. the base camp. From the Reception Area, resources will be sent to incident staging area(s) or directly to operational areas as ordered by the incident command/unified command.

Through this policy, spontaneous deployment or resource/personnel responding to a incident that bypassed official resource Authentication processes (i.e. resources through improper channels), will be prevented. No resources will be allowed into the Reception Area without the proper requirements of the Authentication Matrix. Logistical support may be denied, and resources will be sent back or subject to incident security.

Interstate Standardization

The fire, special rescue, and emergency medical resources are connected in six states (Illinois, Wisconsin, Indiana, Missouri and Michigan) by the Mutual Aid Box Alarm System (MABAS). With Illinois being the anchor state of MABAS, each state has similar administrative policies and response procedures. Other states, i.e. Iowa, Minnesota and Ohio, are either working within MABAS-like systems or are considering MABAS as the framework for mutual aid deployments.

The State of Illinois has taken the lead in identifying the Salamander Technologies, *CardSmart System*, as the “qualification card” system. MABAS-Illinois is utilizing this system to provide pre-authorized, pre-issued qualifications to emergency response personnel that would be likely to deploy on a large-scale incident under pre-determined guidelines, i.e. hazardous materials and specialized rescue teams, incident management teams, and response coordinators. All other potentially deployable emergency response personnel will be credentialed and issued qualification cards on scene at the Reception Area (check-in). Since MABAS member states require operational standardization, MABAS-Wisconsin (MABAS-WI) will follow the same operational plan.

Resources

- NIMS Guide 0002, March 27, 2007; NIMS Integration Center
- Federal Information Processing Standards Publication, FIPS-201
- Real ID Act of 2005
- NIMS Standard for the Credentialing and Typing of Personnel, May 2, 2008 (draft)
- Wisconsin Fire Service Emergency Response Plan, June 28, 2009
- Personal Identity Verification Interoperability for Non-Federal Issuers, issued by Federal CIO Council, May 2009
- Salamander Technologies, several white papers
- CardSmart Systems, Inc., www.cardsmartsys.com

DEFINITIONS

The following definitions apply to the policy and procedures:

- **Affiliate-Access** – This term refers to the way individuals who are affiliated with (and become the responsibility of) a credentialed responder and are to be treated under the NIMS Standard for the Credentialing and Typing of Personnel (*Standard*). The *Standard* recognizes that at certain stages of a disaster, teams of people will be arriving at an incident to perform important duties and functions but that they may not be credentialed in specific conformance with this *Standard*. The *Standard* intends that such individuals be assisted in fulfilling these duties and functions if they follow the standards and rules.
- **Authentication Matrix** – This is the collective components and administrative processes of validating personnel at the incident to become credentialed. The Authentication Matrix includes the information within and connectivity to the central data base of information on pre-identified, pre-qualified, and pre-screened personnel available for incident deployment.
- **Check-In** – Check-in is an incident-specific process (logical or physical) that is established by incident/unified commands to receive individuals and to determine whether they will be granted authorization to be deployed for emergency and incident management, response, or recovery purposes. Credentialed individuals are to be assisted to reach check-in processes established by incident command. The check-in process will occur at a facility known as the *Reception Area* under the WFSERP. This term is not to be used to referring to security and access control situations.
- **Credentialed** – A person who has in his possession all three elements outlined in NIMS Guide 0002, i.e., proof of (1) Identity, (2) Qualification or Affiliation, and (3) Authorization for Deployment. A person who has proof of Identity and Qualification/Affiliation is not credentialed until they receive proper Deployment Authorization.

NOTE: Currently the three elements may be presented in physical and/or electronic format, e.g., hard-copy material or data transmitted using technologies. The goal is to achieve validation and verification of the three elements noted above by electronic means resulting in a national trust framework. It is understood that this cannot be accomplished immediately. Any elements of credentialing established under EMAC, or under any State or tribal law for the specific intent of complying with this Standard, are to be used as the standard in the applicable jurisdiction.

- **Credentialing** – This refers to all the administrative processes that result in issuing, using, monitoring, managing, or revoking any or all of the elements necessary for a person to be credentialed, i.e., (1) Identity, (2) Qualification/Affiliation, and (3) Authorization for Deployment.

APPLICANT PROCEDURES

The Wisconsin fire service has chosen the Salamander Technologies, *CardSmart System*, as the system for providing qualification cards for pre-identified, qualified, and affiliated fire service personnel. This system is consistent with our interstate mutual aid partners in the Mutual Aid Box Alarm System (MABAS). The Sponsor will be the local fire department or EMS agency and the Wisconsin State Fire Chiefs Association, with assistance from the Wisconsin Emergency Management, and MABAS-WI. The local fire chief or the agency manager (Applicant) of each fire and EMS agency will verify the certifications, licensure, and the requisite experience identified for each emergency responder. The fire and EMS agency leaders will utilize the companion MS Excel worksheets to certify the qualifications and certifications of the personnel within their agencies. Each individual in the agency will be listed and a check mark will be placed in the box corresponding to the certification, licensure, and/or experience achieved by that individual. For agencies requiring additional worksheets for position categories, duplicate worksheets can be made. To create a duplicate, right click on the category tab that requires a duplicate copy; at the bottom of the dialogue box that appears, choose "Move or Copy . . ."; in the next dialogue box, place a check mark next to "Create a copy" and click OK. Repeat this process for the number of worksheets required by the agency to account for all personnel.

Once the worksheets are complete, the agency supervisor will print the "Entire Workbook" from the print screen and will place their signature on the worksheets as the verification of the information.

Send completed form to:

XXXX XXXX XXXX
XXXX NIMS Credentialing Coordinator
XXXX XXXX Street
Madison, WI 53XXX

Appendix A

TEMPORARY – INCIDENT SPECIFIC

QUALIFICATION CARD - FRONT SIDE

<p>MABAS-Wisconsin</p>  <p>Effective Date 05/06/2009 Expiration Date 05/16/2009</p> <p>DOE JOHN, A.</p> <p>EMERGENCY RESPONDER</p> <p>FIRE-EMERGENCY MEDICAL Anytown Fire Department</p> <p>TEMPORARY CREDENTIAL</p> <p>Incident Name</p>	<p>Wisconsin DNR</p>  <p>Effective Date 05/06/2009 Expiration Date 05/16/2009</p> <p>DOE JOHN, A.</p> <p>EMERGENCY RESPONDER</p> <p>CONTRACTOR AAA Environmental Mitigation</p> <p>TEMPORARY CREDENTIAL</p> <p>Incident Name</p>	<p>United States Government</p>  <p>Effective Date 05/06/2009 Expiration Date 05/16/2009</p> <p>DOE JOHN, A.</p> <p>EMERGENCY RESPONDER</p> <p>FOREIGN NATIONAL United Nations Inspector</p> <p>TEMPORARY CREDENTIAL</p> <p>Incident Name</p>
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QUALIFICATION CARD - BACK SIDE

<p>Issuer I.D. - 5555555</p> <p>DOE, JOHN A. 555 Main Street Anytown, WI 55555 Gender Eyes Hair Male BR BR DOB 05/05/1955 Drivers License Number/I.D. 5555-5555-5555-05</p> <p>Finger Print (Not required on incident issued qualification cards)</p> <p>QUALIFICATIONS/MEDICAL AL EMT, FFII, FADO, FOII, RIT, ISO, SCT, C&GS, IC</p>	<p>Issuer I.D. - 5555555</p> <p>DOE, JOHN A. 555 Main Street Anytown, WI 55555 Gender Eyes Hair Male BR BR DOB 05/05/1955 Drivers License Number/I.D. 5555-5555-5555-05</p> <p>Finger Print (Not required on incident issued qualification cards)</p> <p>QUALIFICATIONS/MEDICAL Level A-Qualified Environmental Specialist, WI DNR #55555</p>	<p>Issuer I.D. - 5555555</p> <p>DOE, JOHN A. 555 Main Street Anytown, EU Gender Eyes Hair Male BR BR DOB 05/05/1955 Drivers License Number/I.D. 5555-5555-5555-05</p> <p>Finger Print (Not required on incident issued qualification cards)</p> <p>QUALIFICATIONS/MEDICAL U.N. Inspector – Authorization Number 5555-5555</p>
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Appendix B

Wisconsin Fire Service Position Definitions

Credentialing Worksheet

Position Abbreviation	Position Category	Position Definition/Certification
APFF	Firefighting	Airport Firefighter
FADO	Firefighting	Fire Apparatus Driver Operator
FFI	Firefighting	Firefighter I
FFII	Firefighting	Firefighter II
FII	Firefighting	Fire Inspector I
FIII	Firefighting	Fire Inspector II
FOI	Firefighting	Fire Officer I
FOII	Firefighting	Fire Officer II
FOIII	Firefighting	Fire Officer III
FOIV	Firefighting	Fire Officer IV
WFFI	Wildland Firefighting	Wildland Firefighter I
WFFII	Wildland Firefighting	Wildland Firefighter II
WFOI	Wildland Firefighting	Wildland Fire Officer I
WFOII	Wildland Firefighting	Wildland Fire Officer II
EMT-B	EMS	Emergency Medical Technician Basic
EMT-I	EMS	Emergency Medical Technician Intermediate
EMT-IV	EMS	Emergency Medical Technician Interavenous
EMT-P	EMS	Emergency Medical Technician Paramedic
EMS-N	EMS	Emergency Medical Service Nurse
EMS-P	EMS	Emergency Medical Service Physician
TEMS	EMS	Tactical Emergency Medical Support
HLAT	Special Rescue	High/Low Angle Rope Rescue Technician
SCT	Special Rescue	Confined Space Rescue Technician
SCT	Special Rescue	Structural Collapse Rescue Technician
TRT	Special Rescue	Trench Rescue Technician
DRT	Special Rescue	Dive Rescue Technician
SWFT	Special Rescue	Swift Water/Flood Rescue Technician
IRT	Special Rescue	Ice Rescue Technician
WRT	Special Rescue	Wilderness Rescue Technician
STT	Special Rescue	Subterranean Rescue Technician/MSHA
HM-O	Hazardous Materials	Hazardous Materials Operations Level
HM-SO	Hazardous Materials	Hazardous Materials Safety Officer
HM-T	Hazardous Materials	Hazardous Materials Technician
IC100	NIMS ICS Training	NIMS Incident Command Level 100 Training
IC200	NIMS ICS Training	NIMS Incident Command Level 200 Training
ICS300	NIMS ICS Training	NIMS Incident Command Level 300 Training
ICS400	NIMS ICS Training	NIMS Incident Command Level 400 Training
IC700	NIMS ICS Training	NIMS Incident Command Level 700 Training
IC800	NIMS ICS Training	NIMS Incident Command Level 800 Training
C&GS	Incident Management Team	Command & General Staff ICS - Type 4 IMT
IC	Incident Management Team	Incident Command - Type 3 (All Hazards)
OPSC	Incident Management Team	Operations Section Chief - Type 3 (All Hazards)
PLSC	Incident Management Team	Planning Section Chief - Type 3 (All Hazards)
LGSC	Incident Management Team	Logistics Section Chief - Type 3 (All Hazards)
FASC	Incident Management Team	Finance/Admin Section Chief - Type 3 (All Hazards)
LO	Incident Management Team	Liaison Officer - Type 3 (All Hazards)
PIO	Incident Management Team	Public Information Officer
ISO	Incident Management Team	Incident Safety Officer

Credentialing Worksheet

Overview

The NIMS credentialing requirement was newly established NIMS objective and compliance metric (23.1) for 2008. NIMS Credentialing is a three-part the administrative process establishing photo identity of personnel being deployed; for validating the qualifications and assessing the background of personnel being deployed; and providing the authorization which permits/grants access to an incident involving mutual aid.

The specific NIMS Compliance Objective states:

The credentialing initiative is for the development of a State/Territory-wide system to credential emergency management/response personnel to ensure proper authorization and access to an incident including those involving mutual aid agreements and/or assistance agreements.

The credentialing process is an objective evaluation and documentation of a person's current licensure or degree; training experience; competence or certification; and the ability to meet a nationally accepted minimum standard in providing particular services, functions or procedures during an incident. Credentialing was initiated as a necessary requirement of mutual aid agreements or compacts between states (interstate), however it is also necessary for large-scale deployments of resources within a state (intrastate).

Credentialing Application Procedure

The Wisconsin Fire Service has chosen the CardSmart System as the system for badging and identifying fire service personnel. This system is consistent with our interstate mutual aid partners in the Mutual Aid Box Alarm System (MABAS). The granting authority for the fire service will be a state-wide board comprised of representatives from Wisconsin Emergency Management, the Wisconsin State Fire Chiefs Association, and MABAS-Wisconsin. The fire chief and/or the manager of fire and EMS organizations will verify the certifications, licensure, and requisite experience identified for each credentialed position.

The fire and EMS agency leaders will utilize the attached MS Excel worksheets to certify the credentials of the personnel within their agencies. Each individual of the agency will be listed and a check mark will be placed in the box corresponding to the certification, licensure, and/or experience achieved by that individual. For agencies requiring additional worksheets for position categories, duplicate worksheets can be made. To create a duplicate, right-click on the category tab (at the bottom of the worksheet) that requires a duplicate copy; at the bottom of the dialogue box that appears, select "Move or Copy . . ."; in the next dialogue box that appears, place a check in the box next to "Create a copy" and click OK. Repeat this process for the number of worksheets required by the agency to account for all personnel.

Once the worksheets are complete, the agency leader will print the "Entire Workbook" from the print dialogue box and will place their signature on the individual worksheets as the verification of the information. Send a hard copy of the completed worksheets to:

Wisconsin Emergency Management
WEM Fire Services Coordinator
2400 Wright Street
Madison, WI 53704

Send an electronic copy of the entire workbook to: secretary@mabaswi.org

Appendix D: Position Descriptions/Qualification Requirements

Fire/HazMat Job Title: Airport Firefighter

Description: An *Airport Firefighter* is an integral member of an aircraft rescue and firefighting (ARFF) Team.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for an *Airport Firefighter* to participate in the Incident Management Systems Division's National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training¹	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. National Fire Protection Association (NFPA 1003) 5. NFPA 472 HazMat Operations and/or Occupational Safety and Health Administration (OSHA 1910.120) Haz Mat Operations Training or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident. <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. ARFF or Airport Firefighter 2. Response 3. Fire Suppression 4. Rescue
Physical/Mental Fitness	<p>Compliance with the following baseline criteria:</p> <ol style="list-style-type: none"> 1. NFPA 1582 or NWCG requirements <ul style="list-style-type: none"> <input type="checkbox"/> Medical baseline <input type="checkbox"/> Fitness status <input type="checkbox"/> Annual medical <input type="checkbox"/> Work Capacity Test
Certification	<p>NFPA 1003 NFPA 472</p>

¹Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for an *Airport Firefighter* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience²	Two years of relevant experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

²Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Fire Apparatus Driver/Operator

Description: A *Fire Apparatus Driver/Operator* is an integral member of a firefighting team who drives and operates fire apparatus (Pumping Apparatus; Aerial Device; Tiller Apparatus; Wildland Fire Apparatus; Aircraft Rescue and Firefighting Apparatus; and/or Mobile Water Supply Apparatus).

REQUIRED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

The table below lists the Fire/Haz Mat Working Group’s recommended criteria for a *Fire Apparatus Driver/Operator* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including AED and/or any additional training determined by the AHJ.
Experience³	Two years of relevant apparatus driving and operating experience as determined by the AHJ.
Certification	The AHJ determines recertification requirements, if any.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Fire Apparatus Driver/Operator* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience³	Two years of relevant experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

³Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Firefighter I

Description: A *Firefighter I* is an integral member of a firefighting team working under direct supervision.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Firefighter I* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1,

requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training⁴	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA Independent Study IS-700: NIMS, An Introduction 4. NFPA 1001 Firefighter I 5. NFPA 472 HazMat Operations and/or Occupational Safety and Health Administration (OSHA 1910.120) Haz Mat Operations Training or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident. 6. Use of Self-Contained Breathing Apparatus (SCBA) (OSHA 1910.120 and/or 1910.134 Respiratory Protection) <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Hazard Mitigation 2. Personal Protective Equipment (PPE) 3. Use of related tools and devices 4. Fire Behavior 5. Risk Assessment
Physical/Mental Fitness	<p>Compliance with the following baseline criteria:</p> <ol style="list-style-type: none"> 1. NFPA 1582 or NWCG requirements <ul style="list-style-type: none"> <input type="checkbox"/> Medical baseline <input type="checkbox"/> Fitness status <input type="checkbox"/> Annual medical <input type="checkbox"/> Work Capacity Test
Certification	<p>NFPA 1001 NFPA 472</p>

⁴Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Firefighter I* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
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Training First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.

Experience⁵ Two years of relevant experience as determined by the AHJ

Certification The AHJ determines recertification requirements, if any

⁵Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Firefighter II

Description: A *Firefighter II* is an integral member of a firefighting team working under general supervision and may assume command of that team (to include Firefighter I and II).

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Firefighter II* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter I effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
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Training⁶ Completion of the following courses/curricula:

1. ICS-100: Introduction to ICS
2. ICS-200: Basic ICS
3. FEMA IS-700: NIMS, An Introduction
4. National Fire Protection Association (NFPA 1001)
5. NFPA 472 HazMat Operations and/or Occupational Safety and Health Administration (OSHA 1910.120) Haz Mat Operations Training or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident.
6. Use of SCBA (OSHA 1910.120 and/or 1910.134 Respiratory Protection)

Completion of the following baseline criteria:

1. Hazard Mitigation

2. PPE
3. Use of related tools and devices
4. Fire Behavior
5. Risk Assessment

Physical/Mental Fitness Compliance with the following baseline criteria:

1. NFPA 1582 or NWCG requirements
 - Medical baseline
 - Fitness status
 - Annual medical
 - Work Capacity Test

Certification NFPA 1001
NFPA 472

⁶Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Firefighter II* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience⁷	Four years of relevant firefighting experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

⁷Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Fire Inspector I

Description: A *Fire Inspector I* conducts fire inspections and applies codes and standards.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Fire Inspector I* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training⁸	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. NFPA 1031 – Fire Inspector I 5. NFPA 472 HazMat Operations and/or Occupational Safety and Health Administration (OSHA 1910.120) Haz Mat Operations Training or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident. <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Administration 2. Field Inspection
Certification	<p>NFPA 1031 NFPA 472</p>

⁸Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Fire Inspector I* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience⁹	Two years of relevant Fire Inspector I experience as determined by the AHJ

Certification The AHJ determines recertification requirements, if any

⁹Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Fire Inspector II

Description: A *Fire Inspector II* conducts fire inspections and interprets applicable codes and standards.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Fire Inspector II* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training¹⁰	Completion of the following courses/curricula: <ol style="list-style-type: none">1. ICS-100: Introduction to ICS2. ICS-200: Basic ICS3. FEMA IS-700: NIMS, An Introduction4. NFPA 1031 – Fire Inspector II5. NFPA 472 HazMat Operations and/or Occupational Safety and Health Administration (OSHA 1910.120) Haz Mat Operations Training or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident. Completion of the following baseline criteria: <ol style="list-style-type: none">1. Administration2. Field Inspection3. Plan Review
Certification	NFPA 1031 NFPA 472

¹⁰Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s cons: organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Fire Inspector II* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience¹¹	Two years of relevant Fire Inspector II experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

¹¹Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Fire Officer I/II (Company/Unit)

Description: A *Fire Officer I/II (Company/Unit)* provides supervisory or managerial function for a company/unit up to six members, typically at the tactical and task level.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Fire Officer I/II (Company/Unit)* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training¹²	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. NFPA 1021 – Fire Officer I & II <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Human Resource Management 2. Community and Government Relations

3. Administration
4. Inspection and Investigation
5. Emergency Service Delivery
6. Health and Safety

Physical/Mental Fitness Compliance with the following baseline criteria:

1. NFPA 1582 or NWCG requirements
 - Medical baseline
 - Fitness status
 - Annual medical
 - Work Capacity Test

Certification NFPA 1021
NFPA 1041

¹²Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Fire Officer III (Company/Unit)* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience¹³	Two years of relevant Fire Officer (Supervisory) experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

¹³Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Fire Officer III/IV (Command)

Description: A *Fire Officer III/IV (Command)* provides managerial &



for multiple companies/units at the strategic and/or tactical level.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Fire Officer III/IV (Command)* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training¹⁴	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. ICS-400: Advanced ICS 5. FEMA IS-700: NIMS, An Introduction 6. FEMA IS-800: National Response Plan (NRP), An Introduction 7. NFPA 1021 – Fire Officer III & IV <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Human Resource Management 2. Community and Government Relations 3. Administration 4. Inspection and Investigation 5. Emergency Service Delivery 6. Health and Safety
Physical/Mental Fitness	<p>Compliance with the following baseline criteria:</p> <ol style="list-style-type: none"> 1. NFPA 1582 or NWCG requirements <ul style="list-style-type: none"> <input type="checkbox"/> Medical baseline <input type="checkbox"/> Fitness status <input type="checkbox"/> Annual medical <input type="checkbox"/> Work Capacity Test
Certification	<p>NFPA 1021 NFPA 1041</p>

¹⁴Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement criteria for the Incident Management Systems Division’s cons:



organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Fire Officer III/IV (Command)* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience¹⁵	Four years of relevant Fire Officer (managerial and/or administrative) experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

¹⁵Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Haz Mat Technician

Description: A *Haz Mat Technician* is an individual or team member who responds to releases or potential releases of hazardous substances for the purpose of protecting persons, property, or the environment and stopping the release.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Haz Mat Technician* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training¹⁶	Completion of the following courses/curricula: 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. NFPA 472 Hazardous Material Technician and/or Occupational Safety and Health Administration (OSHA 1910.120) Haz Mat Technician Training or equivalent basic instruction on r

in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident.

5. Use of SCBA (OSHA 1910.120 and/or 1910.134(f) Respiratory Protection)

Completion of the following baseline criteria:

1. Hazard Mitigation
2. PPE
3. Use of related tools and devices
4. Risk Assessment

Physical/Mental Fitness

Compliance with the following baseline criteria:

1. NFPA 1582 or NWCG requirements
 - Medical baseline
 - Fitness status
 - Annual medical
 - Work Capacity Test

Certification

NFPA 472

¹⁶Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division's consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group's recommended criteria for a *Haz Mat Technician* to participate in the incident Management Systems Division's National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Certification	The AHJ determines recertification requirements, if any

Fire/HazMat Job Title: Haz Mat Safety Officer

Description: A *Haz Mat Safety Officer*¹⁷ is an integral member of a hazardous materials response team or crew and is charged with safety of associated with hazardous materials, including the res



evaluate hazards and to provide direction with respect to the safety of operations for the incident.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Haz Mat Safety Officer* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training¹⁸	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. FEMA IS-800: NRP, An Introduction 5. NFPA 472 Hazardous Materials Safety Officers or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) incident. 6. Use of SCBA (OSHA 1910.120 and/or 1910.134(f) Respiratory Protection) <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Analyzing the incident 2. Planning the response 3. Implementing the planned response 4. Terminating the incident
Physical/Mental Fitness	<p>Compliance with the following baseline criteria:</p> <ol style="list-style-type: none"> 1. NFPA 1582 or NWCG requirements <ul style="list-style-type: none"> <input type="checkbox"/> Medical baseline <input type="checkbox"/> Fitness status <input type="checkbox"/> Annual medical <input type="checkbox"/> Work Capacity Test
Certification	NFPA 472

¹⁷The HazMat Safety Officer is not intended to indicate a specific assignment within an on-scene incident management organization. The specific assignment of the HazMat Safety Officer on the scene is at the discretion of the Incident Commander. For example, the HazMat Safety Officer may be assigned to serve as the Incident Safety Officer or as an Assistant Safety Officer for HazMat under the Incident Safety Officer, depending on the operational requirements of the incident.

¹⁸Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Haz Mat Safety Officer* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience¹⁹	Two years of relevant HazMat Safety Officer experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

¹⁹Where applicable, experience is measured from the time an individual receives necessary certifications.

Fire/HazMat Job Title: Wildland Firefighter I

Description: A *Wildland Firefighter I* is an integral member of a wildland fire suppression crew working under direct supervision.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Wildland Firefighter I* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training²⁰	Completion of the following courses/curricula:



1. ICS-100: Introduction to ICS
2. ICS-200: Basic ICS
3. IS-700: NIMS, An Introduction
4. NFPA 1051 or National Wildfire Coordinating Group (NWCG) 310-1 or State equivalent

Completion of the following baseline criteria:

1. Preparedness
2. Suppression
3. Wildland Firefighter I
4. Introduction to Wildland Fire Behavior (NWCG 310-1)

Physical/Mental Fitness

Compliance with the following baseline criteria:

1. NFPA 1582 or NWCG requirements
 - Medical baseline
 - Fitness status
 - Annual medical
 - Work Capacity Test

Certification

NFPA 1051 or NWCG 310-1
NWCG Red Card

²⁰Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Wildland Firefighter I* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Certification	The AHJ determines recertification requirements, if any

Fire/HazMat Job Title: Wildland Firefighter II

Description: A *Wildland Firefighter II* is an integral member of a



crew working under general supervision.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Wildland Firefighter II* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training²¹	Completion of the following courses/curricula: <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. NFPA 1051 or NWCG 310-1 or State equivalent Completion of the following baseline criteria: <ol style="list-style-type: none"> 1. Preparedness 2. Suppression 3. Human Resource Management 4. Mobilization 5. Wildland Firefighter II
Physical/Mental Fitness	Compliance with the following baseline criteria: <ol style="list-style-type: none"> 1. NFPA 1582 or NWCG requirements <ul style="list-style-type: none"> <input type="checkbox"/> Medical baseline <input type="checkbox"/> Fitness status <input type="checkbox"/> Annual medical <input type="checkbox"/> Work Capacity Test
Certification	NFPA 1051 or NWCG 310-1 NWCG Red Card

²¹Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Firefighter II* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.



Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Certification	The AHJ determines recertification requirements, if any

Fire/HazMat Job Title: Wildland Fire Officer I

Description: A *Wildland Fire Officer I* is responsible for supervising and directing a single wildland fire suppression resource.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Wildland Fire Officer I* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System., for response in the MABAS System.

Category	Criteria
Training²²	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. FEMA IS-700: NIMS, An Introduction 4. NFPA 1051 NWCG 310-1 or State equivalent <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Preparedness 2. Suppression 3. Human Resource Management 4. Mobilization 5. Wildland Fire Officer I
Physical/Mental Fitness	<p>Compliance with the following baseline criteria:</p> <ol style="list-style-type: none"> 1. NFPA 1582 or NWCG requirements <ul style="list-style-type: none"> <input type="checkbox"/> Medical baseline <input type="checkbox"/> Fitness status <input type="checkbox"/> Annual medical

- Work Capacity Test

Certification NFPA 1051 or NWCG 310-1
NWCG Red Card

²²Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Wildland Fire Officer I* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Certification	The AHJ determines recertification requirements, if any

Fire/HazMat Job Title: Wildland Fire Officer II

Description: A *Wildland Fire Officer II* is responsible for commanding and managing resources in the suppression of all aspects of an extended-attack wildland fire.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Wildland Fire Officer II* to participate in the Incident Management Systems Division’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training²³	Completion of the following courses/curricula:



1. ICS-100: Introduction to ICS
2. ICS-200: Basic ICS
3. ICS-300: Intermediate ICS
4. FEMA IS-700: NIMS, An Introduction
5. NFPA 1051 or NWCG 310-1 or State equivalent

Completion of the following baseline criteria:

1. Preparedness
2. Incident Management Organization
3. Suppression
4. Human Resource Management
5. Mobilization
6. Wildland Fire Officer II

**Physical/Mental
Fitness**

Compliance with the following baseline criteria:

1. NFPA 1582 or NWCG requirements
 - Medical baseline
 - Fitness status
 - Annual medical
 - Work Capacity Test

Certification

NFPA 1051 or NWCG 310-1
NWCG Red Card

²³Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Wildland Fire Officer II* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Certification	The AHJ determines recertification requirements, if any

Description: The primary focus is to provide basic triage, assessment and non-invasive interventions to reduce the morbidity associated with acute out-of-hospital medical and traumatic emergencies. This may occur at an emergency scene until transportation resources arrive, from an emergency scene to a health care facility, between health care facilities, or in other healthcare settings.

Additionally, the EMT possesses the education and experience in areas of patient care that are commensurate with the patient care mission, providing care to minimize secondary injury and provide comfort to the patient and family while transporting the patient to an emergency care facility.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Emergency Medical Technician (EMT)* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Emergency medical services responders shall have a valid emergency medical services license as defined in chs. DHS 110 through 113., in addition to other requirements set forth in the National Incident Management System., are required for response in the MABAS System.

Category	Criteria
Education	Completion of the state-recognized EMT program based on NHTSA National Standard Curriculum
Training²⁴	Completion of the following courses/curricula: 1. ICS-100: Introduction to ICS 2. FEMA IS-700: NIMS, An Introduction 3. OSHA 1910.120 HazMat Awareness Training or equivalent basic instruction on responding to and operating in a CBRNE MCI.
Experience	Ongoing, active participation with an EMS-providing entity, organization, or agency.
Certification	Successful completion of a state-approved program at this level or NREMT certification at this level.
Licensing	Active status of legal authority to function as an Emergency Medical Technician granted by a state, the District of Columbia, or U.S. territory.

²⁴Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for an *Emergency Medical Technician (EMT)* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Education ²⁵	Successful completion of the minimum terminal learning objectives for EMT as defined by NHTSA National EMS Education Standards.
Training	Completion of the following courses/criteria: <ol style="list-style-type: none"> 1. ICS-200: Basic ICS 2. Ongoing training in the management and care of patients involved in an MCI.
Physical/Medical	<ol style="list-style-type: none"> 1. Individuals must be healthy enough to function under field Fitness conditions, which may include all or some of the following: <ul style="list-style-type: none"> <input type="checkbox"/> 12-hour shifts, austere conditions (possibly no showers, housing in tents, portable toilets). <input type="checkbox"/> Extreme weather conditions (long exposure to heat and humidity, lack of air conditioning, extreme cold, or wet environments). <input type="checkbox"/> Long periods of standing. 2. Individuals should not require personal medications that need refrigeration of any kind. 3. Individuals should not have any physical conditions, impairments or restrictions that would preclude them from participating in the moving and lifting of patients and/or equipment and supplies. 4. Immunizations: <ul style="list-style-type: none"> - Td Toxoid or Tdap. Receipt of primary series and booster within 10 years. - Documentation of Hepatitis B Vaccination Series and documentation of a positive titer (antibody to HBsAg) OR completion of a “waiver of liability”.

²⁵NHTSA National EMS Education Standards are a component of the EMS Education Agenda for the Future: A System Approach, a comprehensive plan for a national EMS education system that will result in improved efficiency in the education process, enhanced consistency in the quality of the EMS education and greater competency of the entry level EMS provider. EMR, EMT, EMT-Advanced, and Paramedic job titles should be expected to transition to these educational standards as they are implemented.

IM Job Title: Paramedic

Description: The primary focus is to provide emergency care based on an advanced assessment and the formulation of a field impression, including basic and advanced skills focusing on the acute management and transportation of the broad range of patients who access the emergency medical system.

The *Paramedic*:

1. Possesses the education and experience in areas of medicine and pre-hospital care commensurate with the patient care mission.
2. Skills include triage, assessment, and ongoing monitoring capabilities as well as invasive and pharmacological interventions to reduce the morbidity and mortality associated with acute out-of-hospital medical and traumatic emergencies.
3. Provides care designed to minimize secondary injury and provide comfort to the patient and family while transporting the patient to an appropriate health care facility. Paramedic is the minimum licensure level required for the full range of advanced out-of-hospital care.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Paramedic* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Emergency medical services responders shall have a valid emergency medical services license as defined in chs. DHS 110 through 113., in addition to other requirements set forth in the National Incident Management System., are required for response in the MABAS System.

Category	Criteria
Education	Completion of the state-recognized Paramedic program based on NHTSA National Standard Curriculum
Training²⁶	Completion of the following courses/curricula: 1. ICS-100: Introduction to ICS 2. FEMA IS-700: NIMS, An Introduction 3. OSHA 1910.120 HazMat Awareness Training or equivalent basic instruction on responding to and operating in a CBRNE MCI.
Experience	On-going, active participation with an EMS-providing entity, organization or agency.
Certification	Successful completion of a state-approved NREMT certification at this level.

Licensing Active status of legal authority to function as a Paramedic granted by a state, the District of Columbia, or U.S. territory.

²⁶Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for a *Paramedic* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Education²⁷	Successful completion of the minimum terminal learning objectives for Paramedic as defined by NHTSA National EMS Education Standards.
Training	Completion of the following courses/criteria: 1. ICS-200: Basic ICS 2. Ongoing training in the management and care of patients involved in an MCI.
Physical/Medical Fitness	1. Individuals must be healthy enough to function under field conditions, which may include all or some of the following: a. 12-hour shifts, austere conditions (possibly no showers, housing in tents, portable toilets). b. Extreme weather conditions (long exposure to heat and humidity, lack of air conditioning, extreme cold, or wet environments). c. Long periods of standing. 2. Individuals should not require personal medications that need refrigeration of any kind. 3. Individuals should not have any physical conditions, impairments or restrictions that would preclude them from participating in the moving and lifting of patients and/or equipment and supplies. 4. Immunizations: - Td Toxoid or Tdap. Receipt of primary series and booster within 10 years. - Documentation of Hepatitis B Vaccination Series and documentation of a positive titer (antibody to HBsAg) OR completion of a “waiver of liability”.

²⁷NHTSA National EMS Education Standards are a component of the *Blueprint for the Future: A System Approach*, a comprehensive plan for a national



that will result in improved efficiency in the education process, enhanced consistency in the quality of the EMS education and greater competency of the entry level EMS provider. EMR, EMT, EMT-Advanced, and Paramedic job titles should be expected to transition to these educational standards as they are implemented.

IM Job Title: Emergency Medical Services Physician

Description: The primary focus is to ensure quality patient care and provide medical oversight of EMS resources within an established command and control system during an incident response.

The *EMS Physician*:

1. Is a licensed physician who possesses the education and experience in areas of medicine and out-of-hospital care commensurate with the patient care mission.
2. Primary responsibilities include the development and initiation of EMS protocols, oversight of EMS resource allocation, and appropriate triage, treatment, handling and transportation of victims.
3. Has the authority over all patient care and clinical aspects of the EMS service.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for an *Emergency Medical Services Physician* to participate in the NIMS Integration Center National Emergency Responder Credentialing System.

Category	Criteria
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Education	Graduate of an accredited medical school and completion of an accredited residency program.
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Training	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. FEMA ICS-700: NIMS, An Introduction 5. OSHA 1910.120 HazMat Awareness Training or equivalent basic instruction on responding to and operating in a CBRNE MCI. 6. Nationally or State-recognized EMS Medical Director course or curriculum. 7. Predeployment briefing on Federal, State and/or local MCI and disaster plans and applicable EMS laws and regulations for area to which physician will be responding.
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- Experience**
1. Minimum of 2 years of experience or training in out-of-hospital emergency care of the acutely ill or injured patient.
 2. Knowledge of Federal, State and local MCI and disaster plans.
 3. Actively provides medical direction to an EMS service.

Certification Current DEA registration

Licensing Active status of legal authority to function as a Physician granted by a state, the District of Columbia, or U.S. territory.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for an *Emergency Medical Services Physician* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
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Education Post-graduate education in emergency medicine (or comparable specialty).

- Training** Completion of the following courses and/or curriculum:
1. Base Station Course or equivalent.
 2. Nationally or State recognized EMS Medical Director curriculum.
 3. Completion of 8 hours annually of Category 1 Continuing Medical Education (CME) based on EMS related content.

- Physical/Medical**
1. Individuals must be healthy enough to function under field **Fitness** conditions, which may include all or some of the following:
 - 12-hour shifts, austere conditions (possibly no showers, housing in tents, portable toilets).
 - Extreme weather conditions (long exposure to heat and humidity, lack of air conditioning, extreme cold, or wet environments).
 - Long periods of standing.
 2. Individuals should not require personal medications that need refrigeration of any kind.
 3. Individuals should not have any physical conditions, impairments or restrictions that would preclude them from participating in the moving and lifting of patients and/or equipment and supplies.
 4. Immunizations:
 - Td Toxoid or Tdap. Receipt of primary series and booster within 10 years.
 - Documentation of Hepatitis B
- documentation of a positive titer (a



completion of a “waiver of liability”.

- Certification**
1. Active status of legal authority to function as an EMS Physician, EMS Medical Director, or equivalent granted by a state, the District of Columbia, or U.S. territory.
 2. Board certification or board-eligible in emergency medicine.

IM Job Title: Structural Collapse Rescue Technician

Description: A *Structural Collapse Rescue Technician* identifies hazards, uses equipment, and applies advanced rescue techniques in collapsed buildings.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Structural Collapse Rescue Technician* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
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- | | |
|-----------------|---|
| Training | <p>Fulfillment of requirement(s) as stated in the following standard(s):</p> <ol style="list-style-type: none">1. NFPA 1006: Standard for Rescue Technician (2003)2. NFPA 1670 Awareness Level Training, including:<ul style="list-style-type: none"><input type="checkbox"/> General Requirements<input type="checkbox"/> Confined Space SAR<input type="checkbox"/> Water SAR Operations<input type="checkbox"/> Structural Collapse<input type="checkbox"/> Trench and Excavation SAR<input type="checkbox"/> Rope Rescue<input type="checkbox"/> Duties of the Entrant per 29 CFR 1910.1463. NFPA 472 HazMat Operations and/or OSHA 1910.120(Q)(6)(ii), HazMat Operations Training or equivalent basic instruction on responding to and operating in CBRNE incident <p>Completion of the following baseline criteria:</p> <ol style="list-style-type: none">4. OSHA 1910.120 and/or 1910.134(f), Respiratory Protection5. Emergency medical care based on AHJ6. Risk Assessment7. Hazard Mitigation8. PPE |
|-----------------|---|

9. Use of related tools and devices

Completion of the following courses/curricula:

10. ICS-100: Introduction to ICS
11. ICS-200: Basic ICS
12. FEMA ICS-700: NIMS, An Introduction
13. Construction types
14. Types of collapses
15. Shoring techniques
16. Equipment and technologies for collapse rescue
17. Breaching and breaking
18. Heavy equipment operations

Completion of the following training course:

19. FEMA US&R Technical Search Specialist Course, or equivalent

**Physical/Medical
Fitness**

Completion of the following baseline criteria:

1. Emergency medical provider as specified in NFPA 1006: Standard for Rescue Technician (2003)
2. Minimum physical fitness standards as required by the AHJ

Certification

1. Appropriate State Rescue Technician certification
2. Certified for confined space entry in accordance with OSHA Standard 29 CFR 1910.146 Confined Space Entry Permit

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The recommended criteria that follow are intended to supplement previously-listed requisite criteria for the NIMS Integration Center’s consideration and referral to organizations, as appropriate:

The table below lists the SAR Working Group’s recommended criteria for a *Structural Collapse Rescue Technician* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
Training	Completion of the following courses and/or curriculum: <ol style="list-style-type: none"> 1. DOJ Emergency Response to Terrorism, Basic Concepts, or equivalent. 2. GPS Awareness Level course 3. FEMA/US&R WMD Enhanced Operations, or equivalent 4. Continuing education requirements for t 5. Recertification and verification of all tra

- Experience**
1. Position taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents, every 5 years or as dictated by need
 2. Fingerprint background check

- Physical/Medical Fitness** **Fulfillment of requirement(s) as stated in the following standard(s):**
1. NFPA 1582, Standard on Medical Requirements for Fire Fighters²⁸
 2. NFPA 1584 Standard on medical requirements for firefighters
 3. NFPA 1583, CPAT, and IAFF/IAFC Joint Labor Management Wellness Fitness Initiative

- Certification** Completion of the following training courses:
1. EMT-B per NFPA 1006(2003) A-3-3.5

²⁸That NFPA 1582, Standard on Medical Requirements for Fire Fighters, as recommended by NFPA 1006, be adopted. Where necessary, additional inoculations specific to the incident environment may be required.

IM Job Title: Swift Water/Flood Rescue Technician

Description: A *Swift Water/Flood Rescue Technician* is an entry-level position within a water rescue task force that responds to searches and rescues from shore and in water, consistent with NFPA 1006.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Swift Water/Flood Rescue Technician* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
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- | | |
|-----------------|--|
| Training | Fulfillment of applicable requirement(s) as stated in the following standard(s): <ol style="list-style-type: none"> 1. NFPA 1006: Standard for Rescue Technician (2003), or equivalent 2. NFPA 1670, or equivalent 3. ASTM F1730-96 |
|-----------------|--|

4. NFPA 472 HazMat Operations and/or OSHA 1910.120(Q)(6)(ii), HazMat Operations Training or equivalent basic instruction on responding to and operating in a CBRNE incident

Completion of the following courses/curricula:

5. OSHA 1910.120 HazMat Awareness Training and/or 1910.134(f) Respiratory Protection
6. Emergency Medical First Responder per NFPA 1006 (2000) A 3-3.5
7. Risk Assessment
8. Hazard Mitigation
9. PPE
10. Use of related tools and devices
11. Hydrology
12. Training in rating of Class 3, per AW Section VI Safety Code or higher whitewater
13. Night operations

Completion of the following courses and/or curricula:

14. ICS 100: Introduction to ICS
15. ICS-200: Basic ICS
16. FEMA IS-700: NIMS, An Introduction

Completion of the following training courses:

17. Applicable positions or “Rescue Technician” per NFPA 1006 (2003)

**Physical/Medical
Fitness**

Completion of the following baseline criteria:

1. Medical requirements established by the AHJ
2. Minimum physical fitness and swimming standards, JRPAT, as required by the AHJ, such as:
 - National: USLA for Lifeguards (swim test, 500 meters in 10 minutes)
 - National: NFPA 1006 7.1.12 (Swim or float with and without aids)
 - State: TX/NC swim test (300 meters in 8 minutes)

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the NIMS Integration Center’s consideration and referral to organizations, as appropriate.

The table below lists the Search and Rescue Working Group’s recommended criteria for a *Swift Water/Flood Rescue Technician* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
Education	Completion of the following training courses: <ol style="list-style-type: none"> 1. EMT-P and/or EMT-B level per appendices of NFPA 1006 as a minimum.
Training	Completion of the following courses and/or curriculum: <ol style="list-style-type: none"> 1. Recertification of all training requirements listed above 2. NASAR Fundamentals of SAR (FUNSAR) Course 3. FEMA IS-800: National Response Plan (NRP), An Introduction
Experience	<ol style="list-style-type: none"> 1. Position taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need 2. Fingerprint background check
Physical/Mental Fitness	Fulfillment of requirement(s) as stated in the following standard(s): <ol style="list-style-type: none"> 1. NFPA 1582, Standard on Medical Requirements for Fire Fighters²⁹, or equivalent
Certification	<ol style="list-style-type: none"> 1. Completion of certification as: <ul style="list-style-type: none"> <input type="checkbox"/> EMT-B per NFPA 1006(2003) A-3-3.5, as a minimum <input type="checkbox"/> NASAR SAR TECH II 2. Recertification of all training requirements listed above 3. Develop uniform national certification standards

²⁹That NFPA 1582, Standard on Medical Requirements for Fire Fighters, as recommended by NFPA 1006, be adopted. Where necessary, additional inoculations specific to the incident environment may be required.

IM Job Title: Local/Tribal Incident Management Team (Type 3/4)

Description: An *Local/Tribal Incident Management Team (LTIMT) (Type 3/4)* is a functional, multi-disciplinary and/or multi-jurisdictional group assembled for the purpose of completing and/or enhancing the incident command system at the local, regional or tribal response level. The team can also be used for large-scale events that require pre-planning.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for an *Local/Tribal Incident Management Team (Type 3/4)* member to participate in Wisconsin’s Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1,

requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
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- Training:**
- All L/TIMT Positions
1. ICS-100, ICS-200, and IS-700, on-line or field delivery. (Previous ICS training equivalent to ICS-100 or ICS-200 will be accepted)
 2. ICS-300 Intermediate ICS for Expanding Incidents.
 3. ICS-400 Advanced ICS
 4. Command & General Staff Functions in the Incident Command System or equivalent, including the NWCG course
 5. S-420 Command and General Staff and the Complex Incident Management Course (CIMC)
 6. G-191 ICS/EOC Operations
- Minimum Position Specific Required Training
1. F. IS-702 NIMS Public Information System is required for Public Information Officer positions.
 2. G-290a Basic PIO and G-290b Advanced PIO
 3. IS-703 Resource Management or followed by G276 Resource Management
 4. IS-701 Multi-Agency Coordination (MAC)
 5. G-775 EOC Management and Operations

Qualifications

Personnel qualification is closely related to credentialing and typing and is tied directly to training. Whether LTIMT members are considered qualified depends on their level of training, operational experience, job shadowing, and administrative requirements such as agency association and criminal background checks.

However, qualified personnel are to be considered more than simply the sum of their training. Incident experience must supplement training for a candidate to meet minimum expectations to qualify for service in a LTIMT position. This is especially important during an all-hazards, complex, multi-jurisdictional incident.

Performance requirements that allow an LTIMT applicant to be evaluated for specific positions shall be in a format according to guidelines established by the Governing Board. These tasks should be measurable activities that demonstrate proficiency associated with requisite competencies and behaviors.

Successful performance of all tasks during exercises, job shadowing, and/or operations observed and recorded by an evaluator / assessor will

result in a recommendation to the certifying agency that the applicant is qualified for that ICS position.

- Physical/Mental Fitness** Fulfillment of requirement(s) as stated in the following standard(s):
1. NFPA 1582, Standard on Medical Requirements for Fire Fighters²⁹, or equivalent
 - Medical baseline
 - Fitness status
 - Annual medical

IM Job Title: Incident Commander (IC) (Type 3)

Description: An *Incident Commander (IC) (Type 3)* has overall authority and responsibility for conducting incident operations and is responsible for the management of all incident operations at the incident site.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for an *Incident Commander (IC) (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
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Training³⁰	Completion of the following courses/curricula: <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. ICS-400: Advanced ICS 5. FEMA IS-700: NIMS, An Introduction 6. FEMA IS-800: National Response Plan (NRP), An Introduction
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Experience	Significant, ongoing experience related to the management of emergency incidents and events that may involve multiple jurisdictions requiring mutual-aid response
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Physical/Mental Fitness	Compliance with the following baseline criteria: <ol style="list-style-type: none"> 1. Medical requirements established by the AHJ 2. Minimum physical fitness standards as required by the AHJ
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³⁰Per NIMS compliance at the time of publication, ICS and IS Tr

Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division’s consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group’s recommended criteria for an *Incident Commander (IC) (Type 3)* to participate in the incident Management Systems Division’s National Emergency Responder Credentialing System.

Category	Criteria
Training	<p>Completion of the following courses and/or curricula:</p> <ol style="list-style-type: none"> 1. Continuing education requirements for training, as required by the AHJ. 2. NFA Course H400, All Hazards Incident Commander, or equivalent 3. Incident Action Planning and Management courses as required by the AHJ 4. Continuity of Operations (COOP) procedures for the AHJ and adjacent jurisdictions 5. NFPA 472, Professional Competence of Responders to Hazardous Materials (HazMat) Incidents (Awareness Level), or OSHA 1910.120 HazMat Awareness Level Training or equivalent basic instruction on responding to and operating in a chemical, biological, radiological, nuclear, and high-yield explosives (CBRNE) mass casualty incident (MCI). 6. EMI Public Information Course or equivalent 7. Recertification and verification of requisite training 8. Management, leadership and team building training relevant to emergency response. 9. USFA Course O305, All-Hazards Incident Management Team, or equivalent
Experience³¹	<ol style="list-style-type: none"> 1. Functional experience in Incident Command at the level or levels of government commensurate with the scope of the incident. 2. Satisfactory performance in other positions within the ICS organizational structure, including Operations Section Chief and Planning Section Chief. 3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need.
Medical/Physical Fitness	<p>Medical and physical fitness requirements established by the AHJ that include the ability to perform duties und characterized by working consecutive 12-14 ho</p>

emotional stress for sustained periods.

Certification A performance-based certification and qualification system to document minimum training, skills and knowledge, experience and physical fitness requirements.

³¹Where applicable, experience is measured from the time an individual receives necessary certifications.

IM Job Title: Finance/Administration Section Chief (Type 3)

Description: A *Finance/Administration Section Chief (Type 3)* is responsible for all financial, administrative, and cost analysis aspects of an incident.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Finance/Administration Section Chief (Type 3)* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training³²	Completion of the following courses/curricula: 5. ICS-100: Introduction to ICS 6. ICS-200: Basic ICS 7. ICS-300: Intermediate ICS 8. ICS-400: Advanced ICS 9. FEMA Independent Study IS-700: NIMS, An Introduction 10. FEMA IS-800: National Response Plan (NRP), An Introduction
Experience	Significant, ongoing experience related to finance, administration, cost analysis and experience in emergency management
Physical/Mental Fitness	Compliance with the following baseline criteria: 1. Medical requirements established by the AHJ 2. Minimum physical fitness standards as required by the AHJ

³²Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the Incident Management Systems Division's consideration and referral to organizations, as appropriate.

The table below lists the Fire/HazMat Working Group's recommended criteria for a *Finance/Administration Section Chief (Type 3)* to participate in the incident Management Systems Division's National Emergency Responder Credentialing System.

Category	Criteria
Training	First Responder, including Automated External Defibrillator (AED) and/or any additional training determined by the AHJ.
Experience³³	Four years of relevant firefighting experience as determined by the AHJ
Certification	The AHJ determines recertification requirements, if any

³³Where applicable, experience is measured from the time an individual receives necessary certifications.

IM Job Title: Liaison Officer (Type 3)

Description: A *Liaison Officer (Type 3)* is responsible for coordinating with cooperating and assisting agencies.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Liaison Officer (Type 3)* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training³⁴	Completion of the following courses/curricula: 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. ICS-400: Advanced ICS 5. FEMA Independent Study IS-700: NIMS, /

6. FEMA IS-800: National Response Plan (NRP), An Introduction

Experience Significant, ongoing experience coordinating with representatives from various agencies and organizations during emergency situations, as well as experience in emergency management.

Physical/Mental Fitness Compliance with the following baseline criteria:
 1. Medical requirements established by the AHJ
 2. Minimum physical fitness standards as required by the AHJ

³⁴Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the NIMS Integration Center’s consideration and referral to organizations, as appropriate.

The table below lists the IM Working Group’s recommended criteria for *Liaison Officer (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
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Training Completion of the following courses/curricula:
 1. NFA Course H480, All-Hazards Liaison Officer, or equivalent
 2. USFA Course O305, All-Hazards Incident Management Team, or equivalent
 3. Continuing education requirements for training as required by AHJ
 4. Recertification and verification of requisite training
 5. Training on scenario-specific operations of concern to the jurisdiction and incident

Experience
 1. Functional experience in interagency coordination at the level or levels of government commensurate with the scope of the incident.
 2. Successful previous experience as a Liaison Officer, including working with cooperating and assisting agencies.
 3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need.

Physical/Medical Fitness Medical and physical fitness requirements established by the AHJ that include the ability to perform duties under arduous circumstances characterized by working consecutive 12-14 hour days under physical and emotional stress or sustained periods.

Certification A performance-based certification and qualification system to document minimum training, skills and knowledge, experience and physical fitness requirements.

IM Job Title: Logistics Section Chief (Type 3)

Description: A *Logistics Section Chief (Type 3)* is responsible for providing facilities, services, and material support for the incident including all essential services and support functions needed for the incident management team to conduct effective operations.³⁵

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Logistics Section Chief (Type 3)* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training	Completion of the following courses/curricula: 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. ICS-400: Advanced ICS 5. FEMA Independent Study IS-700: NIMS, An Introduction 6. FEMA IS-800: National Response Plan (NRP), An Introduction
Experience	Significant, ongoing experience related to facilities, services, and material support as well as experience in emergency management.
Physical/Mental Fitness	Compliance with the following baseline criteria: 1. Medical requirements established by the AHJ 2. Minimum physical fitness standards as required by the AHJ

³⁵Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement criteria for the NIMS Integration Center’s consideration and ref



appropriate.

The table below lists the IM Working Group’s recommended criteria for a *Logistics Section Chief (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
Training	Completion of the following courses/curricula: <ol style="list-style-type: none"> 1. Continuing education requirements for training as required by AHJ 2. NFA Course H450, All-Hazards Logistics Section Chief, or equivalent 3. EMI non-resident course G276, Resource Management, or equivalent 4. NFPA 472, Professional Competence of Responders to HazMat Incidents (Awareness Level) or OSHA 1910.120 HazMat Awareness Level Training or equivalent basic instruction on responding to and operating in a CBRNE MCI 5. USFA Course O305, All-Hazards Incident Management Team, or equivalent 6. Recertification and verification of requisite training
Experience	<ol style="list-style-type: none"> 1. Functional experience in logistics at the level or levels of government commensurate with the scope of the incident. 2. Successful previous experience as a Logistic Section service branch director and support branch director and/or in multiple unit leader positions within the service and support branches. 3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need.
Physical/Medical Fitness	Medical and physical fitness requirements established by the AHJ that include the ability to perform duties under arduous circumstances characterized by working consecutive 12-14 hour days under physical and emotional stress for sustained periods.
Certification	A performance-based certification and qualification system to document minimum training, skills and knowledge, experience, and physical fitness requirements.

IM Job Title: Operations Section Chief (Type 3)

Description: An *Operations Section Chief (Type 3)* is responsible for all tactical incident operations, including the activation and supervisory elements in accordance with and in execution of the Inc

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for an *Operations Section Chief (Type 3)* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training³⁶	Completion of the following courses/curricula: <ol style="list-style-type: none">1. ICS-100: Introduction to ICS2. ICS-200: Basic ICS3. ICS-300: Intermediate ICS4. ICS-400: Advanced ICS5. FEMA Independent Study IS-700: NIMS, An Introduction6. FEMA IS-800: National Response Plan (NRP), An Introduction
Experience	Significant, ongoing operational experience in strategy and tactics related to the incident scenario (e.g. wildland fire, water rescue, confined space rescue, or HazMat incident) and experience in emergency management.
Physical/Mental Fitness	Compliance with the following baseline criteria: <ol style="list-style-type: none">1. Medical requirements established by the AHJ2. Minimum physical fitness standards as required by the AHJ3. Able to work wearing appropriate personal protective equipment (PPE)

³⁶Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the NIMS Integration Center's consideration and referral to organizations, as appropriate.

The table below lists the IM Working Group's recommended criteria for an *Operations Section Chief (Type 3)* to participate in the NIMS Integration Center's National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
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Training Completion of the following courses/curricula:

1. NFA Course H430, All-Hazards Operations Section Chief, or equivalent
2. OSHA 1910.210 and/or 1910.134, Respiratory Protection
3. NFPA 472, Professional Competence of Responders to HazMat Incidents (Operations Level) or OSHA 1910.120, HazMat Operations Level Training, or equivalent basic instruction on responding to and operating in a CBRNE MCI.
4. Scenario-specific training as required by the AHJ
5. Recertification and verification of requisite training
6. USFA Course O305, All-Hazards Incident Management Team, or equivalent
7. Continuing education requirements for training as required by AHJ

Experience

1. Functional experience in incident operations at the level of government commensurate with the scope of the incident.
2. Successful, previous experience as a Branch Director or Division/Group Supervisor within the Operations Section.
3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need.

Physical/Medical Fitness

Medical and physical fitness requirements established by the AHJ that include the ability to perform duties under arduous circumstances characterized by working consecutive 12-14 hour days under physical and emotional stress for sustained periods.

Certification

A performance-based certification and qualification system to document minimum training, skills and knowledge, experience, and physical fitness requirements.

IM Job Title: Planning Section Chief (Type 3)

Description: A *Planning Section Chief (Type 3)* is responsible for the collection, evaluation, and dissemination of operational information related to the incident, and for the preparation and documentation of the IAP.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Planning Section Chief (Type 3)* to participate in the NIMS Integration Center National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements for participation in the National Incident Management System, for response in the MABA



Category	Criteria
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Training³⁷ Completion of the following courses/curricula:

1. ICS-100: Introduction to ICS
2. ICS-200: Basic ICS
3. ICS-300: Intermediate ICS
4. ICS-400: Advanced ICS
5. FEMA Independent Study IS-700: NIMS, An Introduction
6. FEMA IS-800: National Response Plan (NRP), An Introduction

Experience Significant, ongoing experience related to emergency planning and preparedness, report writing, and information management

Physical/Mental Fitness Compliance with the following baseline criteria:

1. Medical requirements established by the AHJ
2. Minimum physical fitness standards as required by the AHJ

³⁷Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the NIMS Integration Center’s consideration and referral to organizations, as appropriate.

The table below lists the IM Working Group’s recommended criteria for a *Planning Section Chief (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
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Training Completion of the following courses/curricula:

1. NFA Course H440, All-Hazards Planning Section Chief, or equivalent
2. Recertification and verification of requisite training
3. Continuing education requirements for training as required by AHJ

Experience Completion of the following courses and/or curricula:

1. Functional experience in planning at the level or levels of government commensurate with the scope of the incident.
2. Successful previous experience filling Unit positions within the Planning Section
3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform 1 and/or actual incidents every 5 years or a



4. USFA Course O305, All-Hazards Incident Management Team, or equivalent

Physical/Medical Fitness Medical and physical fitness requirements established by the AHJ that include the ability to perform duties under arduous circumstances characterized by working consecutive 12-14 hour days under physical and emotional stress for sustained periods.

Certification A performance-based certification and qualification system to document minimum training, skills and knowledge, experience and physical fitness requirements

IM Job Title: Public Information Officer (Type 3)

Description: A *Public Information Officer (Type 3)* is responsible for interfacing with the public and media or with other agencies with incident-related information requirements.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for a *Public Information Officer (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
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Training³⁸	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. ICS-400: Advanced ICS 5. FEMA Independent Study IS-700: NIMS, An Introduction 6. FEMA IS-800: National Response Plan (NRP), An Introduction
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Experience	<p>Significant, ongoing experience managing the generation and dissemination of information related to the incident for the public and the media, as well as experience in emergency management.</p>
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Physical/Mental Fitness	<p>Compliance with the following baseline criteria:</p> <ol style="list-style-type: none"> 1. Medical requirements established by the AHJ 2. Minimum physical fitness standards as required by the AHJ
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³⁸Per NIMS compliance at the time of publication, ICS and IS Tr



Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the NIMS Integration Center's consideration and referral to organizations, as appropriate.

The table below lists the IM Working Group's recommended criteria for a *Public Information Officer (Type 3)* to participate in the NIMS Integration Center's National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
Education	Completion of the following course/curricula: <ol style="list-style-type: none">1. Baccalaureate degree in journalism or communications from an accredited college or university, or equivalent2. Knowledge or print, radio, television and Internet media
Training	Completion of the following courses/curricula: <ol style="list-style-type: none">1. Continuing education requirements for training as required by AHJ2. EMI Course E388, Advanced Public Information Officers, or NFA Course H403, All-Hazards Public Information Officer, or equivalent3. Training on scenario-specific operations of concern to the jurisdiction and incident4. Recertification and verification of requisite training5. USFA Course O305, All-Hazards Incident Management Team, or equivalent
Experience	Completion of the following courses and/or curricula: <ol style="list-style-type: none">1. Functional experience in media relations at the level or levels of government commensurate with the scope of the incident2. Successful previous experience as a Public Information Officer3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need
Physical/Mental Fitness	Medical and physical fitness requirements established by the AHJ that include the ability to perform duties under arduous circumstances characterized by working consecutive 12-14 hour days under physical and emotional stress or sustained periods.
Certification	A performance-based certification and qualification system to document minimum training, skills and knowledge, experience and physical fitness requirements.

IM Job Title: Incident Safety Officer (Type 3)

Description: An *Incident Safety Officer (Type 3)* is responsible for monitoring and assessing safety hazards or unsafe situations and for developing measures for ensuring personnel safety.

REQUIRED CRITERIA

The table below lists minimum requisite criteria based on existing protocols and standards for an *Incident Safety Officer (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. The local authority having jurisdiction in Wisconsin may not require these criteria for this position at the local level. The State of Wisconsin requires a minimum of Firefighter 1 effective January 1, 2010, in addition to other requirements set forth in the National Incident Management System, for response in the MABAS System.

Category	Criteria
Training³⁹	Completion of the following courses/curricula: 1. ICS-100: Introduction to ICS 2. ICS-200: Basic ICS 3. ICS-300: Intermediate ICS 4. ICS-400: Advanced ICS 5. FEMA Independent Study IS-700: NIMS, An Introduction 6. FEMA IS-800: National Response Plan (NRP), An Introduction 7. Specialty training as required (e.g. Incident Scene Safety, Fire Suppression, HazMat Operations, Accident Investigation, Post-Incident Analysis)
Experience	Significant, ongoing safety experience in strategy and tactics related to the incident scenario (e.g. wildland fire or HazMat incident) and experience in emergency management. Significant experience in all phases of the response and recovery cycle.
Physical/Mental Fitness	Compliance with the following baseline criteria: 1. Medical requirements established by the AHJ 2. Minimum physical fitness standards as required by the AHJ 3. Able to work wearing appropriate PPE

³⁹Per NIMS compliance at the time of publication, ICS and IS Training Courses are listed. Equivalent courses must meet the NIMS National Standard Curriculum.

RECOMMENDED CRITERIA

The recommended criteria that follow are intended to supplement previously listed requisite criteria for the NIMS Integration Center’s consideration and ref appropriate.

The table below lists IM Working Group’s recommended criteria for an *Incident Safety Officer (Type 3)* to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. These criteria incorporate and/or modify existing protocols and standards and/or propose their development where they do not exist.

Category	Criteria
Education	Possess sufficient formal education in relevant professions and emergency management to ensure safety of responders
Training	<p>Completion of the following courses/curricula:</p> <ol style="list-style-type: none"> 1. NFA Course H404, All-Hazards Safety Officer, or equivalent 2. OSHA 1910.120 and/or 1910.134, Respiratory Protection 3. Training on scenario-specific operations of concern to the jurisdiction 4. NFPA 472, Professional Competence of Responders to HazMat Incidents (Operations Level) or OSHA 1910.120, HazMat Operations Level Training, or equivalent basic instruction on responding to and operating in a CBRNE MCI 5. Recertification and verification of requisite training 6. USFA Course O305, All-Hazards Incident Management Team, or equivalent 7. Continuing education requirements for training as required by AHJ
Experience	<ol style="list-style-type: none"> 1. Functional experience in safety at the level or levels of government commensurate with the scope of the incident. 2. Successful, previous experience filling positions within the Operations Section 3. Completion of Position Taskbooks that validate and verify (by AHJ) demonstrated ability to perform required skills in exercises and/or actual incidents every 5 years or as dictated by need
Physical/Medical	Medical and physical fitness requirements established by the AHJ that include the ability to perform duties under arduous circumstances characterized by working consecutive 12-14 hour days under physical and emotional stress for sustained periods.
Certification	A performance-based certification and qualification system to document minimum training, skills and knowledge, experience, and physical fitness requirements.