

# CENTRAL UTAH FIRE INTERAGENCY

## *FISHLAKE REGULARS INTERAGENCY HANDCREW STANDARD OPERATING PLAN 2025*

These guidelines pertain to the forming and dispatching of the "Fishlake Regulars" Interagency Type II Crews for assignments. The forming of a Type II crew for local and off district assignments will be organized based on the rotation schedule and guidelines below, using qualified personnel from Fishlake National Forest, Sanpete Ranger District, Richfield Field Office BLM, Fillmore/Little Sahara BLM and Central Utah State. It is the goal of the Central Utah Interagency Organization to form a fully qualified Type II Initial Attack Crew each time the Fishlake Regulars are dispatched to an incident, with realization that this may not always be possible due to a lack of qualified personnel and vehicles.

## **I. CREW MOBILIZATION PROCESS**

The decision that a crew will be available for assignment will be made by the FMO Group. The goal is to have a crew available starting the last week in May through the last week in August. The crew may be statused as available locally or nationally. Once the decision has been made the, DAFMOs, State, FOS and Dispatch will conduct a conference call and establish leadership roles and structure of crew personnel. A final manifest will be turned into RIFC as soon as complete. Availability of crew will not be passed on to Great Basin Coordination Center until numbers are confirmed.

- A member of the FMO group will address the crew and outline expectations before assignment departure. Generally, this will be the FMO of the same agency as the Crewboss. All crewmembers must be able to return to duty station by 2200 (off the clock) with rehab and paperwork completed or RON as appropriate.
- 2/1 work ratio **will be met** before being released to home unit stations.
- Neighboring units (e.g. Manti-LaSal NF, Color Country, West Desert) can be called if Central Utah is unable to obtain minimum Interagency Mob Guide standards.

## **USE OF Collateral Duty PERSONNEL**

The OPS group members will coordinate with their qualifications manager to obtain a report that includes all employees qualified as FFT2, FFT1, ICT5, CRWB, Fallers, and trainees for these positions.

## **AD'S**

NEED TO CARRY COMPLETED CASUAL HIRE FORMS TO THE ASSIGNMENT TO ENSURE PAYMENT.

## **FITNESS**

All personnel that want to participate on the handcrew should **ensure that they are fit for the job** and understand the requirements.

## **II. HAND CREW STRUCTURE**

The structure of the crew will be determined after a conference call consisting of Agency Representatives. Crews will meet Redbook Standards according to Chapter 13 Firefighter Training & Qualifications: Crew Standards for National Mobilization.

For Type 2 IA Crews leadership will consist of 1 CRWB plus 3 FFT1/ICT5s. There also needs to be 3 sawyers, preferably at the FAL2 level and different individuals than those in the leadership positions. 60% of crew members must have one or more seasons.

For Type 2 Crews leadership will consist of 1 CRWB plus 3 FFT1s, with 20% having one or more seasons.

There will be no fewer than 18 or more than 20 members per crew.

The **CRWB** will be provided by the designated zone and be on call for a 2-week period starting the day the crew is made available for mobilization. If the crew does not get mobilized, that crew will be disbanded and a new crew will be rostered with the CRWB rotating to the next zone.

Starting the last week in May and going through August, the Crew Boss will be provided by the following rotation unless otherwise negotiated:

- East
- West
- North

A **CRWB trainee** will be mobilized whenever possible. The CRWB (T) list that is prioritized by the OPS Group will be utilized. The trainee must receive a training assignment before their position of rotation on the hand crew will change. If the trainee is unavailable when they are the priority on call, they should communicate that to their Representative on the OPS Group.

Crew boss trainees, upon becoming qualified, should be willing to support the crew as a qualified CRWB for at least the following season.

Priority	Name	Home Unit/Duty Station
1	Kendall White	Fishlake NF, Beaver RD
2	Gage Bell	Fishlake NF, Richfield RD
3	Hunter Fails	Fishlake NF, Beaver RD
4	Hayes Monroe	Manti-LaSal NF, Sanpete RD
5	Race Nielson	Color Country BLM, Richfield FO
Trainees at 0% in TB: Heston Burr, Emily Burgen, Jerusha Burningham, Thomas Finlinson		

**Crew Members:** Each crew will be comprised of members from all 3 zones as follows with each zone providing 6 members unless otherwise negotiated:

East (D2, D4, RFO, Sevier County)

West (D1, D3, FFO/LS, Millard County)

North (Sanpete RD, Sanpete County, Juab County)

Each Zone will supply a minimum of 1 FFT1/ICT5 and FAL2 whenever possible. Preference will be given to keep entire modules intact (with their assigned vehicle) when supplied in that manner for crew availability. This may alter the number of individuals selected for the crew from a particular zone but will be approved among all entities during the crew roster coordination call.

During participation on the hand crew all crew members will wear matching red hardhats. Hardhats will be issued from the RIFC cache and returned after completion of assignment.

All personnel will carry current red cards while on fire assignments.

### **III. CREW EVALUATIONS**

The Crew Boss (CRWB) is responsible for all performance evaluations. This task may be delegated to the overhead structure of the crew. All FFT1, ICT5, ADs, and all trainee positions will have a performance evaluation form completed before the crew disbands. The CRWB will also obtain a crew evaluation for each assignment. This will be turned into the FMO of the agency of the CRWB.

### **IV. CREW COHESION**

Crew Cohesion will be facilitated by the CRWB either while on an assignment or if possible before an assignment. The following items are recommended for crew success:

- Establish leaders' intent
- Cover crew expectations
- Organize crew into squads
- Rules to follow (travel, time, etc...)
- Work Rest Guidelines
- Driving Policy and helpful hints to remember - SEATBELTS!!!!
- Cell phone use and/or texting while driving will not be allowed
- Radio procedures
- **Vehicle reports for fuel & maintenance**
- Vehicle Inspections (SOP Form) – Vehicle will have a pre use and post use inspection using form. Appendix B.
- Review Crew Cohesion Principles

### **V. HAND CREW TRANSPORTATION**

#### ***Government vehicles***

It is the desire and goal of the Fishlake Regs to be mobilized using agency vehicles as the primary mode of transportation. Agencies providing personnel will provide an appropriate vehicle for their personnel; this should be discussed on the crew conference call. The CRWB and CRWB (T) will be responsible for lining up a command vehicle.

The CRWB and CRWB (T) are responsible for each vehicle that goes with the hand crew. The CRWB and CRWB (T) will do inspections using the form in Appendix B of this SOP, on each vehicle before and after each hand crew detail. The CRWB and CRWB (T) are responsible for each vehicle's logbook and to make sure that they are filled out correctly with the correct management codes and fire numbers. Vehicles will also be cleaned prior to being returned.

Make sure that all drivers are licensed to drive the vehicle. All drivers will operate CDL and non-CDL vehicles per agency policy. All Forest Service (FS) employees must have OF-346 card (Operator Card). Only state employees can drive state vehicles.

Reference Redbook Chapter 7 regarding government driving regulations.

Rental vehicles may be used. This will be coordinated with RIFC and approval obtained prior to renting vehicles.

## **VI. HAND CREW CONDUCT**

### ***Sexual Harassment***

Each crewmember has the responsibility to make sure that sexual harassment does not occur on the crew and to report to the CRWB if this type of behavior and/or action does occur.

**Sexual Harassment will not be tolerated!** The CRWB and CRWB (T) have the responsibility to establish and maintain the crew's conduct at all times.

### ***Illegal (non-prescription) Drugs and Alcohol***

Illegal drugs and alcohol are not permitted at any time during an incident portal to portal. Possession or use of these substances will result in disciplinary action. No Alcohol is allowed in a government vehicle at any time for consumption or transportation.

### ***Use of IT and Personnel Entertainment Equipment***

There will be no use of Personal Entertainment Equipment or Personal Cell phones while on shift. These items may be used in travel status if approved by the CRWB and CRWB (T) and they don't compromise safety, distract others, and make one (or anyone) unable to fulfill job duties and requirements.

## **VII. TIMEKEEPING AND PAYING**

State Employees will be responsible to provide the Crew Boss with a CTR for their daily time. Original documentation must return home with state employees. State employees also need a copy of their resource order for each fire that they are assigned to.

AD Employees rate of pay will be determined by their casual hire form.

Forest Service AD employees will turn time documents in at the incident.

BLM AD employees will bring time documents back to the home unit and will be processed with their AD hiring office.

For Type 2IA crews the Crew Boss and or trainee will have purchasing authority to support all crew member travel costs within each agency's policies. See appendix C.

## **PER DIEM RATES**

Crew Boss must be familiar with Per Diem guidelines for each agency. Certain agencies have different guidelines regarding the breaking of area location rates. **If local per diem rates are exceeded, individuals may be held responsible for the dollar amount above the local rate.**

## **VIII. SUMMARY OF CRWB RESPONSIBILITIES**

- Coordinates with RIFC on crew mobilization times as described on the resource order.
- Reviews and completes crew manifest and submits the roster to dispatch.
- Organizes and configures crew – Saw teams, FFT1, EMTs, trainees.
- Obtains dispatch support for logistical needs.
- Maintains a working multi-channel handheld radio and complete Crew Boss kit.
- Ensure that vehicle inspections are completed before and after an assignment.
- Ensure Vehicle usage reports are filled out accurately.
- Follows rules and guidelines for crew operation and organization.
- Review Crew Cohesion Principles with your assigned crew.
- Ensures crew conduct is professional and follows multi-agency guidelines.
- Communicate the chain-of-command to your crew.
- Ensure crew follows travel guidelines (Refer to mobilization guides).
- Ensures crew readiness (PPE, gear, vehicles, lunch, water, tools, equipment, Red Cards, etc).
- Ensures LCES, welfare, and safety of crewmembers at all times, including work/rest guidelines.
- Provides or disseminates communication structure (during travel and on the field/fire line to all personnel).
- Briefs and debriefs crew for each task assignment or shift; updates information as warranted.
- Vehicle accidents: the CRWB will ensure proper forms are filled out, completed and returned to home unit. Home unit Duty Officer must be notified ASAP.
- Personal Injury: CRWB will assure proper forms are filled out, completed and returned to home unit.
- In the event of an injury the CRWB will notify RIFC of the injury.
- Completes assignments (monitor crew's fatigue and capabilities/limitations).
- Ensures completion of unit logs, CTRs, evaluations, accident/injury reports, property damage/loss, task books.
- Obtain necessary S#s for any crew replacement equipment/gear and used items from the hand crew cache at RIFC.
- Reviews Crew Time Reports prior to check-out for accuracy and completeness.
- Call Dispatch with your demobilization information as soon as it is available.
- Complete Performance Evaluations.
- Follow standard DEMOB process and notify RIFC when released back to home unit.
- Deliver Crew Evaluation to the FMO of the agency of the CRWB at the completion of your assignment.
- Ensures crew helmets are cleaned and ready for use by the next person.

## **IX. SUMMARY OF DAFMO/FOS RESPONSIBILITIES**

- Make sure that crew make-up meets the Red Book Standards for type of crew being mobilized. (i.e. Type 2 IA, Type 2)
- Coordinate with Ops Chair on individuals available for hand crew assignment.
- Ensure proper Work/Rest guidelines have been met prior to committing individuals.

## **X. SUMMARY OF DISPATCH RESPONSIBILITIES**

- Completes crew manifest in IROC and makes sure the crew is statused as available.
- Contacts CRWB and Duty Officers (DO) when resource orders are received.
- Coordinates crew mobilization with home and ordering units as needed.
- Provides CRWB with resource order and other fire information available.
- Coordinates crew logistical needs as necessary.
- Arrange any alternate types of transportation when agency vehicles are unavailable for mobilization. Approval must be given by the FMO Group/ Duty Officers and agreed upon by the Crew Boss before arrangements are made.
- Coordinates re-assignment of crew between units and agencies within the Central Utah Interagency Fire Management area.
- Notify the Great Basin Coordination Center that we will have a crew available.
- Injuries reported by a CRWB will be communicated to the employees FMO/AFMO.

## **XI. INITIAL CREW BRIEFING**

- Ensure your crew is a highly professional interagency crew. Appearance and behavior is a critical part of this. Be On Time!!
- Come with a positive attitude, ready to work hard, and expect to be available to a full 14 days tour (excluding travel).
- Must have a current red card.
- Review Firefighter Guidelines.
- Determine crew organization (maximize training opportunities).
- Balance inexperience within squads.
- Utilize PPE as required.
- Crew will travel, sleep, and eat together – You may be asked to double bunk based on room availability.
- EEO violations and illegal drug use will not be tolerated.
- No one leaves camp without approval from the CRWB no one will leave a “closed” camp without the authorization of the IC.
- Ensure that your crew meets National Standard requirements for crew Type being assembled.
- Crew will adhere to the Fire Business Management Handbook work/rest and travel guidelines.
- Remember “Leave No Trace” ethics wherever you go.
- On commercial, fixed wing, or helicopter flights ensure crew is aware of all regulations pertaining to flight.
- If crew members use prescription medications, ensure they have enough for the entire assignment.
- Cover State employee’s responsibilities.

## Appendix A

### **FISHLAKE REGS - Firefighter Guidelines**

This is a brief list of expectations for EVERY FIREFIGHTER with the Central Utah Interagency Fire Management area. It is not meant to be all-inclusive, but a working list. As always, when a crew is formed, the final say in what the crew does and how it is done is determined by the CRWB. If you have questions about any of this, please talk with your local FMO. Failure to follow these guidelines may result in a negative report, which could affect your future participation. Fishlake Regular Crews have earned good marks for being hard-working and reliable. Help better our reputation. KEEP UP THE GOOD WORK AND THEY WILL ASK US TO HELP AGAIN!

1. Maintain physical fitness, to perform well for your own safety and that of the crew.
2. A call-out can come at any time. Be prepared. Have your personal gear ready and organized, at home and on a fire. Total weight cannot exceed 65 pounds, without water.
3. Be mentally ready for a 14-day duration assignment, excluding travel. Plan ahead. Keep your personal affairs (bills/pets) in order.
4. Plan to be fire-ready when you report for an assignment - wearing fire boots, Nomex, and have other PPE, and line gear ready. Be on time. Don't make the crew wait for you.
5. Pay status begins when you arrive at a place of work and begin the mobilization process, not from when you received the call.
6. Inform your CRWB of pre-existing health problems such as allergies when the crew is being organized. Bring needed medications with you along with your doctors contact information. Be prepared! Bee sting allergies won't prevent you from doing your job, but if you don't tell your supervisors of your condition, they can't do their job.
7. Promote a **POSITIVE SAFETY ATTITUDE**. Follow the Standard Fire Orders, Watch Outs, and LCES. Be especially aware of environmental factors that effects fire behavior (ie. wind, relative humidity, slope/terrain). Monitor the effects of smoke and fatigue on yourself and fellow crewmembers. Openly communicate in a professional manner through the chain-of-command.
8. Utilize the chain-of-command to communicate unsafe working conditions, of fatigue, of any physical/health ailments that develop, and of accident or injury, no matter how minor.
9. If injury/illness occurs on an incident, make sure you obtain copies of any reporting forms used for your treatment on the assignment.
10. Whether on or off-duty, let your Squad Boss or CRWB know where you are going and how they can locate you. If you need additional supplies, request these through your Squad Boss. Remember your actions will reflect on what others think about FISHLAKE REGULAR CREWS, not just you. Help each other out.
11. HYDRATE yourself with WATER, not soft drinks or energy drinks.



(Reference FSM 7130)

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## **Appendix C**

### **Purchasing Authority**

If a crew member has a FS credit card with purchase authority, or a BLM Fire Emergency card, they may purchase lodging for any person on the crew **EXCEPT for any federal employee that has been issued a travel card.**

The BLM 1512 Charge Card Manual is clear that if a BLM employee has a travel charge card issued, they are to be putting their lodging on that card. Temporary seasonal employees or others without charge cards are able to have their lodging purchased by anybody with the proper authority.

There are circumstances when an incident may purchase rooms for the crew, or due to the sharing of rooms only one travel card is charged for 2 people, but this should be the exception, not standard operating procedure.

## **Appendix D**

### **Fishlake Regulars Hand Crew Cache Item List**

**The following items will be available if needed at the RIFC Cache:**

- 2 box of fusees
- 8 drip torches
- 10 gallons of drip torch mix
- 15 boxes of MREs
- 3 coolers of iced water and Gatorade (or something similar)
- 20 cubetainers
- 2 10-person first aid kits
- Belt weather kits
- 6 Extra Tools (3 scrape, 3 cutting)
- 2 cases of batteries
- Trash bags

CREW BOSS IS RESPONSIBLE FOR GETTING THESE ITEMS REPLACED FROM THE INCIDENT.  
REPLACEMENT CAN BE ACCOMPLISHED THROUGH ACTUAL REPLACEMENT OR S NUMBER.