

Firefighter Handbook



Minnesota Interagency Fire Center
402 SE 11th Street
Grand Rapids, MN 55744

218.327.4558 (Dispatch) mifcdispatch.dnr@state.mn.us

February 2020

I. INTRODUCTION

This booklet is to be used as a reference for firefighters participating in out-of-state fire assignments. It is designed to ensure that mobilized personnel have the required clothing and equipment, meet all mandatory physical standards and are fully aware of the conditions for which they accept employment.

II. INCIDENT COMMAND SYSTEM

The Incident Command System (ICS) is just one part of the National Incident Management System (NIMS). The Incident Command System is designed to be used for all kinds of emergencies, including wildfires.

ICS can be applied to any size incident, from small to very large. The Minnesota application of the ICS model is coordinated by the Minnesota Incident Command System organization (MNICS).

There are six member agencies in MNICS:

- Minnesota Department of Natural Resources; Division of Forestry
- U.S. Forest Service: Superior and Chippewa National Forests
- Bureau of Indian Affairs
- National Park Service; Voyageurs, St. Croix National Scenic River Way and Isle Royal National Parks
- U.S. Fish and Wildlife Service
- Minnesota Department of Homeland Security and Emergency Management
- The Minnesota State Fire Chief's Association (ex-officio member)

All MNICS agencies send fire resources out-of-state to help other agencies. More often MNICS mobilization assignments might include: a hand crew, strike team of engines or helicopter module with people from multiple agencies throughout Minnesota.

III. REQUIREMENTS

There are several requirements that must be met in order to be eligible for an out-of-state fire assignment: training, physical fitness and commitment of time. Those who are not a regular agency firefighter are classified as a casual federal employee covered by applicable government rules, pay rates and worker compensation laws.

Training

Typically, Type 2 Initial Attack hand crews are how the MNICS organization sends crew resources. Type 2 Initial Attack crews are required to have a minimum of 32 hours of training in the basics of fire behavior and wildland firefighting. After this initial training, a refresher training session and physical fitness test are required annually.

Type 2 Initial Attack (IA) crews have more experience than Type 2 hand crews; and they are often ordered to places where they may perform initial attack. They **may be expected to be self-sufficient** and have the ability to be broken up into independent squads. All crews mobilized from Minnesota in the last five years have been Type 2 IA crews. A crew consists of a crew boss, assistant crew boss (or trainee), 3-4 squad bosses, 3-4 sawyers, and firefighters.

Physical Fitness

It is *essential* to be physically fit as a firefighter. Before assigned to a crew, one must pass a physical fitness test, or pack test at the arduous level. The standard pack test consists of carrying a 45 pound pack on a three-mile hike over level terrain in 45 minutes. This is the minimum standard and not necessarily an indicator of fitness, especially considering the physical demands experienced by firefighters in mountainous terrain. Wildland firefighting is a very physically demanding job; crews can be held back from completing assignments efficiently by individuals who aren't in shape. A crew is only as strong as its weakest member.

Some MNICS agencies require a physical to be taken before the pack test is completed. Check with your local wildland protection office for more information.

Time Commitment

If mobilized, be prepared to spend at least **14 days plus travel (usually 16-18 days)** on an out-of-state fire assignment. However, the actual length of the assignment will depend on the needs of the incident where the crew is assigned, location of the assignment and whether the crew drives or flies. You will not be able to return to Minnesota until your assignment is complete unless a true emergency occurs.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					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						

Handwritten notes on the calendar:
- Day 1: MOB (Monday, July 4)
- Day 2: TRAVEL (Tuesday, July 5)
- Day 3: TRAVEL (Wednesday, July 6)
- Day 4: TRAVEL (Thursday, July 7)
- Day 5: TRAVEL (Friday, July 8)
- Day 6: TRAVEL (Saturday, July 9)
- Day 7: TRAVEL (Sunday, July 10)
- Day 8: TRAVEL (Monday, July 11)
- Day 9: TRAVEL (Tuesday, July 12)
- Day 10: TRAVEL (Wednesday, July 13)
- Day 11: TRAVEL (Thursday, July 14)
- Day 12: TRAVEL (Friday, July 15)
- Day 13: TRAVEL (Saturday, July 16)
- Day 14: TRAVEL (Sunday, July 17)
- Day 15: TRAVEL (Monday, July 18)
- Day 16: TRAVEL (Tuesday, July 19)
- Day 17: TRAVEL (Wednesday, July 20)
- Day 18: TRAVEL (Thursday, July 21)
- Day 19: TRAVEL (Friday, July 22)
- Day 20: TRAVEL (Saturday, July 23)
- Day 21: TRAVEL (Sunday, July 24)
- Day 22: TRAVEL (Monday, July 25)
- Day 23: TRAVEL (Tuesday, July 26)
- Day 24: TRAVEL (Wednesday, July 27)
- Day 25: TRAVEL (Thursday, July 28)
- Day 26: TRAVEL (Friday, July 29)
- Day 27: TRAVEL (Saturday, July 30)
- Day 28: TRAVEL (Sunday, July 31)
- Day 29: TRAVEL (Monday, August 1)
- Day 30: TRAVEL (Tuesday, August 2)
- Day 31: TRAVEL (Wednesday, August 3)
- Day 32: TRAVEL (Thursday, August 4)
- Day 33: TRAVEL (Friday, August 5)
- Day 34: TRAVEL (Saturday, August 6)
- Day 35: TRAVEL (Sunday, August 7)
- Day 36: TRAVEL (Monday, August 8)
- Day 37: TRAVEL (Tuesday, August 9)
- Day 38: TRAVEL (Wednesday, August 10)
- Day 39: TRAVEL (Thursday, August 11)
- Day 40: TRAVEL (Friday, August 12)
- Day 41: TRAVEL (Saturday, August 13)
- Day 42: TRAVEL (Sunday, August 14)
- Day 43: TRAVEL (Monday, August 15)
- Day 44: TRAVEL (Tuesday, August 16)
- Day 45: TRAVEL (Wednesday, August 17)
- Day 46: TRAVEL (Thursday, August 18)
- Day 47: TRAVEL (Friday, August 19)
- Day 48: TRAVEL (Saturday, August 20)
- Day 49: TRAVEL (Sunday, August 21)
- Day 50: TRAVEL (Monday, August 22)
- Day 51: TRAVEL (Tuesday, August 23)
- Day 52: TRAVEL (Wednesday, August 24)
- Day 53: TRAVEL (Thursday, August 25)
- Day 54: TRAVEL (Friday, August 26)
- Day 55: TRAVEL (Saturday, August 27)
- Day 56: TRAVEL (Sunday, August 28)
- Day 57: TRAVEL (Monday, August 29)
- Day 58: TRAVEL (Tuesday, August 30)
- Day 59: TRAVEL (Wednesday, August 31)
- Day 60: TRAVEL (Thursday, September 1)
- Day 61: TRAVEL (Friday, September 2)
- Day 62: TRAVEL (Saturday, September 3)
- Day 63: TRAVEL (Sunday, September 4)
- Day 64: TRAVEL (Monday, September 5)
- Day 65: TRAVEL (Tuesday, September 6)
- Day 66: TRAVEL (Wednesday, September 7)
- Day 67: TRAVEL (Thursday, September 8)
- Day 68: TRAVEL (Friday, September 9)
- Day 69: TRAVEL (Saturday, September 10)
- Day 70: TRAVEL (Sunday, September 11)
- Day 71: TRAVEL (Monday, September 12)
- Day 72: TRAVEL (Tuesday, September 13)
- Day 73: TRAVEL (Wednesday, September 14)
- Day 74: TRAVEL (Thursday, September 15)
- Day 75: TRAVEL (Friday, September 16)
- Day 76: TRAVEL (Saturday, September 17)
- Day 77: TRAVEL (Sunday, September 18)
- Day 78: TRAVEL (Monday, September 19)
- Day 79: TRAVEL (Tuesday, September 20)
- Day 80: TRAVEL (Wednesday, September 21)
- Day 81: TRAVEL (Thursday, September 22)
- Day 82: TRAVEL (Friday, September 23)
- Day 83: TRAVEL (Saturday, September 24)
- Day 84: TRAVEL (Sunday, September 25)
- Day 85: TRAVEL (Monday, September 26)
- Day 86: TRAVEL (Tuesday, September 27)
- Day 87: TRAVEL (Wednesday, September 28)
- Day 88: TRAVEL (Thursday, September 29)
- Day 89: TRAVEL (Friday, September 30)
- Day 90: TRAVEL (Saturday, October 1)
- Day 91: TRAVEL (Sunday, October 2)
- Day 92: TRAVEL (Monday, October 3)
- Day 93: TRAVEL (Tuesday, October 4)
- Day 94: TRAVEL (Wednesday, October 5)
- Day 95: TRAVEL (Thursday, October 6)
- Day 96: TRAVEL (Friday, October 7)
- Day 97: TRAVEL (Saturday, October 8)
- Day 98: TRAVEL (Sunday, October 9)
- Day 99: TRAVEL (Monday, October 10)
- Day 100: TRAVEL (Tuesday, October 11)
- Day 101: TRAVEL (Wednesday, October 12)
- Day 102: TRAVEL (Thursday, October 13)
- Day 103: TRAVEL (Friday, October 14)
- Day 104: TRAVEL (Saturday, October 15)
- Day 105: TRAVEL (Sunday, October 16)
- Day 106: TRAVEL (Monday, October 17)
- Day 107: TRAVEL (Tuesday, October 18)
- Day 108: TRAVEL (Wednesday, October 19)
- Day 109: TRAVEL (Thursday, October 20)
- Day 110: TRAVEL (Friday, October 21)
- Day 111: TRAVEL (Saturday, October 22)
- Day 112: TRAVEL (Sunday, October 23)
- Day 113: TRAVEL (Monday, October 24)
- Day 114: TRAVEL (Tuesday, October 25)
- Day 115: TRAVEL (Wednesday, October 26)
- Day 116: TRAVEL (Thursday, October 27)
- Day 117: TRAVEL (Friday, October 28)
- Day 118: TRAVEL (Saturday, October 29)
- Day 119: TRAVEL (Sunday, October 30)
- Day 120: TRAVEL (Monday, October 31)
- Day 121: TRAVEL (Tuesday, November 1)
- Day 122: TRAVEL (Wednesday, November 2)
- Day 123: TRAVEL (Thursday, November 3)
- Day 124: TRAVEL (Friday, November 4)
- Day 125: TRAVEL (Saturday, November 5)
- Day 126: TRAVEL (Sunday, November 6)
- Day 127: TRAVEL (Monday, November 7)
- Day 128: TRAVEL (Tuesday, November 8)
- Day 129: TRAVEL (Wednesday, November 9)
- Day 130: TRAVEL (Thursday, November 10)
- Day 131: TRAVEL (Friday, November 11)
- Day 132: TRAVEL (Saturday, November 12)
- Day 133: TRAVEL (Sunday, November 13)
- Day 134: TRAVEL (Monday, November 14)
- Day 135: TRAVEL (Tuesday, November 15)
- Day 136: TRAVEL (Wednesday, November 16)
- Day 137: TRAVEL (Thursday, November 17)
- Day 138: TRAVEL (Friday, November 18)
- Day 139: TRAVEL (Saturday, November 19)
- Day 140: TRAVEL (Sunday, November 20)
- Day 141: TRAVEL (Monday, November 21)
- Day 142: TRAVEL (Tuesday, November 22)
- Day 143: TRAVEL (Wednesday, November 23)
- Day 144: TRAVEL (Thursday, November 24)
- Day 145: TRAVEL (Friday, November 25)
- Day 146: TRAVEL (Saturday, November 26)
- Day 147: TRAVEL (Sunday, November 27)
- Day 148: TRAVEL (Monday, November 28)
- Day 149: TRAVEL (Tuesday, November 29)
- Day 150: TRAVEL (Wednesday, November 30)
- Day 151: TRAVEL (Thursday, December 1)
- Day 152: TRAVEL (Friday, December 2)
- Day 153: TRAVEL (Saturday, December 3)
- Day 154: TRAVEL (Sunday, December 4)
- Day 155: TRAVEL (Monday, December 5)
- Day 156: TRAVEL (Tuesday, December 6)
- Day 157: TRAVEL (Wednesday, December 7)
- Day 158: TRAVEL (Thursday, December 8)
- Day 159: TRAVEL (Friday, December 9)
- Day 160: TRAVEL (Saturday, December 10)
- Day 161: TRAVEL (Sunday, December 11)
- Day 162: TRAVEL (Monday, December 12)
- Day 163: TRAVEL (Tuesday, December 13)
- Day 164: TRAVEL (Wednesday, December 14)
- Day 165: TRAVEL (Thursday, December 15)
- Day 166: TRAVEL (Friday, December 16)
- Day 167: TRAVEL (Saturday, December 17)
- Day 168: TRAVEL (Sunday, December 18)
- Day 169: TRAVEL (Monday, December 19)
- Day 170: TRAVEL (Tuesday, December 20)
- Day 171: TRAVEL (Wednesday, December 21)
- Day 172: TRAVEL (Thursday, December 22)
- Day 173: TRAVEL (Friday, December 23)
- Day 174: TRAVEL (Saturday, December 24)
- Day 175: TRAVEL (Sunday, December 25)
- Day 176: TRAVEL (Monday, December 26)
- Day 177: TRAVEL (Tuesday, December 27)
- Day 178: TRAVEL (Wednesday, December 28)
- Day 179: TRAVEL (Thursday, December 29)
- Day 180: TRAVEL (Friday, December 30)
- Day 181: TRAVEL (Saturday, December 31)
- Day 182: TRAVEL (Sunday, January 1)
- Day 183: TRAVEL (Monday, January 2)
- Day 184: TRAVEL (Tuesday, January 3)
- Day 185: TRAVEL (Wednesday, January 4)
- Day 186: TRAVEL (Thursday, January 5)
- Day 187: TRAVEL (Friday, January 6)
- Day 188: TRAVEL (Saturday, January 7)
- Day 189: TRAVEL (Sunday, January 8)
- Day 190: TRAVEL (Monday, January 9)
- Day 191: TRAVEL (Tuesday, January 10)
- Day 192: TRAVEL (Wednesday, January 11)
- Day 193: TRAVEL (Thursday, January 12)
- Day 194: TRAVEL (Friday, January 13)
- Day 195: TRAVEL (Saturday, January 14)
- Day 196: TRAVEL (Sunday, January 15)
- Day 197: TRAVEL (Monday, January 16)
- Day 198: TRAVEL (Tuesday, January 17)
- Day 199: TRAVEL (Wednesday, January 18)
- Day 200: TRAVEL (Thursday, January 19)
- Day 201: TRAVEL (Friday, January 20)
- Day 202: TRAVEL (Saturday, January 21)
- Day 203: TRAVEL (Sunday, January 22)
- Day 204: TRAVEL (Monday, January 23)
- Day 205: TRAVEL (Tuesday, January 24)
- Day 206: TRAVEL (Wednesday, January 25)
- Day 207: TRAVEL (Thursday, January 26)
- Day 208: TRAVEL (Friday, January 27)
- Day 209: TRAVEL (Saturday, January 28)
- Day 210: TRAVEL (Sunday, January 29)
- Day 211: TRAVEL (Monday, January 30)
- Day 212: TRAVEL (Tuesday, January 31)
- Day 213: TRAVEL (Wednesday, February 1)
- Day 214: TRAVEL (Thursday, February 2)
- Day 215: TRAVEL (Friday, February 3)
- Day 216: TRAVEL (Saturday, February 4)
- Day 217: TRAVEL (Sunday, February 5)
- Day 218: TRAVEL (Monday, February 6)
- Day 219: TRAVEL (Tuesday, February 7)
- Day 220: TRAVEL (Wednesday, February 8)
- Day 221: TRAVEL (Thursday, February 9)
- Day 222: TRAVEL (Friday, February 10)
- Day 223: TRAVEL (Saturday, February 11)
- Day 224: TRAVEL (Sunday, February 12)
- Day 225: TRAVEL (Monday, February 13)
- Day 226: TRAVEL (Tuesday, February 14)
- Day 227: TRAVEL (Wednesday, February 15)
- Day 228: TRAVEL (Thursday, February 16)
- Day 229: TRAVEL (Friday, February 17)
- Day 230: TRAVEL (Saturday, February 18)
- Day 231: TRAVEL (Sunday, February 19)
- Day 232: TRAVEL (Monday, February 20)
- Day 233: TRAVEL (Tuesday, February 21)
- Day 234: TRAVEL (Wednesday, February 22)
- Day 235: TRAVEL (Thursday, February 23)
- Day 236: TRAVEL (Friday, February 24)
- Day 237: TRAVEL (Saturday, February 25)
- Day 238: TRAVEL (Sunday, February 26)
- Day 239: TRAVEL (Monday, February 27)
- Day 240: TRAVEL (Tuesday, February 28)
- Day 241: TRAVEL (Wednesday, February 29)
- Day 242: TRAVEL (Thursday, March 1)
- Day 243: TRAVEL (Friday, March 2)
- Day 244: TRAVEL (Saturday, March 3)
- Day 245: TRAVEL (Sunday, March 4)
- Day 246: TRAVEL (Monday, March 5)
- Day 247: TRAVEL (Tuesday, March 6)
- Day 248: TRAVEL (Wednesday, March 7)
- Day 249: TRAVEL (Thursday, March 8)
- Day 250: TRAVEL (Friday, March 9)
- Day 251: TRAVEL (Saturday, March 10)
- Day 252: TRAVEL (Sunday, March 11)
- Day 253: TRAVEL (Monday, March 12)
- Day 254: TRAVEL (Tuesday, March 13)
- Day 255: TRAVEL (Wednesday, March 14)
- Day 256: TRAVEL (Thursday, March 15)
- Day 257: TRAVEL (Friday, March 16)
- Day 258: TRAVEL (Saturday, March 17)
- Day 259: TRAVEL (Sunday, March 18)
- Day 260: TRAVEL (Monday, March 19)
- Day 261: TRAVEL (Tuesday, March 20)
- Day 262: TRAVEL (Wednesday, March 21)
- Day 263: TRAVEL (Thursday, March 22)
- Day 264: TRAVEL (Friday, March 23)
- Day 265: TRAVEL (Saturday, March 24)
- Day 266: TRAVEL (Sunday, March 25)
- Day 267: TRAVEL (Monday, March 26)
- Day 268: TRAVEL (Tuesday, March 27)
- Day 269: TRAVEL (Wednesday, March 28)
- Day 270: TRAVEL (Thursday, March 29)
- Day 271: TRAVEL (Friday, March 30)
- Day 272: TRAVEL (Saturday, March 31)
- Day 273: TRAVEL (Sunday, April 1)
- Day 274: TRAVEL (Monday, April 2)
- Day 275: TRAVEL (Tuesday, April 3)
- Day 276: TRAVEL (Wednesday, April 4)
- Day 277: TRAVEL (Thursday, April 5)
- Day 278: TRAVEL (Friday, April 6)
- Day 279: TRAVEL (Saturday, April 7)
- Day 280: TRAVEL (Sunday, April 8)
- Day 281: TRAVEL (Monday, April 9)
- Day 282: TRAVEL (Tuesday, April 10)
- Day 283: TRAVEL (Wednesday, April 11)
- Day 284: TRAVEL (Thursday, April 12)
- Day 285: TRAVEL (Friday, April 13)
- Day 286: TRAVEL (Saturday, April 14)
- Day 287: TRAVEL (Sunday, April 15)
- Day 288: TRAVEL (Monday, April 16)
- Day 289: TRAVEL (Tuesday, April 17)
- Day 290: TRAVEL (Wednesday, April 18)
- Day 291: TRAVEL (Thursday, April 19)
- Day 292: TRAVEL (Friday, April 20)
- Day 293: TRAVEL (Saturday, April 21)
- Day 294: TRAVEL (Sunday, April 22)
- Day 295: TRAVEL (Monday, April 23)
- Day 296: TRAVEL (Tuesday, April 24)
- Day 297: TRAVEL (Wednesday, April 25)
- Day 298: TRAVEL (Thursday, April 26)
- Day 299: TRAVEL (Friday, April 27)
- Day 300: TRAVEL (Saturday, April 28)
- Day 301: TRAVEL (Sunday, April 29)
- Day 302: TRAVEL (Monday, April 30)
- Day 303: TRAVEL (Tuesday, May 1)
- Day 304: TRAVEL (Wednesday, May 2)
- Day 305: TRAVEL (Thursday, May 3)
- Day 306: TRAVEL (Friday, May 4)
- Day 307: TRAVEL (Saturday, May 5)
- Day 308: TRAVEL (Sunday, May 6)
- Day 309: TRAVEL (Monday, May 7)
- Day 310: TRAVEL (Tuesday, May 8)
- Day 311: TRAVEL (Wednesday, May 9)
- Day 312: TRAVEL (Thursday, May 10)
- Day 313: TRAVEL (Friday, May 11)
- Day 314: TRAVEL (Saturday, May 12)
- Day 315: TRAVEL (Sunday, May 13)
- Day 316: TRAVEL (Monday, May 14)
- Day 317: TRAVEL (Tuesday, May 15)
- Day 318: TRAVEL (Wednesday, May 16)
- Day 319: TRAVEL (Thursday, May 17)
- Day 320: TRAVEL (Friday, May 18)
- Day 321: TRAVEL (Saturday, May 19)
- Day 322: TRAVEL (Sunday, May 20)
- Day 323: TRAVEL (Monday, May 21)
- Day 324: TRAVEL (Tuesday, May 22)
- Day 325: TRAVEL (Wednesday, May 23)
- Day 326: TRAVEL (Thursday, May 24)
- Day 327: TRAVEL (Friday, May 25)
- Day 328: TRAVEL (Saturday, May 26)
- Day 329: TRAVEL (Sunday, May 27)
- Day 330: TRAVEL (Monday, May 28)
- Day 331: TRAVEL (Tuesday, May 29)
- Day 332: TRAVEL (Wednesday, May 30)
- Day 333: TRAVEL (Thursday, May 31)
- Day 334: TRAVEL (Friday, June 1)
- Day 335: TRAVEL (Saturday, June 2)
- Day 336: TRAVEL (Sunday, June 3)
- Day 337: TRAVEL (Monday, June 4)
- Day 338: TRAVEL (Tuesday, June 5)
- Day 339: TRAVEL (Wednesday, June 6)
- Day 340: TRAVEL (Thursday, June 7)
- Day 341: TRAVEL (Friday, June 8)
- Day 342: TRAVEL (Saturday, June 9)
- Day 343: TRAVEL (Sunday, June 10)
- Day 344: TRAVEL (Monday, June 11)
- Day 345: TRAVEL (Tuesday, June 12)
- Day 346: TRAVEL (Wednesday, June 13)
- Day 347: TRAVEL (Thursday, June 14)
- Day 348: TRAVEL (Friday, June 15)
- Day 349: TRAVEL (Saturday, June 16)
- Day 350: TRAVEL (Sunday, June 17)
- Day 351: TRAVEL (Monday, June 18)
- Day 352: TRAVEL (Tuesday, June 19)
- Day 353: TRAVEL (Wednesday, June 20)
- Day 354: TRAVEL (Thursday, June 21)
- Day 355: TRAVEL (Friday, June 22)
- Day 356: TRAVEL (Saturday, June 23)
- Day 357: TRAVEL (Sunday, June 24)
- Day 358: TRAVEL (Monday, June 25)
- Day 359: TRAVEL (Tuesday, June 26)
- Day 360: TRAVEL (Wednesday, June 27)
- Day 361: TRAVEL (Thursday, June 28)
- Day 362: TRAVEL (Friday, June 29)
- Day 363: TRAVEL (Saturday, June 30)
- Day 364: TRAVEL (Sunday, July 1)
- Day 365: TRAVEL (Monday, July 2)
- Day 366: TRAVEL (Tuesday, July 3)
- Day 367: TRAVEL (Wednesday, July 4)
- Day 368: TRAVEL (Thursday, July 5)
- Day 369: TRAVEL (Friday, July 6)
- Day 370: TRAVEL (Saturday, July 7)
- Day 371: TRAVEL (Sunday, July 8)
- Day 372: TRAVEL (Monday, July 9)
- Day 373: TRAVEL (Tuesday, July 10)
- Day 374: TRAVEL (Wednesday, July 11)
- Day 375: TRAVEL (Thursday, July 12)
- Day 376: TRAVEL (Friday, July 13)
- Day 377: TRAVEL (Saturday, July 14)
- Day 378: TRAVEL (Sunday, July 15)
- Day 379: TRAVEL (Monday, July 16)
- Day 380: TRAVEL (Tuesday, July 17)
- Day 381: TRAVEL (Wednesday, July 18)
- Day 382: TRAVEL (Thursday, July 19)
- Day 383: TRAVEL (Friday, July 20)
- Day 384: TRAVEL (Saturday, July 21)
- Day 385: TRAVEL (Sunday, July 22)
- Day 386: TRAVEL (Monday, July 23)
- Day 387: TRAVEL (Tuesday, July 24)
- Day 388: TRAVEL (Wednesday, July 25)
- Day 389: TRAVEL (Thursday, July 26)
- Day 390: TRAVEL (Friday, July 27)
- Day 391: TRAVEL (Saturday, July 28)
- Day 392: TRAVEL (Sunday, July 29)
- Day 393: TRAVEL (Monday, July 30)
- Day 394: TRAVEL (Tuesday, July 31)
- Day 395: TRAVEL (Wednesday, August 1)
- Day 396: TRAVEL (Thursday, August 2)
- Day 397: TRAVEL (Friday, August 3)
- Day 398: TRAVEL (Saturday, August 4)
- Day 399: TRAVEL (Sunday, August 5)
- Day 400: TRAVEL (Monday, August 6)
- Day 401: TRAVEL (Tuesday, August 7)
- Day 402: TRAVEL (Wednesday, August 8)
- Day 403: TRAVEL (Thursday, August 9)
- Day 404: TRAVEL (Friday, August 10)
- Day 405: TRAVEL (Saturday, August 11)
- Day 406: TRAVEL (Sunday, August 12)
- Day 407: TRAVEL (Monday, August 13)
- Day 408: TRAVEL (Tuesday, August 14)
- Day 409: TRAVEL (Wednesday, August 15)
- Day 410: TRAVEL (Thursday, August 16)
- Day 411: TRAVEL (Friday, August 17)
- Day 412: TRAVEL (Saturday, August 18)
- Day 413: TRAVEL (Sunday, August 19)
- Day 414: TRAVEL (Monday, August 20)
- Day 415: TRAVEL (Tuesday, August 21)
- Day 416: TRAVEL (Wednesday, August 22)
- Day 417: TRAVEL (Thursday, August 23)
- Day 418: TRAVEL (Friday, August 24)
- Day 419: TRAVEL (Saturday, August 25)
- Day 420: TRAVEL (Sunday, August 26)
- Day 421: TRAVEL (Monday, August 27)
- Day 422: TRAVEL (Tuesday, August 28)
- Day 423: TRAVEL (Wednesday, August 29)
- Day 424: TRAVEL (Thursday, August 30)
- Day 425: TRAVEL (Friday, August 31)
- Day 426: TRAVEL (Saturday, September 1)
- Day 427: TRAVEL (Sunday, September 2)
- Day 428: TRAVEL (Monday, September 3)
- Day 429: TRAVEL (Tuesday, September 4)
- Day 430: TRAVEL (Wednesday, September 5)
- Day 431: TRAVEL (Thursday, September 6)
- Day 432: TRAVEL (Friday, September 7)
- Day 433: TRAVEL (Saturday, September 8)
- Day 434: TRAVEL (Sunday, September 9)
- Day 435: TRAVEL (Monday, September 10)
- Day 436: TRAVEL (Tuesday, September 11)
- Day 437: TRAVEL (Wednesday, September 12)
- Day 438: TRAVEL (Thursday, September 13)
- Day 439: TRAVEL (Friday, September 14)
- Day 440: TRAVEL (Saturday, September 15)
- Day 441: TRAVEL (Sunday, September 16)
- Day 442: TRAVEL (Monday, September 17)
- Day 443: TRAVEL (Tuesday, September 18)
- Day 444: TRAVEL (Wednesday, September 19)
- Day 445: TRAVEL (Thursday, September 20)
- Day 446: TRAVEL (Friday, September 21)
- Day 447: TRAVEL (Saturday, September 22)
- Day 448: TRAVEL (Sunday, September 23)
- Day 449: TRAVEL (Monday, September 24)
- Day 450: TRAVEL (Tuesday, September 25)
- Day 451: TRAVEL (Wednesday, September 26)
- Day 452: TRAVEL (Thursday, September 27)
- Day 453: TRAVEL (Friday, September 28)
- Day 454: TRAVEL (Saturday, September 29)
- Day 455: TRAVEL (Sunday, September 30)
- Day 456: TRAVEL (Monday, October 1)
- Day 457: TRAVEL (Tuesday, October 2)
- Day 458: TRAVEL (Wednesday, October 3)
- Day 459: TRAVEL (Thursday, October 4)
- Day 460: TRAVEL (Friday, October 5)
- Day 461: TRAVEL (Saturday, October 6)
- Day 462: TRAVEL (Sunday, October 7)
- Day 463: TRAVEL (Monday, October 8)
- Day 464: TRAVEL (Tuesday, October 9)
- Day 465: TRAVEL (Wednesday, October 10)
- Day 466: TRAVEL (Thursday, October 11)
- Day 467: TRAVEL (Friday, October 12)
- Day 468: TRAVEL (Saturday, October 13)
- Day 469: TRAVEL (Sunday, October 14)
- Day 470: TRAVEL (Monday, October 15)
- Day 471: TRAVEL (Tuesday, October 16)
- Day 472: TRAVEL (Wednesday, October 17)
- Day 473: TRAVEL (Thursday, October 18)
- Day 474: TRAVEL (Friday, October 19)
- Day 475: TRAVEL (Saturday, October 20)
- Day 476: TRAVEL (Sunday, October 21)
- Day 477: TRAVEL (Monday, October 22)
- Day 478: TRAVEL (Tuesday, October 23)
- Day 479: TRAVEL (Wednesday, October 24)
- Day 480: TRAVEL (Thursday, October 25)
- Day 481: TRAVEL (Friday, October 26)
- Day 482: TRAVEL (Saturday, October 27)
- Day 483: TRAVEL (Sunday, October 28)
- Day 484: TRAVEL (Monday, October 29)
- Day 485: TRAVEL (Tuesday, October 30)
- Day 486: TRAVEL (Wednesday, October 31)
- Day 487: TRAVEL (Thursday, November 1)
- Day 488: TRAVEL (Friday, November 2)
- Day 489: TRAVEL (Saturday, November 3)
- Day 490: TRAVEL (Sunday, November 4)
- Day 491: TRAVEL (Monday, November 5)
- Day 492: TRAVEL (Tuesday, November 6)
- Day 493: TRAVEL (Wednesday, November 7)
- Day 494: TRAVEL (Thursday, November 8)
- Day 495: TRAVEL (Friday, November 9)
- Day 496: TRAVEL (Saturday, November 10)
- Day 497: TRAVEL (Sunday, November 11)
- Day 498: TRAVEL (Monday, November 12)
- Day 499: TRAVEL (Tuesday, November 13)
- Day 500: TRAVEL (Wednesday, November 14)
- Day 501: TRAVEL (Thursday, November 15)
- Day 502: TRAVEL (Friday, November 16)
- Day 503: TRAVEL (Saturday, November 17)
- Day 504: TRAVEL (Sunday, November 18)
- Day 505: TRAVEL (Monday, November 19)
- Day 506: TRAVEL (Tuesday, November 20)
- Day 507: TRAVEL (Wednesday, November 21)
- Day 508: TRAVEL (Thursday, November 22)
- Day 509: TRAVEL (Friday, November 23)
- Day 510: TRAVEL (Saturday, November 24)
- Day 511: TRAVEL (Sunday, November 25)
- Day 512: TRAVEL (Monday, November 26)
- Day 513: TRAVEL (Tuesday, November 27)
- Day 514: TRAVEL (Wednesday, November 28)
- Day 515: TRAVEL (Thursday, November 29)
- Day 516: TRAVEL (Friday, November 30)
- Day 517: TRAVEL (Saturday, December 1)
- Day 518: TRAVEL (Sunday, December 2)
- Day 519: TRAVEL (Monday, December 3)
- Day 520: TRAVEL (Tuesday, December 4)
- Day 521: TRAVEL (Wednesday, December 5)
- Day 522: TRAVEL (Thursday, December 6)
- Day 523: TRAVEL (Friday, December 7)
- Day 524: TRAVEL (Saturday, December 8)
- Day 525: TRAVEL (Sunday, December 9)
- Day 526: TRAVEL (Monday, December 10)
- Day 527: TRAVEL (Tuesday, December 11)
- Day 528: TRAVEL (Wednesday, December 12)
- Day 529: TRAVEL (Thursday, December 13)
- Day 530: TRAVEL (Friday, December 14)
- Day 531: TRAVEL (Saturday, December 15)
- Day 532: TRAVEL (Sunday, December 16)
- Day 533: TRAVEL (Monday, December 17)
- Day 534: TRAVEL (Tuesday, December 18)
- Day 535: TRAVEL (Wednesday, December 19)
- Day 536: TRAVEL (Thursday, December 20)
- Day 537: TRAVEL (Friday, December 21)
- Day 538: TRAVEL (Saturday, December 22)
- Day 539: TRAVEL (Sunday, December 23)
- Day 540: TRAVEL (Monday, December 24)
- Day 541: TRAVEL (Tuesday, December 25)
- Day 542: TRAVEL (Wednesday, December 26)
- Day 543: TRAVEL (Thursday, December 27)
- Day 544: TRAVEL (Friday, December 28)
- Day 545: TRAVEL (Saturday, December 29)
- Day 546: TRAVEL (Sunday, December 30)
- Day 547: TRAVEL (Monday, December 31)
- Day 548: TRAVEL (Tuesday, January 1)
- Day 549: TRAVEL (Wednesday, January 2)
- Day 550: TRAVEL (Thursday, January 3)
- Day 551: TRAVEL (Friday, January 4)
- Day 552: TRAVEL (Saturday, January 5)
- Day 553: TRAVEL (Sunday, January 6)
- Day 554: TRAVEL (Monday, January 7)
- Day 555: TRAVEL (Tuesday, January 8)
- Day 556: TRAVEL (Wednesday, January 9)
- Day 557: TRAVEL (Thursday, January 10)
- Day 558: TRAVEL (Friday, January 11)
- Day 559: TRAVEL (Saturday, January 12)
- Day 560: TRAVEL (Sunday, January 13)
- Day 561: TRAVEL (Monday, January 14)
- Day 562: TRAVEL (Tuesday, January 15)
- Day 563: TRAVEL (Wednesday, January 16)
- Day 564: TRAVEL (Thursday, January 17)
- Day 565: TRAVEL (Friday, January 18)
- Day 566: TRAVEL (Saturday, January 19)
- Day 567: TRAVEL (Sunday, January 20)
- Day 568: TRAVEL (Monday, January 21)
- Day 569: TRAVEL (Tuesday, January 22)
- Day 570: TRAVEL (Wednesday, January 23)
- Day 571: TRAVEL (Thursday, January 24)
- Day 572: TRAVEL (Friday, January 25)
- Day 573: TRAVEL (Saturday, January 26)
- Day 574: TRAVEL (Sunday, January 27)
- Day 575: TRAVEL (Monday, January 28)
- Day 576: TRAVEL (Tuesday, January 29)
- Day 577: TRAVEL (Wednesday, January 30)
- Day 578: TRAVEL (Thursday, January 31)
- Day 579: TRAVEL (Friday, February 1)
- Day 580: TRAVEL (Saturday, February 2)
- Day 581: TRAVEL (Sunday, February 3)
- Day 582: TRAVEL (Monday, February 4)
- Day 583: TRAVEL (Tuesday, February 5)
- Day 584: TRAVEL (Wednesday, February 6)
- Day 585: TRAVEL (Thursday, February 7)
- Day 586: TRAVEL (Friday, February 8)
- Day 587: TRAVEL (Saturday, February 9)
- Day 588: TRAVEL (Sunday, February 10)
- Day 589: TRAVEL (Monday, February 11)
- Day

IV. EXPECTATIONS

The general public and the news media have often glorified the job of firefighting. Firefighting is difficult, dangerous and dirty work. Fire crews and fire camps are run very much like a military unit. **Chain of command and orders MUST be followed; the performance and safety of both you and your crew depends on it.** Firefighters are not often given the opportunity to provide input and must have the ability to operate and conform to any given situation.

Typically, MNICS crews are made available as self-sufficient. Crew members may need to pay for food or lodging for 16 days or more. Crew members flying to an incident on a commercial airline may also need enough money to pay for baggage at the airport.

Minnesota crews represent all of the MNICS agencies. It is important to represent Minnesota as a whole – and all MNICS agencies - in a professional manner. Equally, it is crucial to interact with host units and local communities in a professional, courteous manner. Be attentive, use appropriate dress and language. Do not horse around, show respect and kindness, have a good attitude and use safe practices.



REMEMBER! Alcohol and drugs are NOT allowed on assignment.

Use of drugs or alcohol while on assignment is cause for *immediate* dismissal and possible termination. In some cases, the entire crew's ability to complete their assignment may be jeopardized.

Common questions firefighters have:

Q: What type of assignment will we have?

There is a wide variety of assignments ICS organizations and resources respond to including: hurricane or flood relief, constructing fireline on a large project fire, splitting into initial attack modules for a multitude of lightning strikes, or mopping up a fire for a period of two weeks. Assignments are determined by crew capability and experience. Self-sufficient crews offer more capabilities and lend themselves to gaining better assignments than other crews.

Q: Will I be able to call home?

Base camps may or may not have telephones available for personal calls. If they are available, there are typically long lines waiting to use them. Limit calls to five minutes or less so that everyone gets an opportunity to call. There are no phones available in spike (remote) camps. Personal cell phones may be taken on the fire assignment but are the responsibility of the individual. The government will not reimburse individuals for phone calls. Check with the crew boss on proper use of cell phones during the assignment.

Q: Is it ok to post information and pictures on social media?

Use good judgment with sharing incident photos or information on social media. Firefighters should adhere to the same professional conduct standards on social media sites as they would in any other professional setting. Distributing pictures of inappropriate or unsafe actions or posting incorrect or classified information can be cause for termination. It is your responsibility to follow all instructions regarding social media set by the incident.

Q: If I have special medical issues (i.e. allergic to bee stings, asthma, severe reaction to poison ivy or poison oak) can I still go on an out-of-state detail?

Yes, but bring enough prescription drugs to last at least three weeks. Advise your crew boss of your condition. Example: Those with asthma may use many asthma inhalers while fighting fires.

Q: How may my family contact me if there is an emergency?

Family should contact the hiring office that initially mobilized you to convey emergency messages through the Incident Command Post. Your crew boss or representative will make arrangements for you to have access to a phone.

V. EQUIPMENT

Q: What gear and supplies should I bring?

On your person:

- A Photo ID (**an agency ID is not enough**). All state issued ID's or licenses must be REAL ID compliant beginning *October 2020*. A passport, passport card or federally issued ID will be accepted
- 1 Fireline Qualification Card (Red Card)
- 1 pair of NFPA compliant fireline boots **REQUIRED**: minimum 8" height, lace type exterior leather boots with non-slip, Vibram sole. ****Quality boots are a must****
- Credit card and/or cash. (self-sufficient)



The following items must be acquired before getting to the mobilization point. It is best to get them from your home unit. **DO NOT** leave the state without these. All of these items remain government property. **Total gear weight must be less than 65 pounds.**

Fireline Pack (~20 lbs):

- 1 fireline approved helmet, w/chinstrap, clips and shroud
- 1 pair of gloves, all leather
- 1 New Generation fire shelter, w/case and liner
- 1 personal first aid kit
- 1 pair of goggles
- 1-2 safety glasses (clear/tinted)
- 2 pair of earplugs/hearing protection
- 4-5 one-quart canteens (empty)
- 1 headlamp
- 1 compass, preferably with mirror
- 1 handheld radio (if agency provided)
- Incident Response Pocket Guide (IRPG)



14 day Pack, red pack (~45 lbs):

- 2 pair of nomex pants
- 2 nomex shirts
- 1 sleeping bag
- 1 small tent
- 1 sleeping pad

** The following items must be furnished on your own. This is not a hard and fast list. Be prepared to go a week or more before having to do laundry. Gather items together BEFORE listing yourself as "available" for assignments.*

- 8 pair of socks, heavy duty work style
- 8 sets of underwear, all cotton see below**
- 8 appropriate undershirts, all cotton see below**
- 2 bandanas
- 1 pair of long underwear
- 1 stocking cap/ball cap
- 1 pair of jeans/sweats (for camp)
- 1 shirt and comfortable shorts (for camp)
- 1 light jacket or sweatshirt (for camp)
- 1 pair of shoes and flip-flops (for camp / PT)
- 1 alarm clock
- 1 towel/washcloth/ flip flops
- 1 personal toiletries kit
- 3 week supply of prescription medications/personal needs
- 1 set of rainwear (packable/lightweight)
- 1 multi-tool or knife
- 1 emergency or space blanket
- 1 lighter
- Wrist watch

Clothing materials

Polyester, polypropylene, nylon and silk materials are not to be worn, as they melt and stick to the skin when exposed to flame or heat. Because most synthetic fibers melt when exposed to flame or extreme radiant heat, personnel should wear only undergarments made of 100 percent cotton or wool, or other fire resistant materials.

Fire-resistant clothing should be cleaned or replaced when dirty, especially if soiled with petroleum products. In addition, clothing should be replaced when the fabric is too worn or faded as it reduces protection capability of the garment. Any modification to personal protective equipment that reduces fire protection capability, such as iron-on logos, is an unacceptable practice and will not be allowed on fires.

It is typical for temperatures to range from below or near freezing to over 100 degrees, depending on the time of year or elevation. There may be temperature differences up to 50 degrees from morning to mid-afternoon.

When you are flying, all packed gear will be weighed. Unnecessary items should be left at home. Personal items, such as: iPods/iPads, cameras and cell phones are subject to weight requirements and will not be replaced if lost or damaged. Avoid taking valuable

items. Theft does occur. The **maximum** permitted total packed gear weight is 65 pounds as follows: about 45 pounds may be in the red pack and about 20 pounds in the fireline pack. Airlines are now charging for a second checked bag. You may put this on your expense account for the fire but if at all possible travel with two bags. Overweight bags are subject to an airline fee.

Everything must be secured inside the packs. No gear such as sleeping bags or boots may be tied to the outside of your pack. All gear should be marked or tagged with your name and crew identifier.

Q: Will I be able to purchase personal supplies while on assignment?

Generally not, although there may opportunities to stop at a store for a short period of time.

Q: Can I get cash while at the incident?

No, not in camp. Bring enough money to cover expenses. Cash cards and credit cards may be useful while in travel status.

Q: What happens if I lose government issued supplies or equipment?

You must sign for all government issued supplies and equipment. All issued items must be returned to the original supply location before you can be released to return home. Items not returned will be charged against your pay through payroll deductions.

VI. MOBILIZATION

Reporting Time

When a fire crew is being mobilized, the local dispatch office will contact you. The dispatcher will advise you of the time and location where the crew is meeting. Be timely when reporting for your assignment, the crew may select an alternate if you do not show up on time. If you are an AD (or casual firefighter) make sure all appropriate paperwork is completed before traveling for mobilization.

Reporting Location

The location of the fire assignment will determine the mode of transportation and the reporting location. More than likely this will be the Minnesota Interagency Fire Center in Grand Rapids, but alternate locations may be selected. All resources MUST report to the mobilizations point of the initial briefing and official rostering.

Generally expect to travel to the reporting location in your own vehicle, unless your home unit can offer transport. Car-pooling is encouraged. Some agencies may provide group transportation from outlying areas. The names of individuals from your area who are being called up may be available from the dispatcher. If assigned to a Type 2 IA crew, it's likely the crew will drive to the incident in a team of engines or other agency vehicles.

Crews may travel by air (commercial or charter). Acquiring large transport aircraft for fire

crews is often difficult and can cause mobilization delays. If a delay occurs, the crew will remain at the mobilization point or airport until transportation arrives. The crew may be transported by a NICC jet (a national charter aircraft used specifically for transporting fire crews) or by commercial aircraft, likely split between several flights. MNCC dispatch tries to provide travel group support but please prepare to travel independently.

Last, it is possible to arrive at your mobilization point only to sit and wait. Be patient and flexible, as all aspects of fire assignments are subject to change at a moment's notice. Make sure to follow the directions of the crew boss and MNCC Dispatch.

Driving Guidelines

Anyone operating an agency vehicle is required to comply with their agency's requirements, including having a valid state driver's license. This policy addresses driving by personnel actively engaged in wildland fire suppression or all-risk activities, including driving while assigned to a specific incident (check-in to check-out) or during initial attack fire response (includes time required to control the fire and travel to a rest location).

Agency resources assigned to an incident or engaged in initial attack fire response will adhere to the current agency work/rest policy for determining the length of daily duty.

- No driver will drive more than 10 hours (behind the wheel) within any duty-day.
- Multiple drivers in a single vehicle may drive up to the duty-day limitation (16 hrs.) provided no driver exceeds the individual driving (behind the wheel) time limitation of 10 hours.
- A driver shall drive only if they have had at least eight consecutive hours off duty before beginning a shift.
- All drivers are required to have an Agency approved Defensive Driving Course and AD's will need a Driver's authorization to operate Forest Service vehicles.

Exception to the minimum off-duty hour requirement is allowed when it is essential to accomplish immediate and critical suppression objectives; or address immediate and critical firefighter or public safety issues.

As stated in agency work/rest policy, documentation of mitigation measures used to reduce fatigue is required for drivers who exceed 16-hour work shifts. This is required regardless of whether the driver was still compliant with the 10-hour behind the wheel driving time limitations. To manage fatigue, every effort should be made to conduct off unit (excluding IA response) mobilization and demobilization travel between 0500 hours and 2200 hours.

If you cannot make it to your location at the designated reporting time please be sure to notify MNCC Dispatch at 218.327.4558 (Duty Officer can be reached 24-hrs/day).

Crew Identifier

All crews are assigned an identifier or ID; this usually reflects where the crew is from. Make sure to know the crew identifier. This information is provided on the resource order and available from the crew boss. It's a good idea to tag all personal gear with the crew ID number.

Work Assignment

Most wildfire incidents occur in western states. However, crews can be assigned to incidents anywhere in Minnesota or the United States. Crews can be assigned a variety of tasks including building fire line near areas of intense fire activity or mopping up hot spots in the interior of the fire line.

The crew may also be assigned to an all risk incident, such as a flood or hurricane. Again, crews can be assigned to a variety of tasks, ranging from cleaning up storm damage to working in a warehouse handing out supplies.

Many fire locations are in mountainous terrain, far from large towns/cities. It's possible to be working out of a base camp, spike camp. Most camps are in very remote areas. Expect to not be near a telephone, TV, shower or store for days. Some areas will not have cell phone coverage or access to email. Please share this information with your family or friends.

Work/Rest Guidelines

Incidents attempt to plan for and ensure that all personnel are provided a minimum 2:1 work ratio (for every 2 hours of work/travel provide 1 hour of sleep or rest).

Work shifts that exceed 16 hours or consecutive days that do not meet the 2:1 work/rest ratio should be the exception. No work shift should exceed 24 hours. If this does occur (i.e., initial attack) incident management personnel will resume 2:1 work/rest ratio as soon as possible.

The Incident Commander or Agency Administrator must justify work shifts exceeding 16 hours or those not meeting the 2:1 work/rest ratio. Justification is documented in daily incident records, which includes mitigation measures to reduce fatigue.

The Time Officer's/Unit Leader's approval of the Emergency Firefighter Time Report (OF-288), or other agency pay document, certifies that the required documentation is on file and no further documentation is required for pay purposes.

VII. SAFETY

Firefighting is difficult, dangerous and dirty work. The fire itself creates a lot of the danger of firefighting but another danger is created by fatigue. Lack of concentration on the fireline, in transportation and in camp can lead to injuries. **THINK** at all times! Long work hours in the heat and smoke will exhaust firefighters quickly. Tired firefighters can make mistakes leading to accidents and injuries. Crew members should be concerned not only for their own safety but also for others. Your actions can jeopardize the safety of your crew.

The crew boss will give frequent safety briefings but it is up to each crew member to know **"WATCH OUT"** situations. If you see any of these scenarios tell your crew boss IMMEDIATELY!

1. Fire has not been scouted and sized up.
2. You are working in a location that you have never seen in daylight.
3. Safety zones and escape routes are not identified to you.
4. You are unfamiliar with weather and local factors influencing fire behavior.
5. You are uninformed on strategy, tactics and hazards.
6. Instructions and work assignments are not clear.
7. There is no communication link with crew members/supervisors.
8. You are constructing fireline without a safe anchor point.
9. You are building fireline downhill with fire below.
10. You are attempting a frontal assault on the fire.
11. There is unburned fuel between you and the fire.
12. You cannot see the main fire and you are not in contact with anyone who can.
13. You are on a hillside where rolling material can ignite fuel below.
14. The weather is getting hotter and drier.
15. The wind increases or changes direction.
16. Getting frequent spot fires across the fire line.
17. Terrain and fuels make escape to safety zones difficult.
18. Taking a nap near the fireline.

Each crew member should also be aware of the 10 standard Fire Orders

1. Keep informed on fire weather conditions and forecasts.
2. Know what your fire is doing at all times.
3. Base all actions on current and expected fire behavior.
4. Identify escape routes and safety zones and make them known.
5. Post lookouts when there is possible danger.
6. Be alert. Keep calm. Think clearly. Act decisively.
7. Maintain proper communications with your forces, your supervisor and adjoining forces.
8. Give clear instructions and ensure they are understood.
9. Maintain control of your forces at all times.
10. Fight fire aggressively but remember safety first.

VIII. INJURIES

Minor injuries and illnesses are usually treated at the base camp medical facility. No matter how minor, report all injuries to the crew boss. If rest or time away from the fireline is recommended, then arrangements will be made to keep the person at base camp. More serious injury or illness may require transport to a local clinic or hospital for treatment. The crew boss must complete the required accident forms before outside treatment can be authorized. Don't seek treatment on your own.



The Office of Worker's Compensation (U.S. Department of Labor) will cover the cost of medical treatment for injuries and illnesses resulting from a fire assignment. Be sure all injuries and illnesses are properly documented before leaving fire camp.

Employees should request and take copies of all paperwork home with them. This includes a CA-1, report of Traumatic Injury and Claim for compensation and/or a CA-16, Authorization for Examination and/or Treatment.

IX. FIRE ASSIGNMENT BEHAVIOR & HARASSMENT

Many wildfire assignments involve highly structured fire camps. Follow the rules of the camp. Breaking the rules could result in poor performance reviews, disciplinary action, being sent home at your own expense -or arrest- if it is a criminal action.

MNICS member agencies rely on each crew member to maintain high standards and a good reputation with other agencies. You and your co-workers are MNICS ambassadors and the people of Minnesota. Remember, this may be the only chance for the people you interact with on this assignment to meet a Minnesota firefighter.

The fire organization is sensitive to and cares about the wellbeing of its people. **Harassment of any kind** relating to an individual's race, color, national origin, religion, sex, sexual orientation, age or disability (status regarding public assistance, membership or activity in a local commission and marital status is also covered under the Minnesota Human Rights Act) **is unacceptable and will not be tolerated in the fire organization.**

Harassment constitutes: unwelcome advances, physical contact or other verbal/physical/communication conduct when: 1) submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment; 2) submission to or rejection of that conduct or communication is used as a factor in decisions affecting that individual's employment; 3) that conduct or communication has the purpose or effect of interfering with an individual's employment or behavior. **Anyone engaging in harassing activities will be disciplined, which could include being sent home.**

If you are receiving unwanted attention, take action! Ignoring the problem often encourages more of the same behavior. Tell the person that such behavior or conduct is unwelcome. If you are unable to speak to the person, report the incident to your supervisor (squad boss, crew boss, strike team leader) a Human Resource Officer (if one is assigned to your fire) or the Incident Commander. Another option would be to seek advice and assistance from your home unit.



X. SALARY AND EXPENSES

Salaries for a fire assignment depend on training, experience, the type of position and location of assignment. First time assignments will usually result in AD-C pay rate while those with higher qualifications may be paid more. AD rates are adjusted annually; your hiring office or your crew boss will be able to tell you your rate of pay before you leave.

Casuals are paid on a straight-time basis; there is no hazard or overtime pay. You will be

guaranteed at least eight (8) hours of pay per 24-hour period. There are many different pay rates between federal, state and casual employees. It is recommended not to discuss pay rates with other crewmembers because they may be at a lower AD rate than you, which could cause morale problems.

Q: When does my pay begin?

Payroll usually begins at the time you leave your residence, unless some previous agreement has been made. Travel time is usually paid time.

Q: When will I be paid?

Expect to receive your paycheck 3-6 weeks after returning from assignment. Be sure to keep a copy of the "**EMERGENCY FIREFIGHTER TIME REPORT**"(OF-288). Any problems should be brought to the attention of your hiring office.

Q: Is room and board provided?

Possibly, depending on the crew's self-sufficiency status. Initial costs may be paid by the individual but reimbursed at the appropriate per diem rate when the assignment is completed. Wilderness camping may best describe the living conditions. Laundry facilities may be available on larger incidents but is not standard.

XI. DEMOBILIZATION

Demobilization of crews from a wildfire incident can sometimes take longer than the initial mobilization; please be patient.

Everyone on the crew will be evaluated. Evaluation reflects both exemplary and substandard performance. Evaluations will be kept by the crew boss and turned in as a group to be reviewed the MIFC Dispatch Coordinator and the home/sending unit.

Dispatchers will try to get the crew home using the most cost effective means of transportation. It is possible to not be transported home the same way you were mobilized. Upon arriving at the demobilization point, you are still considered a member of the crew until you have been released.

2200 Rule



When traveling to different mobilization centers, you may hear about the "2200 Rule." This requires personnel to return home no later than 2200 (10:00 p.m.) during demobilization. Occasionally, availability of large transport aircraft dictates the demobilization timeframe. If crews arrive late, be prepared to stay overnight at the demobilization point. Do not call home for transport arrangements unless cleared by your crew boss. The 2200 rule protects the personal safety of returning crews.

XII. SUMMARY

The firefighter and the whole crew are some of the most important elements in fire

suppression. Although communication technology, protective gear, procedures have improved over the years, wildland fire suppression success still relies heavily on the hard labor and intensive work of the firefighter. Your job can be very rewarding if you meet the requirements outlined in this booklet. Principle requirements are training, physical fitness, time and attitude. If you meet these requirements, you will be a great firefighter. **GOOD LUCK!!!!**

INCIDENT BEHAVIOR

Common Responsibilities - Volunteers and Single Resource Casual Hires

Inappropriate Behavior:

It is extremely important that inappropriate behavior be recognized and dealt with promptly.

Inappropriate behavior is all forms of harassment including sexual and racial harassment.

Harassment in any form will not be tolerated. When you observe or hear of inappropriate behavior you should:

- Inform and educate subordinates of their rights and responsibilities.
- Tell the harasser to stop the offensive conduct.
- Provide support to the victim.
- Report the incident to your supervisor and the individual's supervisor, if the behavior continues. Disciplinary action may be necessary.
- Develop appropriate corrective measures.
- Document inappropriate behavior and report it to the appropriate incident manager or agency official.
- While working in and around private property, recognize and respect all private property.

Drugs and Alcohol:

- Non-prescription unlawful drugs and alcohol are not permitted at the incident.
- Use of medical marijuana on incidents is prohibited.
- Possession or use of these substances will result in disciplinary action.
- During off-incident rest periods, personnel are responsible for proper conduct and to maintain fitness for duty. Drug or alcohol abuse resulting in unfitness for duty will result in disciplinary action.
- Be a positive role model. Do not be involved with drug or alcohol abuse.
- Report any observed drug or alcohol abuse to your supervisor.

I have read and understand the incident behavior responsibilities above.

Signature

Date

Adapted from the National Wildlife Coordinating Group (NWCG)
PMS 935-1 guide (English - rev. August 2012)

Alternative format of this document is available upon request.

Revised 02/05/2020