

Marin County Fire Department



ICS Position Qualifications

The need for ICS positions in the Marin County Fire Department can be broken down into the following three categories: Identification of ICS Positions; Selection of Personnel; Assignment of Personnel

1. Identification of ICS Positions -What ICS positions are needed in the Marin County Fire Department and how many of each position? The identification of ICS positions and their related numbers should be based on the following:
 - The need for ICS positions dictated by in-county response to fires and emergencies
 - The opportunity for personnel to gain valuable experience
 - The ability to support the position (i.e. 4-wheel drive pickup; medical supplies; recurring training/experience)

2. Selection of Personnel – Once we have a list of ICS positions and a corresponding number for each position, a policy should be followed to fill and train these positions. Consider the following:
 - Positions that require minimal training/experience and do not require support in the form of vehicles or specialized equipment may be filled by a rank class. This type of position might include EMT, or a variety of Base Camp positions.
 - Positions that require advanced training/experience or require additional support equipment such as a pick-up, should be limited by establishing a given number for each position. Once that number has been determined, selection of personnel to be assigned should be made through a nomination process (see nomination process below). Personnel assigned will be required to meet the minimum pre-requisites established for the position. These minimums should come from our in-house policy, Cal-Fire policy or NWCG 310.1.
 - Section Chief positions should be filled with the rank of Captain or above. * personnel currently assigned to a section chief position may remain in that position at the rank of Engineer.
 - Unit Leader positions should be filled with the rank of Engineer or above.

3. Assignment of Personnel – Now that we have identified our ICS positions and the personnel who will fill these positions, a fair and equitable system should be used when making assignments. Consider the following:
 - ICS positions that are not individual specific (you were assigned the position) such as Field EMT, assignments will be filled by on-duty personnel (in the same manner as Strike Team assignments).

Nomination for ICS Position – A minimum level of rank/experience/education should be established for each ICS position that has been designated as “Assigned.” These requirements will become the minimum pre-requisites in the nomination process. Individuals interested in an “Assigned” ICS position shall apply for the position or ICS track. The ICS application will be reviewed by the Deputy Chief, Operations Battalion Chiefs and Training Officer.

Food for thought...

Most ICS positions that require training expire if you have not served in the position in the last 5 years. Some positions such as air operations and dispatch positions lapse in 3 years. It will be important for us to be able to maintain what we select...

Many positions require a fitness standard. This standard is in four categories: 1) Arduous; 2) Moderate; 3) Light; and 4) None. Personnel should be able to comply with the fitness standard of the position.