

REDDING INTERAGENCY HOTSHOT CREW

PROGRAM DESCRIPTION

AND

2003 ACCOMPLISHMENT REPORT

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PACIFIC SOUTHWEST REGION

NORTHERN CALIFORNIA SERVICE CENTER

6101 AIRPORT ROAD

REDDING, CA 96002

(530) 226-2722

<http://www.fs.fed.us/fire/people/hotshots/reddingshots/>



<b>Introduction</b> .....	<b>3</b>
<b>General Information</b> .....	<b>4</b>
Mission Statement.....	4
Recruitment And Qualifications.....	5
Historical Information .....	6
<i>Figure 1. Overhead Roster</i> .....	8
Regional Representation Summary 1967-2003.....	9
<b>Present Operational Overview</b> .....	<b>10</b>
Organizational Structure .....	10
<i>Figure 2. Organizational Chart</i> .....	10
Training Concept And Goal.....	11
Fire Mobilization .....	11
Fire Assignments .....	11
Fire Job Specialty Assignments .....	12
Training Curriculum.....	12
Training Plan .....	13
<i>Category I: IHC Mobilization</i> .....	13
<i>Category II: Fire Job Specialty Training</i> .....	13
<i>Category III: Specialized Training and Field Experience</i> .....	14
Physical Conditioning.....	15
Performance.....	15
<b>2003 Accomplishment Report</b> .....	<b>17</b>
2003 Redding Hotshot Crewmember Information.....	18
2003 Redding IHC Training Summary .....	19
2003 Safety Record .....	19
Individual Training Record .....	20
Individual Fire Record .....	21
2003 Fire Report Summary.....	22
2003 Redding IHC Fire Assignment Map .....	23
2003 Instructor List.....	24
<b>Appendix A - Position Description</b> .....	<b>25</b>
<b>Appendix B – Performance Elements</b> .....	<b>29</b>



This guide is prepared and distributed annually to provide Fire Management and field going personnel a detailed description of the operating procedures and annual accomplishments of the Redding Interagency Hotshot Crew (IHC). It is also designed to serve as a formal written document, which an individual can use to learn more about the Redding IHC to determine how he or she could qualify and participate in the program.

The success of this training opportunity is dependent upon its ability to provide a well-balanced classroom and on the ground training experience that represents the needs of fire managers and field going personnel.

Graduates of the program are part of a proud tradition. Since 1967, Redding Hotshots have established a distinguished record in every major campaign they have taken part in. Redding Hotshots are people who want something extra from their careers and people who want to take on the toughest challenges.

The Redding IHC is an insurance package for all fire managers; it will pay dividends to present and future generations.

<http://www.fs.fed.us/fire/people/hotshots/reddingshots/>

**Mission Statement**

The mission of the Redding Interagency Hotshot Crew is to provide concentrated fire leadership development nationwide by:

1. Involving the detailer in classroom training and practical fieldwork in fire suppression, fuels management, and fire planning.
2. Offering the employee a well balanced, on the ground training experience, while providing a highly organized suppression crew for wildland fire assignments.
3. Providing crewmembers opportunities to become independent module leaders.
4. Developing the employee's instructional skills.

The Redding Hotshot crew promotes the participation of employees from all disciplines and can be interagency in composition.

Directional training is designed to meet management's expectations by providing skills for future line, fire and other staff officer candidates. Field training includes project work only to the extent necessary to better understand the connection between planning, budgeting and execution in the work area.

The structure of the Redding crew enables individual crewmembers to supervise a Type 1 hotshot crew in the role appropriate to their development. Based upon the trainees' task book and Red Card, this can be at the squad leader, crew boss, task force, strike team, or Type 4/5 Incident Commander positions. This provides an opportunity to observe and evaluate various levels of performance among their peers and to understand crew production. This has the effect of increasing self-confidence and leadership abilities, important qualities which they return to their home unit. This enhances career progression to greater responsibilities.

**Recruitment And Qualifications**

The detail is budgeted to begin late in April of each year and terminate in November (or until the end of Fire Season depending on each individual year's fire severity level).

The training program is targeted specifically for those employees who have been identified to have a potential for Line and Staff Management positions and have a need for a background in Fire and Fuels Management. Because this is an intensive training program, it is an excellent opportunity to obtain accelerated training and experience.

Being an Interagency Hotshot Crew member means traveling nationwide and working under adverse conditions and hazardous situations. It is not unusual to be away from The Northern California Service Center on fires for three weeks at one time. A person should give serious consideration to this and the overall duration of the detail before applying.

Currently, applicants must have a Career or Career Conditional appointment, minimum Red Card qualification of Firefighter (FFT2), and have one season of fire experience or the equivalent. Apprentice candidates are encouraged to apply, but must be graduates of the Basic Academy by the program start date. Candidates will be accepted from any series and grade. Program participants are considered nationwide from the U.S. Forest Service and other wildland firefighting agencies.

Physical requirements include satisfactory completion of the Pack Test, which consists of walking three miles on flat ground with forty-five pounds in forty-five minutes. If selected, candidates must meet this requirement day one or be returned to their home units. Candidates must be able to perform fireline duties at the arduous level. (Ref. F.S. Handbook 6100-9.12)

For additional recruitment information see the 2004 Vacancy/Detail Announcement.

## Historical Information

The Redding Interagency Hotshot Crew was the first hotshot crew in the nation to offer a concentrated fire management training detail opportunity. By detailing potential fire management personnel to a crew of this nature at an early stage in their careers, they are able to gain experience and training that might take years to receive or never obtain at their home unit.

The program was initially developed in 1967, and functioned as one of the Pacific Southwest Region's three Interregional Suppression Crews along with the Del Rosa IR Crew, San Bernardino NF, and the El Cariso IR Crew, Cleveland NF. It remained an interregional crew until 1980, when at that time the interregional concept was abolished nationwide and all category one crews were reclassified as "Interagency Hotshot Crews" (IHC). The crew's training and career development concept was much the same in 1967 as it is today, but throughout the years it has been modified to its present concept and mission.

Throughout the four-year period from 1967-1971, the crew functioned as a detail training opportunity. The crew organization consisted of one permanent full-time GS 462-7 and 19 detailers, two being recruited primarily to function in the hotshot captain positions (See Figure 1, "Superintendent and Captain Historical Roster", for a complete summary of past and present superintendents and captains by year).

The primary target audiences at that time were Foresters in need of large crew and large fire experience. The formalized training curriculum during that period offered the detailer a variety of fire suppression and fire management subjects geared towards preparing the individual at the Sector Boss level.

By 1971, the pool of available Foresters fell short of the desired level to justify the continuance of the program under its original concept. In 1972, the crew converted to the conventional hotshot crew concept. From 1972 to 1973, seasonal crewmembers were hired. Training was accomplished only to the extent to meet agency requirements for Category 1 Hotshot Crews. The crew performed conventional project work on the Shasta Trinity N.F. during the periods when not assigned fire duties.

After the 1973 fire season, the detail concept was again implemented in 1974. The original emphasis on Foresters as the primary target audience was relaxed and the Forestry Technician began to fill a large majority of the 17 allocated positions. During this new era the overhead structure consisted of a GS-462-7 Superintendent and 2 GS-462-6 Captains. Classroom and field training continued to emphasize a fire suppression curriculum but also included supervision subjects as well. During the winter of 1977, the Superintendent and one Captain position were reclassified as "Fire and Training Specialists". The reclassification increased the grade structure of the crew superintendent to a GS-462-9, and one Captain to a GS-462-7. The second Captain remained a GS-462-6.

Throughout the period from 1981 through 1986, foresters filled a small percentage of the crew positions. Local North Zone FMOs expressed the need to re-emphasize the participation of foresters who were interested in a career in fire management and who had demonstrated a potential to become future large fire managers.

**Historical Information (continued)**

Early in 1985, a steering committee was formed to assist the Redding Hotshot unit with modifying the program to include training in Timber Sale Planning, Prescribed Fire Management and Fire Prevention. In 1991, the curriculum was updated again to better meet the needs of fire managers and the incoming crews. The adjustment in the academic curriculum deleted the training in Fire Prevention and Principles of Prescribed Fire Management. In their place Fuels Management and Ecosystem Planning, S-230 Crew Boss, S-234 Firing Boss and S-260 Fire Business Management were added. In 2002, the crew training curriculum was again modified to focus on small-unit leadership integrating classroom and field instruction. (see [Present Operational Overview](#)). This current program strives to provide the detailer with as much exposure to as wide a variety of ideas, people, management philosophies and experiences as possible.

In 1992, due to budget restrictions, the Redding crew was temporarily abolished. The crew returned in 1993, but without the training concept. As in 1972-73, the crew functioned as a conventional hotshot crew for the Shasta Trinity National Forest, hiring a mix of career-conditional and temporary employees. In 1994, at the request of fire management in the region, the training program was reestablished, concentrating on Forestry Technicians in need of large crew and large fire experience.

In 1995, the overhead structure changed again to consists of one GS-462-9 Superintendent with two GS-462-7 Captains. In 1997, a national reclassification changed the grade structure of the crew Captains to GS-462-8. Currently the overhead structure consists of one GS-462-9 Superintendent, two GS-462-8 Captains, and two GS-462-6 Squad Leaders

**Historical Information (continued)**

**Figure 1. Overhead Roster**

Superintendents

1967-1986 present Charlie Caldwell	1986-2002  Craig (Lanky) Lechleiter	2002-  Robert Holt
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Captains

<b>1967</b> Dick O'Connor Bill Young	<b>1968</b> Bob Solari Larry Thunborg	<b>1969</b> Jerry Luce Gary Mangus	<b>1970</b> Chuck Mook Doug Priddy	<b>1971</b> Mark Linane Dennis Osterman
<b>1972-1973</b> Charlie Gripp Ron Linebarger	<b>1974</b> Ken Blonski Dennis Osterman	<b>1975-1977</b> Ken Blonski Mike Horney	<b>1978-1979</b> Jim Jimenez Craig Lechleiter	<b>1980-1982</b> Jim Smith Craig Lechleiter
<b>1983-1985</b> Craig Lechleiter Jerry Herring	<b>1986</b> Jerry Herring Larry Edwards	<b>1987-1988</b> Beth Little Jerry Herring	<b>1989</b> Beth Little Jim Wills Andy Goheen	<b>1990-1993</b> Beth Little Leslie Edlund
<b>1994</b> Beth Little Leslie Edlund Don Sterrett Dave McMenimen	<b>1995</b> Leslie Edlund Don Sterrett	<b>1996-1997</b> Johnny Clem Don Sterrett	<b>1998</b> Johnny Clem Don Sterrett Jerry Spence	<b>1999</b> Johnny Clem Don Sterrett Luis Gomez
<b>2000</b> Johnny Clem Don Sterrett Steve Franke	<b>2001</b> Don Sterrett Robert Holt Steven Noverr Debra Wright	<b>2002</b> Don Sterrett Robert Holt Richard Gonzales Travis Will Scott English	<b>2003</b> Patrick Lookabaugh Candice Kutrosky	

Squad Leaders

<b>2002</b> Patrick Lookabaugh Ernie Weber	<b>2003</b> Keren Christensen Michael Mooney
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**Regional Representation Summary 1967-2003**

**REGION 1**

Lewis and Clark NF 1  
 Idaho Panhandle NF 2  
 Missoula Fire Depot 1  
 Flathead NF 1  
 Lolo NF 1  
 Clearwater NF 1

**REGION 2**

Arapahoe-Roosevelt NF 1  
 Pike-San Isabel NF 1  
 MBR NF 1  
 GMUG NF 1  
 White River NF 1  
 Gunnison NF 1  
 San Juan NF 1

**REGION 3**

Apache Sitgraves NF 1  
 Coconino NF 3  
 Coronado NF 3  
 Cibola NF 5  
 Kaibab NF 2  
 Lincoln NF 9  
 Santa Fe NF 4  
 Tonto NF 5

**REGION 4**

Boise NF 1  
 Humboldt-Toiyabe NF 8  
 Payette NF 3

**REGION 5**

Angeles NF 19  
 Cleveland NF 14  
 Eldorado NF 16  
 Inyo NF 22  
 Klamath NF 38  
 L.T.B.M.U. 9  
 Lassen NF 27  
 Los Padres NF 44  
 Mendocino NF 18  
 Modoc NF 21  
 Plumas NF 33  
 San Bernardino NF 16  
 Sequoia NF 10  
 Shasta Trinity NF 85  
 Sierra NF 17  
 Six Rivers NF 37  
 Stanislaus NF 28  
 Tahoe NF 38

**REGION 6**

Deschutes NF 3  
 Malheur NF 1  
 Mt Baker NF 1  
 Mt Hood NF 2  
 Rogue River NF 2  
 Siuslaw NF 1  
 Siskiyou NF 1  
 Umatilla NF 1  
 Umpqua NF 2  
 Wenatchee NF 1  
 Willamette NF 1

**REGION 8**

Alabama NF 1  
 Chattahoochee NF 1  
 Desoto NF 3  
 Natahala NF 1  
 Quachita NF 1  
 Sumter NF 1  
 Tombigbee NF 1  
 Daniel Boone NF 1

**REGION 9**

Chequamegon NF 3  
 Chippewa NF 2  
 Hiawatha NF 3  
 Huron-Manistee NF 3  
 Ottawa NF 1  
 Shawnee NF 1  
 Superior NF 2  
 Mark Twain NF 1

**BLM**

Oregon 1  
 Alturas Resource Area 2  
 Surprise Resource Area 1  
 Eagle Lake Resource Area 1

**BIA**

Redding Office 1  
 Sacramento Office 1  
 Western Nevada Agency 1

**OTHER**

Hoopa Reservation 8  
 Australia 2

**NATIONAL PARK SERVICE**

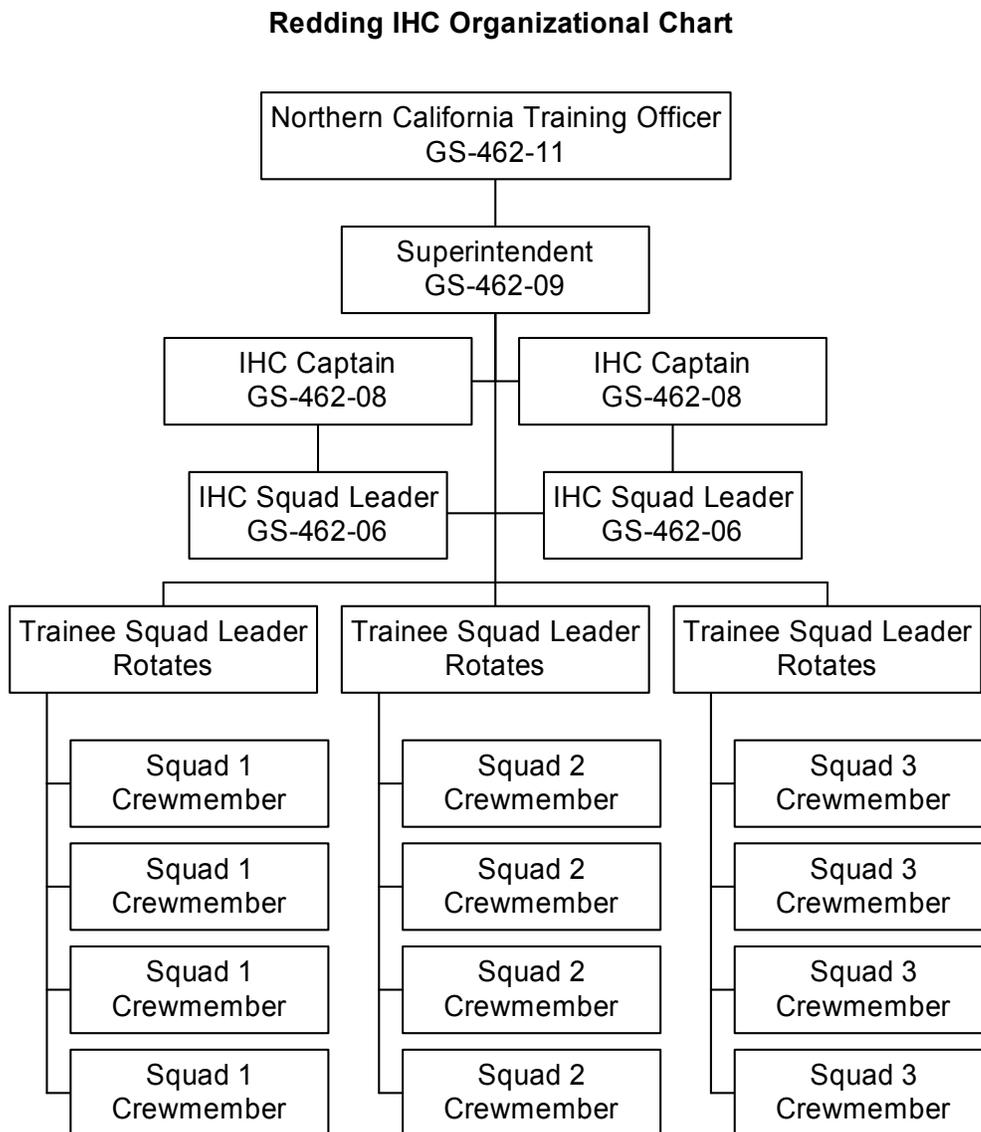
Sequoia/Kings NP 1  
 San Antonio Missions 1  
 Joshua Tree NM 1  
 Mammoth Caves NP 1  
 Redwood NP 1  
 Whiskey Town NRA 1  
 Santa Monica Mtns. NRA 1

**Organizational Structure**

Currently the crew is permanently staffed with five positions, a GS-462-9 Crew Superintendent, two GS-462-8 Crew Captains, and two GS-462-6 Squad Leaders. The remaining fifteen positions are filled by detailed crewmembers (See Figure 2). While assigned to the program the detailers function under a special position description (See Appendix A).

The GS-9, GS-8, and GS-6 crew overhead positions serve as Fire and Training Specialists assigned to the North Zone Training Unit, Northern California Service Center. These positions provide general assistance to the North Zone Training Officer in the total scope of the unit's activities along with having specific responsibilities supervising the Redding IHC.

**Figure 2. Organizational Chart**



### **Training Concept And Goal**

The present concept for the program is to present fire suppression, fuels management, leadership, and instructor training in classroom, fireline, and field settings.

The goal of this leadership development program is to structure a high quality learning experience for motivating career fire service employees to effectively perform in supervisory positions in the occupational field of fire management.

The location of the crew at the Northern California Service Center greatly facilitates the accomplishment of the program's concept and goal. The Northern California Regional Training Center offers two 25 person and one 7-person dormitory, three fully equipped classrooms and a simulation projection/classroom complex. In addition, NCSC is located at the Redding Municipal Airport and is within easy driving distance of many highly qualified instructors.

### **Fire Mobilization**

The present concept for fire mobilization is to organize "Detail" employees into a twenty-person fire line suppression crew, for the purpose of responding to wildland fires.

Upon arrival, employees are given a detailed orientation to the program, issued personal protective safety equipment and fire fighting gear, and tested to determine minimum physical fitness capabilities. During the first 4-6 weeks the crew's fire dispatch availability may be restricted to ensure that the national mandatory refresher and other academic training is accomplished. Once training is completed, the crew becomes available as a national resource, available for incident assignments until the end of fire season.

### **Fire Assignments**

The primary objectives of fire suppression assignments are to provide the detailer with a wide range of fire experience. Emphasis is placed on assigning the crew to as many large fire assignments as possible. This ensures a diverse exposure to many fuel types, fire behavior conditions, organizational structures, and geographical/functional job positions.

The actual number of fires the crew is dispatched to varies from year to year. However, the majority of the fires will be of class "D" size or larger, giving a crewperson considerable exposure to large fire operations. Generally one season on this crew would be equivalent to gaining five seasons of experience on a district suppression crew.

Being on an Interagency Hotshot Crew means responding to fire and/or emergency related assignments nationally, and on occasion, internationally. These assignments are normally under adverse conditions and extremely hazardous situations.

This crew has been assigned to hundreds of major campaign fire assignments since its conception in 1967. These assignments have taken place in 16 states including Alaska and have also included three assignments to Canada. Protection agencies the crew has assisted include the U.S. Forest Service, various State Departments of Forestry, Bureau of Land Management, Bureau of Indian Affairs, National and State Park Systems, State Fish and Game, Alaska Fire Service, the Ontario Ministry of Natural Resources, the Saskatchewan Department of Environment and Resource Management and the Alberta Forest Service.

### **Fire Job Specialty Assignments**

There are occasionally opportunities for qualified specialty assignments. Program supervisors will make a concerted effort to obtain fire job specialty assignments for crewmembers. However, the opportunity to obtain individual training or specialty assignments is directly dependent upon the controls placed over the crew i.e., it's availability status and/or nature and complexity of the primary fire assignment. The primary objective of the program is to obtain large crew and large fire experience, and this will be given first priority.

For trainee assignments, positions may be filled at the incident at the crew boss and strike team leader level. Trainee assignments at the division supervisor level and above must be received from an emergency coordination center and are less likely to occur during the training opportunity.

Occasionally, individual crewmembers will not be dispatched to a fire with the crew due to injuries or personal reasons. Depending on the circumstances, arrangements may be made to obtain fire job specialty assignments through the Northern California Geographical Coordination Center. This is an individual situation and occurs less frequently than the previously mentioned situations.

### **Training Curriculum**

The Training Curriculum is segregated into three categories. The first category, IHC Mobilization, provides the skills required to develop and mobilize a Category 1 Interagency Hotshot Crew. Emphasis is placed on crew organization, safety, physical fitness, team building, conduct, pre-suppression readiness, transportation and fire line equipment orientation.

The second category, Fire Job Specialty Training, provides specialized training courses ("S" series courses) and fire line experience to perform at or near the Single Resource Boss (Crew) level. This also includes Fuels Management and Ecosystem Planning. Formalized individual fire assignment critiques are also scheduled within this category.

Category three, Specialized Training and Field Experience, provides additional specialized knowledge and field experience depending on the fire season severity and available time. Standards and objectives of the National Interagency Fire Training and Qualification System are the basis for all instruction. Training is documented on form SF-182 and coded with appropriate course numbers/titles, when course objectives are accomplished. Training is designed for complete subject coverage, but actual presentations and time frames are adjusted to the knowledge level of the student. Directed on-the-job experience is used extensively to fulfill training objectives.

The following is a comprehensive list of all training available. The actual training provided each year is dependent upon time available and individual crew needs.

**Training Plan**

**Category I: IHC Mobilization**

**Course/Unit Title**

- 1) History/Development
- 2) Fire Organization
  - Functional Lines of Authority
  - Complexity Levels
  - Incident Command System
- 3) Pre-Suppression Readiness
  - Dispatch Standards
  - Crew Organization
  - Physical Fitness
  - Personal Equipment
- 4) Transportation
  - Crew Hauls/Bus
  - Aircraft
- 5) Fire line Equipment
  - Fire Shelter
  - Hand tools
  - Power saws
  - Portable Pumps
  - Helicopters
  - Firing Devices
  - Radios
  - Personal Protective Equipment
- 6) Safety
  - Fire Orders
  - 18 Situations That Shout Watch Out
  - LCES
  - Firefighter Survival (a study of firefighter fatalities)
  - Downhill/Indirect Line Construction Guidelines
  - Look up, Look down, Look Around
- 7) Team Building
  - Line Construction
  - Spike Camping
  - Para Cargo Use and Retrieval
  - Use of Ropes in Fire Suppression
- 8) Conduct
  - Ethics and Conduct
  - Prevention of Sexual Harassment
  - EEO
- 9) Leadership Development
  - Self & Crew Assessment, Goals, Vision / Mission Statements
  - Leadership Toolbox
  - Independent Reading
  - Public Speaking
  - Military Leadership Methods

**Category II: Fire Job Specialty Training**

**Course/Unit Title**

- 1) Fireline Leadership
- 2) Fuels Management and Ecosystem Planning
  - Ecosystem Perspective
  - NEPA Process
  - Wildlife
  - Logging/Transportation Systems
  - Hydrology/Soils
  - Silviculture
  - Fuels Management/Ecosystem
  - Fuels Planning (FS & NPS perspective)
  - Prescribed Burn Planning
  - Field Work Fuels Planning (2 days)
- 3) Instructor Training
  - CSFM Instructor 1A & 1B
  - Presentation Techniques
  - Computer Presentations
  - Public Speaking
  - Independent Teaching Projects
- 4) S-200 Initial Attack Incident Commander
- 5) S-201 Supervisory Concepts
- 6) S-205 Fire In The Urban Interface
- 7) S-230 Crew Boss
- 8) S-234 Ignition Operations
- 9) S-260 Fire Business Management
- 10) S-270 Basic Air Operations
- 11) S-271 Helicopter Crewmember Refresher
- 12) S-244 Field Observer
  - Maps & Compasses
- 13) Quoin Firing Equipment Certification
- 14) Campbell Prediction System
- 15) Fire Assignment Critiques / AAR
- 16) Working with Inmates
- 17) Project Planning
  - Budgeting / Cost Tracking
  - Time Management Skills
- 18) Accident Prevention
- 19) Pocket Cards
- 20) Taskbooks / Qualification Standards

**Training Plan (continued)**

Category III: Specialized Training and Field Experience

Course/Unit Title

- 1) Hazardous Materials Incident Procedures
- 2) Preliminary Fire Investigation
- 3) Lightning Detection Systems
- 4) Remote Weather Observation System
- 5) Handheld and Aerial Infra-Red Systems
- 6) Career Planning
- 7) NIFC Organization and Role
- 8) NOAA/National Weather Service Fire  
Operations and Organization
- 9) BLM Fire Operations and Organization
- 10) BIA Fire Operations and Organization
- 11) Alaska Fire Service Operations and  
Organization
- 12) Canadian Fire Service Operations and  
Organization

**Physical Conditioning**

Physical training is an important part of the program. Emphasis is placed on a daily routine of exercises, which include pre-stretching/warm-up, running, upper body conditioning, and a post-stretch/cool-down period. Aerobic fitness is stressed throughout this vigorous 1 to 1½ hour workout. All detailers are required to participate. This program commences the first week of the detail and continues everyday until termination of the crew.

**Performance**

The detail program uses the current USDA Performance Management System. The Redding IHC Performance Plan incorporates three performance elements.

For all personnel, a position description, which details the major duties and responsibilities of the detailer position, is forwarded to the accepted employee's sending unit for review prior to the employee's reporting date. After both the employee and his or her first line supervisor have discussed and reviewed the plan, the employee must sign and return both forms to the Redding Hotshot Unit, NCSC.

Upon arrival to the program, the Hotshot Unit supervisors will conduct a secondary review. The objective of the review is to clarify and make certain each element and its supporting criteria are readily understood.

If possible, at least one progress review will be conducted mid-point of the detail/appraisal period. Unit supervisors will discuss each element in the plan with the employee and:

- (a) The employee's progress toward accomplishing the element;
- (b) The need for any changes to the plan and;
- (c) Any performance deficiencies, along with recommendations on how to improve them.

At the end of the appraisal period, or when otherwise required, the employee's performance will be appraised on the basis of performance elements and the standards contained in the performance plan. A formal appraisal meeting will be held with each individual detailer prior to their termination and return to their home unit.

The performance appraisal will be part of a training accomplishment packet along with other various supporting documents. The entire accomplishment package will be forwarded to the detailer's home unit for review.



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**2003**

**ACCOMPLISHMENT REPORT**

**2003 Redding Hotshot Crewmember Information**

(All information is at Start of Detail)

<b>NAME QUALS</b>	<b>FOREST/DISTRICT</b>	<b>POSITION</b>	<b>SERIES/ GRADE</b>	<b>AGE</b>
Clint Alexander FFT1	R5 – Los Padres NF	A.F.E.O.	GS-462-5/1	25
Nick Bianchini FFT1	R5 – Inyo NF	Senior FF-Engine	GS-499-4/1	28
Robert Byrd FFT2	R5 – Modoc NF	A.F.E.O.	GS-462-5/1	24
Jarrold Elshafie FFT1	R5 – Lassen NF	Prevention Tech.	GS-462-7/1	29
Melissa Filius FFT2	R8 – DeSoto NF	Developmental FMO	GS-462-5/1	29
Billy Gardunio CRWB	R5 – Shasta-Trinity NF	Lead Crewmember	GS-462-6/1	27
Brenda Goodwin FFT1	R2 – White River NF	Assistant Squad leader	GS-462-6/2	28
Aimee Lorincz FFT2	R5 – Lake Tahoe Basin Management Unit	Senior FF-Engine	GS-462-5/2	28
Dan Mallia FFT1	R5 – Mendocino NF, Grindstone RD	A.F.E.O.	GS-462-6/1	28
Jason Monroe FFT1	R1 – Idaho Panhandle NF	Fire Engine Operator	GS-462-6/1	33
Jared Smith FFT1	R4 – Humbolt-Toiyobe NF	Fire Engine Operator	GS-462-5/1	29
Anthony Snow FFT1	R2 – San Juan NF	Helitack Crewmember	GS-462-5/2	31
Russell Stark FFT1	R2 – Gunnison NF	Fuels Crew Foreman	GS-462-6/3	28
John Thiede FFT2	R5 – Lassen NF	A.F.E.O.	GS-462-5/1	30
Michael White FFT2	R3 – Coronado NF.	Engine Foreman	GS-462-5/1	37
Jennifer Wooley FFT2	R9 – Huron Manistee NF	Assist. Foreman	GS-462-6/1	29

Average Age: 29

Average Grade: 5

**A Special Thanks to the following personnel and units, for their support in filling vacant crewmember positions during the 2003 fire season:**

Clint Swensen	R5- Whiskeytown NRA
Erik Borlaug	R5- Whiskeytown NRA
Deborah Yoder	R4- Payette NF, McCall Smokejumpers
Scott "Jed" Smith	R5- Redding Smokejumpers
Dan Coats	R5- Redding Smokejumpers

**2003 Redding IHC Training Summary**

- 74 Training Assignments
- 194 Training Shifts
- 20 detailed crewmembers received at least one assignment on active Taskbooks
- 15 taskbooks were completed

**2003 Safety Record**

- Total Redding IHC personnel: 26 (includes fill-ins)
- Total Days on Fire Assignments: 126
- Total Injuries:
  - 7 Cases Poison Oak
  - 7 Cases Bronchitis
  - 1 Swelling In Right Wrist
  - 1 Stomach / Abdominal Pain
  - 1 Face Wound Above Eye (Laceration)
  - All above injuries were healed via modified duties and no lost time.
- Total Lost Time Injuries: 1
  - 1 Sprained Ankle
- Total Lost Hours: 24

The following three Documents: Individual Training Record, Individual Fire Record, and Fire Report Summary are used to document the fire and classroom experience that a crewmember receives each year.

- The [Individual Training Record](#) is broken into two parts:
  - The first part, Redding IHC Program Training, is Classroom and Field training that fulfills the National Interagency Hotshot Crew Operations Guide requirements, Annual Refresher Training, and the [Redding IHC Curriculum](#). No certificate is usually given for these courses, as they are not certified as Suppression or Incident Command courses by NWCG. However, they are extremely valuable courses and skills that the crewmembers will use throughout their career.
  - The second part, Official Training, is formalized fire service courses taught by certified instructors. Certificates are issued to the student upon successful completion of the course. These courses should be reported to the crewmember's home unit training officer and entered into the ICQS or other qualifications system.
  - Each crewmember might have a different Individual Training Record based upon completion / attendance of courses throughout the season. The sample in this report is what a crewmember would receive if he/she had attended and passed every course.
- The [Individual Fire Record](#) lists both Fire and Prescribed Fire Experience:
  - The document is in a format that should correspond to most qualification systems records.
  - Like the Individual Training Record, it is personalized to each crewmember. The sample in this report lists every crew fire assignment for 2003.
- The [Fire Report Summary](#) lists every crewmember, assignment, management code, fire location, etc. It is basically everything everybody did throughout the year.
  - This document works best in color, but has been tested by color-blind individuals.



Fire & Training Records  
2003

**Redding Interagency Hotshot Crew**

6101 Airport Road  
Redding, CA 96002

Phone: (530) 226-2721 Fax: (530) 222-5460

<http://www.fs.fed.us/fire/people/hotshots/reddingshots/>

**All Classes Taught - 2003**

**Training:**

**Redding IHC Program Training (unofficial – no certificate)**

Date	Course	Hours
04/21/03	WCT-Pack Test completion confirmed	.5
04/21/03	Redding Hotshots program orientation.	2
04/21/03	Administration	1.5
04/21/03	STEX orientation	2
04/22/03	Physical Training Program orientation	1.5
04/22/03	Orientation to “6 minutes For Safety” (Daily) / JHA orientation	1.5
04/22/03	Personal Protective Equipment and specialized handcrew equipment orientation	2
04/22/03	Large crew organization indoctrination	3
04/24/03	S-290 Refresher (Fire Weather)	6
04/25/03	CDF - Working with Inmates	1.5
04/22-4/28/03	STEX/SA Drill	4
04/28/03- ongoing	Garmin GPS Training (ongoing throughout year)	1.5, 9.5
04/29/03	Radio Programming and use (Bendix-King) (ongoing throughout year)	2
04/29/03	A-110 Hazardous Materials Awareness for HECM	4
05/01/03	Helicopter External Loads / Slingloads / Cargo Nets	1
05/02/03	Maps and Compasses (S-244 Package)	8
05/05/03	S-132 Standards for Survival	1
05/05/03	S-133 Look Up Look Down, Look Around	1
05/05/03	S-134 LCES	4
05/05/03	Entrapment Avoidance	1
05/05/03	Lessons learned fire fatalities	1
05/08, 5/12/03	Fire Shelter Deployment (classroom/field)	3
05/12/03	Handline Construction - Field	8
05/15/03	10 Standard Fire Fighting Orders & 18 Watch outs	2
05/15/03	Common Denominators	1.5
05/15/03	IRPG/Red Book/Fireline Handbook	2
05/16/03	Fire Management Policy Updates	1
05/16/03	Extreme fire behavior strategy and tactics	2
05/16/03	Pocket Cards	1

**Official Training - Certificate**

Date	Course	Hours
04/23/03	L-180 Human Factors	5.5
04/25/03	Accident Control NOVA VITA	4
04/28/03	L-280 Followship to Leadership	16
05/01/03	S-271 Refresher	8
05/02/03	Maps and Compasses (S-244 package)	8
05/05/03	Oregon Chainsaw	2.5
05/05/03	Sthil Chainsaw	3
05/06/03-05/14/03	Instructor 1A	30
05/08/03	Quoin Certification	6
05/19-05/25/03	L-380 Fireline Leadership	40
05/25-05/31/03	South Canyon Staff Ride	16
08/04-08/05/03	S-260 Fire Business Management	16
09/23/03	S-230 Crew Boss	24



## Fire & Training Records 2003

### Redding Interagency Hotshot Crew

6101 Airport Road  
Redding, CA 96002

Phone: (530) 226-2721 Fax: (530) 222-5460

<http://www.fs.fed.us/fire/people/hotshots/reddingshots/>

### Crewmember's Name

#### Wildland Fire Experience

Date	Fire Name	State	Mgt. Level	Job Code	Ops. Period	Size Class	Fuel Type
6/20-6/23/03	Sage Hen	CA	2	P51860	2	1,100	4
6/29-7/1/03	Friday	CA	2	P57355	6	400	4,11
7/04-7/06/03	CA-ONC-0012	CA	2	P58951	2	N/A	N/A
7/07-7/12/03	Rattlesnake	WA	1	P68363	7	10,600	2,9
7/13-7/19/03	Fawn Peak	WA	1	P68354	7	34,093	8,10
7/24/03	Big Valley 442	CA	3	P55555	1	3/4	4,10
7/24/03	Big Valley 445	CA	3	P55555	1	3/4	4,10
7/25/03	Big Valley 459	CA	3	P55555	1	1/4	4,10
7/25/03	Big Valley 460	CA	3	P55555	1	1/10	4,10
7/26/03	Big Valley 457	CA	3	P55555	1	3/4	4,10
7/26/03	Big Valley 461	CA	3	P55555	1	1/10	2,6
7/26-7/29/03	Ackley	CA	2	P54214	4	9,600	2,6
7/30-7/31/03	Round II	CA	3	P55555	2	11.1	4,10
7/31/03	Willows	CA	3	P55555	1	½	4,10
8/07-8/11/03	Trapper	MT	1	P14422	5	21,522	5,10
8/12/03	Roberts	MT	1	P14429	1	36,640	10
8/12-8/16/03	Crazy Horse	MT	1	P14446	4	9,475	10
8/17-8/19/03	Mineral Prim	MT	1	P17902	3	14,000	10
8/20-8/21/03	Gold 1	MT	2	P11555	2	7,675	10
8/26-9/9/03	Blackfoot	MT	1	P14466	14	5,432	10
9/14-9/20/03	Grindstone	CA	1	P55555	7	4,696	2,8,10
9/21-9/22/03	Catfish	CA	3	P53497	3	5	2,10
9/26-9/27/03	Cinder	CA	3	P52701	2	100	2,10
9/28/03	Dow	CA	3	P52702	1	30	2,10
9/29-10/5/03	Spanish	CA	2	P53500	7	6,050	2,10
10/13-10/21	Severity	CA	3	S59999	3	N/A	N/A
10/19/03	Palm	CA	3	P5AAD8	3	10	4,6
10/21-10/25/03	Grand Prix	CA	1	P5AW53	1	91,207	4,6
10/25/03	Old	CA	1	P5AXN7	1	95,395	4,6
10/26-10/29/03	Simi Valley	CA	1	P5AXR4	1	107,240	4,6

#### Prescribed Fire Experience

Date	Fire Name	State	Mgt. Level	Job Code	Ops. Period	Size Class	Fuel Type
5/15/03	South Shore RX	CA	4	WFPR15	1	C	8
6/16-6/22/03	Pioneer 9 RX	CA	3	WFHF09	15	C	4
6/23-6/29/03	Pioneer 13 RX	CA	3	WFHF09	6	C	4

2003 Accomplishment Report

Fire Report Summary		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	
Name	Forest	South Shore	Pioneer 9 RX Burn	Sage Hen	Pioneer 9 RX Burn	Friday Fire	CA-ONC-0012	Rattlesnake	Fawn Peak	Big Valley 442	Big Valley 445	Big Valley 469	Big Valley 460	Big Valley 457	Big Valley 461	Ackley Fire	Round II, 495	Willows, 510	Trapper Creek	Robert	Crazy Horse	Mineral Pinn	Gold 1	Blackfoot Complex	Grindstone	Catfish	Cinder	Dow	Spanish	Soverly	Palm	Grand Prix	Old Fire	Sim Valley	
Alexander, Clinton	R5-Los Padres NF	2	2	2	2	2	1	1	1	2			2	2		2	2	2						1	6	2	2	2	2	2	6	6	6	6	6
Bianchini, Nick	R5-Inyo NF	2	2	2	2	2	1	1	1		2	2				2	2	2	2	2	2	2	2	2	1	1	1	1	1	2	2	2	2	2	
Byrd, Robert	R5-Modoc NF	2	2	1	1	1	2	2	2	2			2	2		2	2	2	2	2	2	2	2	2	6	2	2	2	2	2	2	2	2	2	
Borlaug, Erik	R5-Whiskeytown NP																									2	2								
Christensen, Keren	Redding IHC	6	1	1	1	1	1	1	1		1	1				1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Elshafie, Jarrod	R5-Lassen NF	2	2	1	1	1	2	2	2			1	1			1	1	1	2	2	2	6	6	6	2	2	2	2	2	2	2	1	1	1	1
Filius, Melissa	R8-DeSoto NF	0	2	2	2	2	2	2	2		2	2				2	2	2	1	1	2	2	2	2	2	2									
Gardunio, Billy	R5-Shasta Trinity NF	6	2	2	2	2	1	1	1		4	2				F	2	2	2	2	2	2	2	1	F	2	2	2	F	1	1	1	1	1	
Goodwin, Brenda	R2-White River NF	2	2	2	2	2				2			2	2		2	2	2	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	
Holt, Robert	Redding IHC	6	6	6	6	6	6	6	6	6	6	6	6	6	5	D	D	6	6	6	6	6	6	D	6	6	6	6	6	6	6	6	6	6	
Kutrosky, Candice	Redding IHC									6	6					F	6	6	6	6	6	6	S	6	6	F	6	6	F	6					
Lookabaugh, Pat	Redding IHC	6	6	6	6	6	6	6	6				6	6		6	6	6	6	6	6	F	F	6	6	F	6	6	F	6	6	6	6	6	
Lorincz, Aimee	R5-Lake Tahoe Basin	2	2	2	2	2	2	2	2	2			2	2		2	2	2	1	1	1	1	1	2	5	2	2	2	2	2	2	2	2	2	
Mallia, Daniel	R5-Mendocino	2	2	1	1	1	2	2	2		2	2				2	6	6	6	6	5	1	1	1	2	2	2	2	2	2	2	2	2	2	
Monroe, Jason	R1-Idaho Panhandle NF	1	1	6	6	6	2	2	2	2			2	2		2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1	1	1
Mooney, Mike	Redding IHC		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1
Smith, Jarrod	R4-Humbolt-Toiyabe NF	2	2	2	2	2	2	2	2	1			1	1		1	1	1	2	2	2	2	2	2	1	1	1	1	1	2	2	2	2	2	
Snow, Anthony	R2-San Juan NF	1	1	2	2	2	2	2	2	6	6	6	6	6		6	2	2	2	2	2	2	9	2	9	9	2	2	2	6	2	2	2	2	
Stark, Rusty	R2-Gunnison															2	2	2	2	2	2	2	2	2	2	1	1	1	1	2	2	2	2	2	
Swensen, Clint	R5-Whiskeytown NP		2																						2	6	6	6	2						
Thiede, Jon	R5-Lassen NF	2	1	2	2	2	6	6	6		2	2			2	9	2	2	2	2	2	9	2	2	2	2	2	2	2	2	2	2	2	2	
White, Michael	R3-Coronado NF	1	6	2	2	2	2	2	2	2			2	4		2	2	2						2	2	2	2	2	2	2	2	2	2	2	
Woolley, Jennifer	R9-Huron Manistee NF	2	2	2	2	2	2	2	2		1	1				1	1	1	2	2	2	2	2	2											
Yoder, Deb	R4-McCall SMKJ																													2	2	2	2	2	2

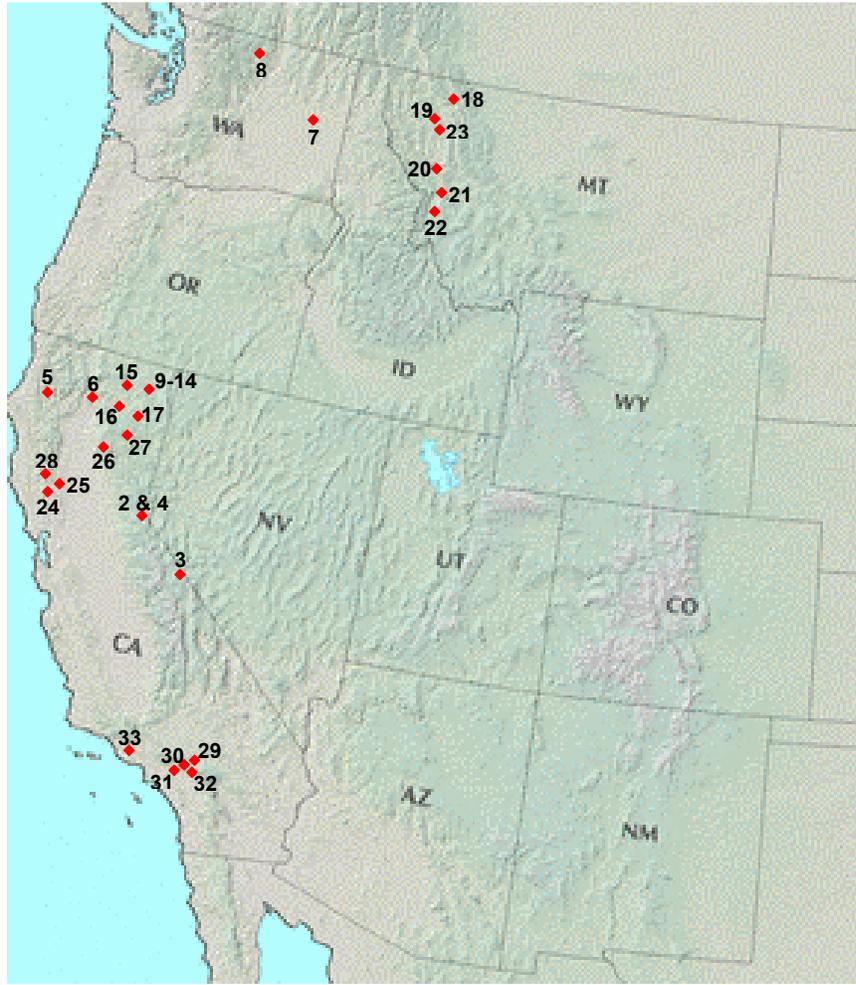
  

Legend		Mgmt. Code
Trainee		WFPR15
Firing Team		WFHF09
Squad Leader		P51860
Saw Team	8 = FELB	WFHF09
1 = FFT1	9 = DOZB	P57355
2 = FFT2	C = FALC	P58951
3 = ICT3	D = DIVS	P68363
4 = ICT4	F = FIRB	P68354
5 = ICT5	S = STLC	P55555
6 = CRWB	T = TFLD	P55555
7 = FOBS	0 = Other	P55555

Date Dispatched	Date Returned	Mgmt. Level	Shifts	Fire Size	Fire Class	Fuel Model(s)
15-May	15-May	3	1	10	C	
2-Jun	16-Jun	3	15	50	C	4
20-Jun	22-Jun	2	2	1100	F	4
23-Jun	29-Jun	2	2	50	B	4
29-Jun	1-Jul	2	6	400	E	4.11
4-Jul	5-Jul	2	2	N/A	N/A	N/A
6-Jul	12-Jul	2	7	10,600	G	2,9
13-Jul	19-Jul	1	7	34,093	G	8,10
24-Jul	24-Jul	3	1	3/4	B	4,10
24-Jul	24-Jul	3	1	3/4	B	4,10
25-Jul	25-Jul	3	1	1/4	A	4,10
25-Jul	25-Jul	3	1	1/10	A	4,10
26-Jul	26-Jul	3	1	3/4	B	4,10
26-Jul	26-Jul	3	1	1/10	A	2,6
28-Jul	29-Jul	2	4	9,600	G	2,6
30-Jul	31-Jul	3	2	11	C	4,10
31-Jul	31-Jul	3	1	1/2	B	4,10
7-Aug	11-Aug	1	5	21,522	G	5,10
12-Aug	12-Aug	1	1	36,640	G	10
12-Aug	16-Aug	1	4	9,475	G	10
17-Aug	19-Aug	1	3	14,000	G	10
20-Aug	21-Aug	2	2	7,675	G	10
26-Aug	9-Sep	1	14	4,696	G	10
14-Sep	20-Sep	1	7	5	G	2,10
20-Sep	22-Sep	3	3	5	B	2,10
26-Sep	27-Sep	3	2	100	D	2,10
28-Sep	28-Sep	3	1	30	C	2,10
29-Sep	5-Oct	2	7	6,050	G	2,10
13-Oct	21-Oct	3	9	N/A	N/A	N/A
19-Oct	19-Oct	3	1	10	B	4,6
21-Oct	25-Oct	1	5	91,207+	G	4,6
25-Oct	25-Oct	1	1	95,995+	G	4,6
26-Oct	28-Oct	1	4	107,240+	G	4,6

**2003 Redding IHC Fire Assignment Map**



- |                                       |   |
|---------------------------------------|---|
| 1 South Shore – Whiskeytown, CA       | 18 Trapper – Babb, MT                   |
| 2 Pioneer Unit 9 – S. Lake Tahoe, CA  | 19 Roberts – Columbia Falls, MT         |
| 3 Sage Hen – Benton, CA               | 20 Crazy Horse – Condon, MT             |
| 4 Pioneer Unit 13 – S. Lake Tahoe, CA | 21 Mineral-Primm – Potomac, MT          |
| 5 Friday – Willow Creek, CA           | 22 Gold 1 – Corvallis, MT               |
| 6 July Support – Anderson, CA         | 23 Blackfoot – Hungry Horse, MT         |
| 7 Rattlesnake – Creston, WA           | 24 Grindstone – Bonnie View, CA         |
| 8 Fawn Complex – Mazama, WA           | 25 Catfish – Bonnie View, CA            |
| 9 Big Valley 442 – Cedarville, CA     | 26 Cinder – Chester, CA                 |
| 10 Big Valley 445 – Adin, CA          | 27 Dow – Susanville, CA                 |
| 11 Big Valley 459 – Fort Bidwell      | 28 Spanish – Bonnie View, CA            |
| 12 Big Valley 460 – Alturas, CA       | 29 CA-BDF Severity – San Bernardino, CA |
| 13 Big Valley 457 – Eagleville, CA    | 30 Palm – Rialto, CA                    |
| 14 Big Valley 461 – Alturas, CA       | 31 Grand Prix – Rancho Cucamonga, CA    |
| 15 Ackley – Tuelake, CA               | 32 Old – San Bernardino, CA             |
| 16 Round II – McArthur, CA            | 33 Simi Valley – Simi Valley, CA        |
| 17 Willows – Adin, CA                 |   |

**2003 Instructor List**

The 2003 Redding Hotshot Crew would like to express their appreciation to all our outside instructors for their quality presentations.

**Safety**

Dale Nova – Nova Vita Accident Control  
Giselle Nova – Nova Vita Accident Control

**Instructor 1A**

Ron Marley – Shasta College

**Chainsaw Clinic**

Earl Minor – Oregon Chainsaw  
Dan Hull – Stihl Chainsaw

**L-180**

Lt. Col. Carlson – Marine University

**L-280**

John Casey – Redding SMKJ  
Richard Gonzalas – Redding SMKJ  
Josh Mathiesen – Redding SMKJ  
Casey Ramsey – Redding SMKJ

**L-380 “IHC Fireline Leadership”**

John Ridolfo – Mission-Centered Solutions, Inc.  
Mark Smith – Mission-Centered Solutions, Inc.

**South Canyon Staff Ride**

Mark Smith – Mission Centered Solutions, Inc  
Lt. Col. Carlson – Facilitator  
Ron Marley- Leadership Perspective  
Jim Cook – Fire Perspective  
Mark Linane – Fire Perspective  
Greg Power – Training Perspective  
Rick Roach – Fire Perspective  
Ron Bollier – Fire Perspective  
Scott Whitmire – Training Perspective

**S-290 Refresher (Fire Weather)**

Brenda Graham - National Weather Service, Redding

**S-271 Refresher**

Curtis Coots – Captain 506A Shasta Trinity National Forest  
Billy Gardunio – Lead 506 Shasta Trinity National Forest  
Keren Christensen – Squad Leader Redding IHC  
Krishan Kochar – Senior FF 506 Shasta Trinity National Forest  
Jeff Ridley – Lead 506 Shasta Trinity National Forest

**Quoin Firing**

Michael Jacobson – Quoin Flare Systems

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**APPENDIX A**  
**POSITION DESCRIPTION**

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## REDDING HOTSHOT CREWPERSON POSITION DESCRIPTION

**FORESTRY TECH GS-462-4**

**Standard Job No. N2011**

### Introduction

The working title is Fire Suppression Crewmember. Serves as a member of a wildland fire suppression crew.

### Duties

As a detailer to the Redding Hotshot program, the employee spends a substantial portion of time attending classroom and informal training sessions provided by outside instructors and crew supervisors. Successful completion of this training program is prerequisite to successful performance of the detail assignment.

Performs assignments to develop knowledge of fire suppression techniques and practices such as fireline construction, backfiring methods, safety rules, and fire terminology.

Searches out and extinguishes burning materials by moving dirt, applying water by hose or backpack pump, etc.

Moves dirt, chops brush, fells small trees, etc., to build fireline using hand tools such as axe, shovel, Pulaski, and McLeod, and power saws, to control spreading wildland fire.

Patrols the fireline to locate and extinguish sparks, flare-ups, and hot spot fires that may threaten loss of control of the fire.

Cleans, reconditions and stores hand tools and equipment.

When not performing fire suppression duties, performs miscellaneous unskilled work which may include, but is not limited to: cleans outdoor recreational facilities such as picnic areas, toilets and fireplaces; empties garbage cans; mows grass and waters grounds; shovels dirt; cuts brush, and removes obstructions on trails; plants tree seedling; or piles debris

### Factor 1, Knowledge Required by the Position

Working knowledge of fire behavior, and fire control techniques.

Skill in the use of hand tools such as axe, shovel, Pulaski, McLeod and chainsaws to build fireline and extinguish burning materials.

Working knowledge of fire suppression methods to be used in various types of fuels and under a variety of weather terrain.

Knowledge of fire terminology to communicate with other crewmembers.

Working knowledge of accepted safety practices to prevent injury and loss of life.

When qualified, may be asked to perform as driver/operator of crew vehicles.

### Factor 2, Supervisory Controls

Works under the close supervision of the crew supervisor who assigns specific tasks and explains procedures on a daily basis, and gives detailed instructions on all new assignments. Work is spot checked while in progress. Recurring tasks are reviewed for adequacy upon completion.

### Factor 3, Guidelines

Most guidelines are provided in the form of oral instructions and training prior to actual fire suppression activities. Trainees must use some judgment in applying knowledge learned during training. Little interpretation is necessary. When instructions do not apply, the problem is referred to the supervisor.

Factor 4, Complexity

Performs a limited variety of manual tasks to suppress wildland range and forest fires, using a variety of hand and powered tools. Specific tasks, or the sequence in which they are to be done are readily apparent and require that few choices be made. The action to be taken is dictated by the fire situation or covered by instructions from the crew leader.

Factor 5, Scope and Effect

The purpose of the work is to carry out assigned tasks in the suppression of wildland fires. The scope varies from that of a small fire that may be suppressed by the crew, to that of a large fire, which may involve several hundred people. In either case, the effect of the work performed is to minimize the total loss.

Factor 6, Personal Contacts

Contacts are primarily with other members of the crew.

Factor 7, Purpose of Contacts

Contacts are made to exchange information about the immediate work situation with crewmembers.

Factor 8, Physical Demands

The work requires strenuous physical exertion for extended periods including walking, climbing, shoveling, chopping, throwing, lifting, and frequently carrying objects weighing 50 pounds or more.

The duties of this position require that the incumbent meet prescribed physical requirements as measured by the Step Test or 1.5 mile run.

When not performing fire suppression work, the position requires daily participation in a scheduled physical training program.

Factor 9, Work Environment

The work is performed in a forest environment in steep terrain, where surfaces may be extremely uneven, rocky, covered with thick tangled vegetation, etc. Temperatures are frequently extreme, both from the weather and from the fire. Smoke and dust conditions are frequently severe. Hazardous nature of the work requires that protective clothing (boots, hardhats, gloves, etc.) be worn.



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**APPENDIX B**  
**PERFORMANCE ELEMENTS**

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12. PERFORMANCE ELEMENTS AND STANDARDS	SUCCESSFUL	UNACCEPTABLE
<u>ELEMENT 1: MANAGING WORK ASSIGNMENTS</u> (critical)		
<p>Standards:</p> <p>This elements involves (1) anticipation or clarification of the of the requirements of the tasks and their expected results, (2) flexibility in accommodating work interruptions and changes in priorities, (3) coordination of own plans with others when interrelationships exist, (4) the consideration and or acceptance of different practices or changing policies or procedures (5) accident prevention and work environment (6) safety and health program support (7) maintaining a team concept.</p> <ul style="list-style-type: none"> <li>• Takes initiative</li> <li>• Follows through with tasks until completion</li> <li>• Uses time efficiently</li> <li>• Coordinates plans with others</li> <li>• Readily accepts new and different tasks</li> <li>• Flexible in responding to changing circumstances</li> <li>• Views changes as opportunities</li> <li>• Not afraid of making a decision and learning from failure</li> <li>• Accepts responsibility for decisions made</li> <li>• Performs all assignments according to instructions</li> <li>• Informs direct supervisor (squad leader ) when assigned projects are completed and requests further instruction</li> <li>• Maintains a positive working relationship with other crew members</li> <li>• Maintains a team concept</li> <li>• Adheres to health and safety code and fire line handbook safety policies</li> <li>• Recognizes and corrects unsafe conditions and / or practices</li> </ul>		

12. PERFORMANCE ELEMENTS AND STANDARDS	SUCCESSFUL	UNACCEPTABLE
<u>ELEMENT 2: TECHNICAL EXPERTISE AND ADVICE</u> (critical)		
<p><u>Standards:</u></p> <p>This element involves (1) performing fire line duties (ie. firing , holding, line construction, mop-up)            Performs in non-supervisory positions ( at a satisfactory level ) on incidents according to red card qualifications</p> <ul style="list-style-type: none"> <li>• Satisfactory performance on incidents as FFT2, sawyer / swamper, firing team member</li> <li>• Safely and successfully deals with changing incident situations</li> <li>• Has the physical endurance and capabilities to safely accomplish fire line tasks</li> <li>• Achieves Level III Fitness Standard as measured by the Step Test / or runs 1 1/2 miles in 11:40</li> <li>• Meets unit preparedness standards (ie personal equipment, get away times )</li> <li>• Keeps supervisor advised of his / her location and availability ( on base / in fire camp / on fireline</li> <li>• Aggressive participation in Unit's daily physical training program , performing PT exercises / stretching to Unit standards</li> <li>• Safely and properly operates fire suppression related equipment ; chainsaws, handtools, water handling devices, etc</li> <li>• Maintains all assigned equipment ( saws, tools, web gear ) in a state of fire readiness</li> <li>• Carry and maintain all assigned crew ( squad ) equipment</li> <li>• Maintains pace with crew on hikes in to assignments and out</li> <li>• Observes all helicopter safety procedures</li> <li>• Passes on personnel fireline observations to direct supervisor</li> <li>• Performs required weather observations</li> <li>• Asks useful questions before starting to make sure of what is expected</li> <li>• Is a good listener</li> <li>• Writing is clear, coherent yet brief and to the point</li> <li>• Promotes learning environment by active participation and discussion</li> <li>• Passes on information and instructions as given</li> <li>• Maintains an interchange of ideas and information</li> </ul>		

12. PERFORMANCE ELEMENTS AND STANDARDS	SUCCESSFUL	UNACCEPTABLE
<u>ELEMENT 3: INTERPERSONAL RELATIONS AND PARTNERSHIPS</u>		
<p>Check One:    Critical                      Noncritical        <u>  X  </u></p> <p>Standards:</p> <ul style="list-style-type: none"> <li>• Maintains a positive working relationship with other crew members</li> <li>• Maintains a team concept</li> <li>• Encourages crew members to help one another and sets a good example</li> <li>• Promotes a learning environment by active participation and discussion</li> <li>• Maintains an interchange of ideas and information</li> </ul>		