



OFFICE OF THE STATE FIRE MARSHAL

California Incident Command

C e r t i f i c a t i o n S y s t e m



To: California Fire Service
From: California Incident Command Certification System Task Force
Subject: Implementation of the 2025 CICCIS Qualifications Guide

The 2025 California Incident Command Certification Guide was approved on May 9th, 2025. Anyone opening a Position Task Book (PTB) after June 30, 2025 will follow the requirements of the 2025 Guide. Anyone who has an open PTB will continue with the Qualifications Guide that was approved when they opened their PTB.

The 2025 update to the CICCIS Qualifications Guide is required in response to the decision by the National Wildfire Coordinating Group (NWCG) to have two, rather than three, Types of Incident Management Teams—either Incident Management Teams Type III (IMT3) or Complex Incident Management Teams (CIMT) and revisions to the Technical Search and Rescue Incident Operational System Description FIREScope ISD 162 published after the CICCIS 2022 Qualifications Guide was approved. In addition, there have been revisions and corrections listed in this report to clarify or correct problems in the previous version.

The CICCIS Task Force has revised the CICCIS Qualifications Guide to address the implementation of Complex Incident Management (CIM) by both NWCG, and more recently, by CAL FIRE. The 2025 Guide will no longer have pathways through Type 2 Command and General Staff (C&G) positions to Type 1 C&G positions. The Type 1 C&G positions will be dual qualified with CIM. This change mirrors CAL FIRE's decision to remove Type 2 C&G positions and adopt CIM. The Complex Incident Management qualification has been added to the seven Type 1 C&G positions to facilitate ordering of CICCIS participating individuals through the resource ordering system. In addition, there are changes to the Type 3 positions and the Peer Review Committee assigned to evaluate the positions which will go into effect on July 1, 2025.

The FIREScope ICS 162 Technical Search and Rescue Incident Operational System revisions incorporate the latest positions, training and other requirements for Incident Support Teams, FEMA US&R Teams, Regional US&R Teams, and Swiftwater/Flood Teams. The 2025 version of the Qualifications Guide reflects the approved FIREScope positions.

For questions or information on these changes to the CICCIS Qualification Guide contact:

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Significant changes to the 2025 CICCIS Qualifications Guide:

Change to Administrative Section of the Qualifications Guide:

Pages 12 and 13:

Certificates:

To address the problem of having many NWCG certificates being issued without meeting the requirements of NWCG for issuance of certificates and better equip the Peer Review Committees the following statements have been added to the requirements for Certification in CICCIS:

Peer Review Committees must have the Instructor Affiliation/Accreditation (CA State Fire Training/CSTI/FEMA/NWCG) on the certificate.

Authorized issuance of a NWCG certificate of course completion is allowed only under the following conditions:

The agency sponsoring the course is a NWCG member agency
or

Courses sponsored by a Department/Agency must meet the minimum requirements set by the organization that developed the course (e.g., for a NWCG course, the minimum requirements are listed in the NWCG Standards for Course Delivery).

The Course Lead Instructor is an authorized representative of NWCG

NWCG course completion certificates, issued under any other condition, are not accepted by Peer Review Committees.

If required / desired training is not available through the recommended certification organizations listed, a Department/Agency may provide a NWCG course under the following conditions:

1. The course completion certificate must be provided on the Department/Agency course completion certificate.

2. The course completion certificate must include or be accompanied by documentation listing the required course information described earlier in this section.

It is suggested that the accompanying documentation address the course delivery criteria detailed in the NWCG Standards For Course Delivery, PMS 901-1 <https://www.nwcg.gov/publications/pms901-1/nwcg-standards-for-course-delivery-pms-901-1>

Page 17:

Because Type 2 Command and General Staff positions will no longer be ordered by CAL FIRE or NWCG and the positions are removed from the Guide the following PTB Requirements has been added:

Command and General (C and G) Staff Positions, with the exception of, Liaison Officer, S-420 or C-420 are required prior to opening their respective Position Task Books. S-520, C-520 or CIMC is required prior to qualification. Completion of these courses is not a requirement for opening the Liaison Officer Position Task Book.

Page 18:

PTB Completion:

The pathway to Type 1 Command and General Staff positions no longer exists through Type 2 positions the CICC Task Force added additional assignments to compensate for individuals from Type 3 C&G positions whose assignments are of less complexity than those of a Type 2 or Type 1 C&G assignment. To address the issue of obtaining adequate experience from Type 3 to Type 1, 4 quality assignments are necessary to achieve Type 1 qualification the following paragraph was added:

A minimum of two (2) quality assignments is required for an applicant to be considered for certification except for Type 1 assignments which will require four (4). Quality assignments include those that exercise the full range of responsibilities of the assigned trainee positions. A quality assignment is guided by the idea that approximately 65% of all the required tasks for the given position has been completed.

Page 20:

Qualification:

Changed the *Note* on Page 20 to reflect the changes to Type 1/CIM qualification.

Note: NWCG Types their IMT's as Complex Incident Management Teams (CIM) and CAL FIRE "Types" their IMTs as Type 1/CIM; CalFire and NWCG do not have Type 2 Teams. Local government personnel, assigned to NWCG and CAL FIRE teams in C and G Staff positions who must complete the Type 1 PTB and Regional Peer Review process. Upon qualification as a Type 1 CIM qualification will be granted. Both Type 1 and CIM experience can be achieved while assigned to the CAL FIRE IMTs and NWCG CIMT's.

Page 34-35:

Cal OES Regional Area Review:

Type 3 Command and Staff positions have been removed from Operational Area approval to Regional approval because of the increased emphasis to the use of Type 3 personnel to staff higher complexity incidents in place of Type 2 qualified personnel.

Pages 36-37:

Cal OES Regional Area Review:

Type 2 Command and General Staff Positions have been removed from Regional Review.
Type 3 Command and General Staff positions have been added to Regional Review.

Page 39-40:

Application Submittal Process:

The following information has been added to reflect the adoption of the State Fire Training User Portal for Operational and Regional CICCIS Certificates:

Certificates

Departments/Agencies are responsible for issuing certificates for the positions for which they are responsible, as outlined earlier in this guide. Departments/Agencies will be required to issue certificates for these positions so they can be included in CICCIS applications for higher-level positions.

Submission Process

Overview

In cooperation with the California Office of Emergency Services (Cal OES), State Fire Training (SFT) will begin digitally issuing California Incident Command Certification System (CICCIS) certifications. This partnership will streamline the process of CICCIS certification issuance and provide a permanent record of these certifications for stakeholders to access via the SFT User Portal (Acadis).

Submission Process

The applicant will still submit their application package to the Operational Area and Regional Peer Review Committees for review and approval. The Operational Area and Regional Peer Review Committees will no longer directly issue the certifications. However, the Operational Area and Regional Peer Review Committees can issue an approval letter that can be used to add the candidate into the Ordering System. When the candidate is approved, they will be added to a digital roster of CICCIS certifications to be issued that will then be submitted to SFT by Cal OES quarterly. Once SFT staff reviews the submission, certifications will be issued to the applicant digitally via the SFT User Portal. Applicants must have a valid SFT ID to be digitally issued their certification. If the individual does not have an SFT ID, then they must follow the process to obtain one before they are able to be included on the CICCIS Certification Roster

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Complexity:

Type 1/CIM Incident Management Teams have been used on different complexity incidents from Type 3 to Type 1 incidents and fire line rehabilitation causing confusion to application review by the appropriate Peer Review Committee requiring the following paragraph.

To assist the Peer Review Committees in determining the complexity of an incident documentation for Type 1/CIM and Type 3, Command and General Staff, training assignments shall include a copy of the Recommended Organization (Complexity Analysis) portion of the Wildland Fire Decision Support System (WFDSS) document to verify incident complexity.

Changes to CICCIS Positions:

Added Complex Incident Management qualification to the following positions:

- Incident Commander Type 1 (ICT1)/Incident Commander Complex (ICCI)
- Safety Officer Type 1 (SOF1)/Incident Commander Complex (SOFC)
- Public Information Officer Type 1 (ICT1)/Public Information Officer Complex (PIOC)
- Operations Section Chief Type 1 (OSC1)/ Operations Section Chief Complex (OSCC)
- Planning Section Chief Type 1 (PSC1)/ Planning Section Chief Complex (PSCC)
- Logistics Section Chief Type 1 (LSC1)/ Logistics Section Chief Complex (LSCC)
- Finance Section Chief Type 1 (FSC1)/ Finance Section Chief Complex (FSCC)

This note has been added to each position to indicate that they must complete S-420 and S-520 or equivalents. This is in line with CAL FIRE requirements,

- **Note: Completion of 420 Command and General Staff Prior to opening PTB is required*
- **Note: ICT1 and ICCI are not reciprocal- ICT1 must be completed first.*

Type 3 experience has replaced Type 2 for each of these positions.

These Type 2 Command and General Staff positions have been removed.

- Incident Commander Type 2 (ICT2)
- Safety Officer Type 2 (SOF2)
- Public Information Officer Type 2 (ICT2)
- Operations Section Chief Type 2 (OSC2)
- Planning Section Chief Type 2 (PSC2)
- Logistics Section Chief Type 2 (LSC2)
- Finance Section Chief Type 2 (FSC2)

Safety Officer Line (SOFR) was changed to Safety Officer Field (SOFF) the requirements for the position remain the same as Safety Officer Line.

Public Information Officer Field (PIOF) was changed by NWCG to Public Information Officer Technician (PIOT). The requirements are the same.

Safety Officer Line (SOFR) has been replaced by NWCG with Safety Officer Field (SOFF). However, in alignment with CAL FIRE the CICCIS Safety Officer Field will retain the same requirements as Safety Officer Line to maintain the safety and performance of individuals in the position.

Task Force Leader Water Handling has been removed as it has only led to confusion within the system. The position originally entered CICCIS to solve an ordering problem and over the years it does not seem to be effective in doing so.

Changed Required training and experience for Situation Unit Leader to reflect the increased availability of technology to perform the Situation Unit Leader duties and increase the pool of candidates for the position who may not have the operational background but possess the technological skill to perform in this position.

The following positions have been removed by NWCG and their duties included in the Compensation Unit Leader Position Task Book:

Claims Specialist (CLMS)

Compensation for Injury Specialist (INJR)

Urban Search and Rescue (US&R)

The US&R positions mirror their source documents from either the Federal Emergency Management Agency (FEMA), **Fire RESources of California Organized for Potential Emergencies** or the California Governors Office of Emergency Services (CalOES). The most significant change to the US&R requirements is the General Training Requirements are the same for FEMA Incident Support Teams (IST's), FEMA US&R Task Forces and Regional US&R Teams.

Other:

- Formatting has been modified for easier reading and locating information.
- Hyperlinks have been updated.
- Grammar, punctuation, and other minor mistakes have been corrected.

Appendix Changes:

Appendix A: Equivalency Matrix:

Numerous S Courses have been added to Appendix A to reflect the CAL FIRE C-Courses that are equivalent.

Command 2E will be removed because after a lengthy equivalency review the course did not match or meet the intent within seventy five percent of objectives and content of the NWCG course to be considered "equivalent" and acceptable for qualifications consideration under CICCIS. The CICCIS TF has discussed working with State Fire Training to add additional content to bring the course into equivalency with S-215,S-230 and S-231.

Fire Officer 2 has been added as an equivalent to S-200.

Fire Officer 3 has been added as an equivalent to S-300.

USFA G-231 will be removed because after a lengthy equivalency review the course did not match or meet the intent within seventy five percent of objectives and content of the NWCG course to be considered "equivalent" and acceptable for qualifications consideration under CICCIS.

S-219 Firing Operations was mistakenly left in the 2022 Equivalency Matrix as equivalent to CA-219 the State Fire Training Firefighting-Firing Operations and CALFIRE's C-234 Firing Operations. S-219 has no live firing component and cannot be considered an equivalent to either course.

The Advanced All-Hazard Incident Management Course (AAIM) has been removed at the request of CAL FIRE. Cal FIRE is developing a C-520 Course that will be equivalent to S-520 and the Complex Incident Management Course (CIMC).

Appendix G: Resource Websites:

All Hyperlinks in the Appendix have been updated.

Appendix H: Requirements for the live fire portion of CA-219:

Requirements for completion of the live fire portion of CA-219 are in this Appendix until a Task Book has been completed.

Links to the 2025 CICCIS Qualifications and Appendices:

These files are now in the Fire and Rescue site at OES Fire and Rescue under Documents and Publications Fire Operations.

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-A-CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-C-CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-B-CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-D-CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-E-CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-F-CICCIS-Guide-2025-Updated-05-12-25.docx>

<https://www.caloes.ca.gov/wp-content/uploads/Fire-Rescue/Appendix-G-CICCIS-Guide-2025-Updated-05-12-25.docx>