

# Maryland Voluntary Fire Service Certification System

## Maryland Fire Service Personnel Qualifications Board, Incorporated

### Option 2, Breakdown Correlation Sheet

#### Fire Officer III, NFPA 1021, 2009 edition

##### 6.1 General.

For certification at Fire Officer Level III, the Fire Officer II shall meet the Requirements of Fire Instructor Level II as defined in NFPA 1041, and the job performance requirements defined in Sections 6.2 through 6.8 of this standard.

##### 6.1.1 General Prerequisite Knowledge.

Current national and international trends and developments related to fire service organization, management, and administrative principles; public and private organizations that support the fire and emergency services and the functions of each.

##### 6.1.2 General Prerequisite Skills.

The ability to research, to use evaluative methods, to analyze data, to communicate orally and in writing, and to motivate members.

##### 6.2 Human Resource Management.

This duty involves establishing procedures for hiring, assigning, promoting, and encouraging professional development of members, according to the following job performance requirements.

##### 6.2.1

Establish personnel assignments to maximize efficiency, given knowledge, training, and experience of the members available in accordance with policies and procedures.

*Requisite Knowledge.* Minimum staffing requirements, available human resources, and policies and procedures.

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

##### 6.2.2

Develop procedures for hiring members, given policies of the AHJ and legal requirements, so that the process is valid and reliable.

*Requisite Knowledge.* Applicable federal, state/provincial, and local laws; regulations and standards; and policies and procedures.

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

**6.2.3**

Develop procedures and programs for promoting members, given applicable policies and legal requirements, so that the process is valid and reliable, job-related, and nondiscriminatory.

*Requisite Knowledge.* Applicable federal, state/provincial, and local laws; regulations and standards; and policies and procedures.

*Requisite Skills.* The ability to communicate orally and in writing, to encourage professional development, and to mentor members.

**6.2.4**

Describe methods to facilitate and encourage members to participate in professional development to achieve their full potential.

*Requisite Knowledge.* Interpersonal and motivational techniques.

*Requisite Skills.* The ability to evaluate potential, to communicate orally, and to counsel members.

**6.2.5**

Develop a proposal for improving an employee benefit, given a need in the organization, so that adequate information is included to justify the requested benefit improvement.

*Requisite Knowledge.* Agency's benefit program.

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

**6.2.6**

Develop a plan for providing an employee accommodation, given an employee need, the requirements, and applicable law, so that adequate information is included to justify the requested change(s).

*Requisite Knowledge.* The agency's policies and procedures, and legal requirements or reasonable accommodations.

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

**6.2.7**

Develop an ongoing education training program, given organizational training requirements, so that members of the organization are given appropriate training to meet the mission of the organization.

*Requisite Knowledge.* Agency mission and goals, training program development, and needs assessment.

*Requisite Skills.* Ability to perform a needs assessment and to communicate orally and in writing.

**6.3 Community and Government Relations.**

This duty involves developing programs that improve and expand service and build partnerships with the public, according to the following job performance requirements.



**6.3.1**

Prepare community awareness programs to enhance the quality of life by developing non traditional services that provide for increased safety, injury prevention, and convenient public services.



*Requisite Knowledge.* Community demographics, resource availability, community needs, and customer service principles.



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



**6.4 Administration.**

This duty involves preparing a divisional or departmental budget, developing a budget management system, soliciting bids, planning for resource allocation, and working with records management systems, according to the following job performance requirements.



**6.4.1**

Develop a divisional or departmental budget, given schedules and guidelines concerning its preparation, so that capital, operating, and personnel costs are determined and justified.



*Requisite Knowledge.* The supplies and equipment necessary for existing and new programs; repairs to existing facilities; new equipment, apparatus maintenance, and personnel costs; and approved budgeting system.



*Requisite Skills.* The ability to allocate finances, to relate interpersonally, and to communicate orally and in writing.



**6.4.2**

Develop a budget management system, given fiscal and financial policies, so that the division or department stays within the budgetary authority.



*Requisite Knowledge.* Revenue to date, anticipated revenue, expenditures to date, encumbered amounts, and anticipated expenditures.

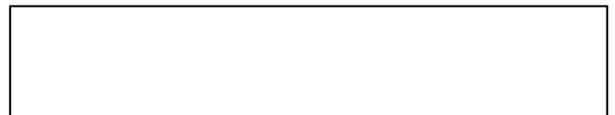


*Requisite Skills.* The ability to interpret financial data and to communicate orally and in writing.



**6.4.3**

Describe the process for developing requests for proposal (RFPs) and soliciting and awarding bids, given established specifications and the agency's policies and procedures, so that competitive bidding is ensured.



*Requisite Knowledge.* Purchasing laws, policies, and procedures.



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



**6.4.4**

Direct the development, maintenance, and evaluation of a department record and management system, given policies and procedures, so that completeness and accuracy are achieved.

*Requisite Knowledge.* The principles involved in the acquisition, implementation and retrieval of information by data processing as it applies to the record and budgetary processes, capabilities and limitations of information management systems.

*Requisite Skills.* The ability to use evaluative methods, to communicate orally and in writing, and to organize data.

**6.4.5**

Analyze and interpret records and data, given a fire department records system, so that validity is determined and improvements are recommended.

*Requisite Knowledge.* The principles involved in the acquisition, implementation, and retrieval of information and data.

*Requisite Skills.* The ability to use evaluative methods, to communicate orally and in writing, and to organize and analyze data.

**6.4.6**

Develop a model plan for continuous organizational improvement, given resources for an area to be protected, so that resource utilization is maximized.

*Requisite Knowledge.* Policies and procedures; physical and geographic characteristics and hazards; demographics; community plan; staffing requirements; response time benchmarks; contractual agreements, recognized best practice assessment programs, and local, state/provincial, and federal regulations

*Requisite Skills.* The ability to research, uses evaluative methods, and analyzes data, to communicate orally and in writing, and to organize.

**6.5 Inspection and Investigation.**

This duty involves evaluating inspection programs to determine effectiveness and developing public safety plans, according to the following job performance requirements.

**6.5.1**

Evaluate the inspection program of the AHJ, given current program goals, objectives, performance data, and resources so that the results are evaluated to determine effectiveness.

*Requisite Knowledge.* Policies and procedures, accepted inspection practices, program evaluation, and applicable codes, standards, and laws.

*Requisite Skills.* The ability to use evaluative methods, to analyze data, and to communicate orally and in writing.

**6.5.2**

Develop a plan, given an identified fire safety problem, so that the approval for a new program, piece of legislation, form of public education, or fire safety code is facilitated.

*Requisite Knowledge.* Policies and procedures and applicable codes, ordinances, and standards and their development process.

*Requisite Skills.* The ability to use evaluative methods, to use consensus building techniques, to communicate orally and in writing, and to organize plans.

**6.6 Emergency Service Delivery.**

This duty involves managing multi-agency planning, deployment, and operations, according to the following job performance requirements.

**6.6.1**

Prepare an action plan, given an emergency incident requiring multiple agency operations, so that the required resources are determined and the resources are assigned and placed to mitigate the incident.

*Requisite Knowledge.* Policies, procedures, and standards, including the current edition of NFPA 1600, and resources, capabilities, roles, responsibilities, and authority of support agencies.

*Requisite Skills.* The ability to use evaluative methods, to delegate authority, to communicate orally and in writing, and to organize plans.

**6.6.2**

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

*Requisite Knowledge.* Elements of a post- incident analysis, emergency management plan, critical issues, involved agencies' resources and responsibilities, procedures relating to dispatch response, strategy tactics and operations, and customer service.

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

**6.6.3**

Develop a plan for the agency, given an unmet need for resources that exceed what is available in the organization, so that the mission of the organization is capable of being performed in times of extraordinary need.

*Requisite Knowledge.* Needs assessment and planning.

*Requisite Skills.* The ability to conduct a needs assessment, evaluate external resources, and develop a plan.

**6.7 Health and Safety.**

This duty involves developing, managing, and evaluating a departmental health and safety program, according to the following job performance requirements.



**6.7.1**

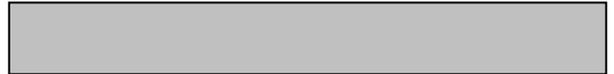
Develop a measurable accident and injury prevention program, given relevant local and national data, so that the results are evaluated to determine effectiveness.



*Requisite Knowledge.* Policies and procedures, accepted safety practices, and applicable codes, standards and laws.



*Requisite Skills.* The ability to use evaluative methods, to analyze data, and to communicate orally and in writing.



**6.8 Emergency Management.**

This duty involves policies, procedures, and programs for the role of the fire service in the community's emergency management plan; roles of local, state/provincial, and national emergency management agencies.



**6.8.1**

Develop a plan for the integration of fire services resources in the community's emergency management plan, given the requirements of the community and the resources available in the fire department, so that the role of the fire service is in compliance with local, state/provincial, and national requirements.



*Requisite Knowledge.* Role of the fire service; integrated emergency management system; preparedness-emergency management planning; emergency operations centers; roles of local, state/provincial, and national emergency management agencies.



*Requisite Skills.* The ability to communicate orally and in writing and to organize a plan; familiarity with emergency management inter-agency planning and coordination.

