

Maryland Voluntary Fire Service Certification System

Maryland Fire Service Personnel Qualifications Board, Incorporated

Option 2, Breakdown Correlation Sheet

Fire Officer I, NFPA 1021, 2009 edition

4.1 General.

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

4.1.1 General Prerequisite Knowledge.

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

4.1.2 General Prerequisite Skills.

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

4.2 Human Resource Management.

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

4.2.1

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

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

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

4.2.2

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

Requisite Knowledge. Verbal communications under non emergency situations, techniques used to make assignments under routine situations, and methods of confirming understanding.

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

4.2.3

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

Requisite Knowledge. Verbal communication techniques to facilitate learning.

Requisite Skills. The ability to distribute issue guided directions to unit members during training evolutions.

4.2.4

Recommend action for member related problems, given a member with a situation requiring assistance and the member assistance policies and procedures, so that the situation is identified and the actions taken are within the established policies and procedures.

Requisite Knowledge. The signs and symptoms of member related problems, causes of stress in emergency services personnel, and adverse effects of stress on the performance of emergency service personnel and awareness of AHJ member assistance policies and procedures.

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

4.2.5

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

Requisite Knowledge. Human resource policies and procedures.

Requisite Skills. The ability to communicate orally and in writing and to relate interpersonally.

4.2.6

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

Requisite Knowledge. Principles of supervision and basic human resource management.

Requisite Skills. The ability to plan and to set priorities.

4.3 Community and Government Relations

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

4.3.1

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

Requisite Knowledge. Community demographics and service organizations, as well as verbal and nonverbal communication, and an understanding of the role and mission of the department.

Requisite Skills. Familiarity with public relations and the ability to communicate verbally.

4.3.2.

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

Requisite Knowledge. Interpersonal relationships and verbal and nonverbal communication.

Requisite Skills. Familiarity with public relations and the ability to communicate verbally.

4.3.3

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

Requisite Knowledge. Written and oral communication techniques.

Requisite Skills. The ability to relate interpersonally and to respond to public inquiries.

4.4 Administration.

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

4.4.1

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

Requisite Knowledge. Written and oral communications

Requisite Skills. The ability to relate interpersonally and communicate change in a positive manner.

4.4.2

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

Requisite Knowledge. Administrative policies and procedures and records management.

Requisite Skills. The ability to communicate orally and in writing.

4.4.3

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

Requisite Knowledge. Policies and procedures and the revenue sources and budget process.

Requisite Skills. The ability to communicate in writing.

4.4.4

Explain the purpose of each management component of the organization, given an organization chart, so that the explanation is current and accurate and clearly identifies the purpose and mission of the organization.

Requisite Knowledge. Organizational structure of the department and functions of management.

Requisite Skills. The ability to communicate verbally in a clear and concise manner.

4.4.5

Explain the needs and benefits of collecting incident response data, given the goals and mission of the organization, so that incident response reports are timely and accurate.

Requisite Knowledge. The agency’s records management system.

Requisite Skills. The ability to communicate both orally and in writing.

4.5 Inspection and Investigation

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

4.5.1

Describe the procedures of the AHJ for conducting fire inspections, given any of the following occupancies, so that all hazards, including hazardous materials, are identified, approved forms are completed, and approved action is initiated:

1. Assembly
2. Educational
3. Health Care
4. Detention and correctional
5. Residential
6. Mercantile
7. Business
8. Industrial
9. Storage
10. Unusual structures
11. Mixed occupancies

Requisite Knowledge. Inspection procedures; fire detection, alarm, and protection systems; identification of fire and life safety hazards; and marking and identification systems for hazardous materials.

Requisite Skills. The ability to communicate in writing and to apply the appropriate codes and standards.

4.5.2

Identify construction, alarm, detection, and suppression features that contribute to or prevent the spread of fire, heat, and smoke throughout the building or from one building to another, given an occupancy, and the policies and forms of the AHJ so that a pre-incident plan for any of the following occupancies is developed:

- (1) Public assembly
- (2) Educational
- (3) Institutional
- (4) Residential
- (5) Business
- (6) Industrial
- (7) Manufacturing
- (8) Storage
- (9) Mercantile
- (10) Special properties

Requisite Knowledge. Fire behavior; building construction; inspection and incident reports; detection, alarm, and suppression systems; and applicable codes, ordinances, and standards.

Requisite Skills. The ability to use evaluative methods and to communicate orally and in writing.

4.5.3

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

Requisite Knowledge. Types of evidence, the importance of fire scene security, and evidence preservation.

Requisite Skills. The ability to establish perimeters at an incident scene.

4.6 Emergency Service Delivery.

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

4.6.1

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

Requisite Knowledge. Elements of size-up, standard operating procedures for emergency operations, and fire behavior.

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

4.6.2

Implement an action plan at an emergency operation, given assigned resources, type of incident, and a preliminary plan, so that resources are deployed to mitigate the situation.

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

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

4.6.3

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

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

Requisite Skills. The ability to write reports, to communicate orally, and to evaluate skills.

4.7 Health and Safety.

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

4.7.1

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

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

Requisite Skills. The ability to identify safety hazards and to communicate orally and in writing.

4.7.2

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

Requisite Knowledge. Procedures for conducting an accident investigation and safety policies and procedures.

Requisite Skills. The ability to communicate orally and in writing and to conduct interviews.

4.7.3

Explain the benefits of being physically and medically capable of performing assigned duties and effectively functioning during peak physical demand activities, given current fire service trends and agency policies, so that the need to participate in wellness and fitness programs is explained to members.

Requisite Knowledge. National death and injury statistics; fire service safety and wellness initiatives; agency policies.

Requisite Skills. The ability to communicate orally.

