

PACIFIC NORTHWEST INTERAGENCY HOTSHOT CREWS CODE OF CONDUCT

Revised March 2012 (updated March 2016)

PURPOSE:

This document is written to provide guidelines of professional conduct for Pacific Northwest Interagency Hotshot Crews (PNWIHC) while on assignment, in and out of the Northwest. It will also provide Incident Management Teams with additional information in regards to expectations, performance and crew management, to refer to when working with Pacific Northwest Interagency Hotshot Crews

*PNWIHCs will not compromise on issues of safety.

*The safety and welfare of our crews is our top priority.

* PNWIHCs will provide professional firefighting crews that meet National Standards for Interagency Hotshot Crews. We will hold ourselves to the highest standards in safety, professionalism, leadership and work ethic.

* PNWIHCs will continue to invest in a learning culture, to better manage risk in incident situations. We will work with incident managers to provide feedback in a professional and non-confrontational manner.

* PNWIHCs will exhibit appropriate behavior and conduct on all incidents, at all times. We will act promptly to deal with inappropriate behavior including, but not limited to: hazing, verbal or physical abuse, or harassment of any kind.

* PNWIHCs will follow all National and Regional direction and policy including, but not limited to; Incident Business Management Handbook, Work/Rest Guidelines, National Mobilization Guide, Standards for Interagency Hotshot Crew Operations (SIHCO) and other governing documents (eg. The Red Book and The Blue Book).

* PNWIHCs will conduct a minimum of 80 hours of annual training prior to initial dispatch. 40 hours of required operational training will be completed in accordance with (i.a.w.) the SIHCO, and an additional 40 hours i.a.w. PNWIHC Training Addendum to the SIHCO. Additional supplements to strengthen the SIHCO will be developed as needed to ensure that the highest level of professionalism is met.

* PNWIHCs will be accountable to home unit supervisors, incident management teams, PNWIHC advisory group, and ourselves regarding the safety, productivity, conduct and professionalism of our crews. We will solicit and encourage feedback on our performance and conduct, both positive and negative, from supervisors, IMTs and other accountable parties.

*Feedback from IMTs on the IHC performance, or adherence to the PNWIHC Code of Conduct is most useful when presented directly to the crew(s) at an incident. Feedback from IMT closeouts, or after crews have departed an incident, can be forwarded to the crews or their host units with the contact information provided (see reverse). In circumstances where the above processes have been ineffective, either the PNWIHC Chair, or the SORO shared resources representative can be contacted to facilitate the distribution of feedback to crews. The contact information for these two individuals can be found on the reverse. It is the goal of the PNWIHCs that feedback, especially as it pertains to the safety of crews, be disseminated in the timeliest manner possible. General concerns may best be addressed by contacting the PNWIHC Chair to schedule a time at the spring or fall IHC Meeting to discuss the expectation in the PNWIHC Code of Conduct with the superintendents.

In order to facilitate responses from our customers, or feedback as described above, there is a list of contacts including supervisors, PNWIHC advisory Group, and crews on the reverse side of this document.

PACIFIC NORTHWEST IHC CONTACTS

<p>BAKER RIVER IHC (Mt. Baker-Snoqualmie NF) Kurt Ranta-Supt. Email: kranta@fs.fed.us 360-708-5227 cell Mt. Baker Ranger District 360-854-2643 office Supervisor, Britt Davis (FMO) Email: jbdavis@fs.fed.us 360-854-2640</p>	<p>ENTIAT IHC (Okanagan-Wenatchee NF) Matt Kennedy-Supt. Email: makennedy@fs.fed.us 509-630-8740 cell Entiat Ranger District Supervisor, Kyle Cannon (DFMO) Email: klcannon@fs.fed.us 509- 669-3908 cell 509- 784-1511 office</p>
<p>LA GRANDE IHC (Wallowa-Whitman NF) Josh Diacetis-Supt. Email: jrdiacetis@fs.fed.us 541-786-1545 cell La Grande Ranger District Supervisor, Mike McDonnell (FMO) Email: mmcdonnell@fs.fed.us 541- 962-8553</p>	<p>PRINEVILLE IHC (Ochoco NF) Eric Miller-Supt. Email: eamiller@fs.fed.us 541-419-5273 cell Praire Division, COFMS, 541-416-6614 office Supervisor, Dave Shultz (DFMO) Email: davidpschultz@fs.fed.us 541- 480-3275 cell 541- 416- 6417office</p>
<p>REDMOND IHC (Deschutes NF) Neil Austin-Supt. Email: naustin@fs.fed.us 541-408-0898 cell Redmond Training Center 541- 504-7351 office Supervisor, Renee Beams (Training Spc.) Email: rbeams@fs.fed.us 541- 504-7342</p>	<p>ROGUE RIVER IHC (Rogue River -SiskiyouNF) Aaron Schuh-Supt. Email: aschuh@fs.fed.us 530-598-1934 cell High Cascades Ranger District, 541- 560-3425 office Supervisor, Larry Pingel (FMO) Email: lpingel@fs.fed.us 541-560-3408</p>
<p>UNION IHC (Wallowa-Whitman NF) Jody Prummer-Supt. Email: jprummer@fs.fed.us 541-805-9915 cell La Grande Ranger District Supervisor, Mike McDonnell (FMO) Email: mmcdonnell@fs.fed.us 541-962-8553</p>	<p>VALE IHC (Vale BLM) Bart Yeager-Supt. Email: b1yeager@blm.gov 541-473-6293 cell Vale District Supervisor, Tracy Skerjanec (FMO) Email: tskerjanec@blm.gov 541- 473-6293</p>
<p>WARM SPRINGS IHC (Conferderated Tribes of Warm Springs) Gary Sampson- Supt. Email: warmsprings@hot-shot.com Warm Springs Fire Management 541-553-2413 Supervisor, Trey Leonard (FMO) Email: trey.leonard@ctwsbnr.org 541-553-1146</p>	<p>WINEMA IHC (Winema NF) Dave Lilly-Supt. Email: : dlilly@fs.fed.us 541-891-1138 cell Klamath Ranger District 541-885-3400 office Supervisor, Jeremy Kiesling (FMO) Email: jkiesling@fs.fed.us 541-885-3410</p>
<p>WOLF CREEK IHC (Umpqua NF) Jake Garate-Supt. Email: jakegarate@fs.fed.us 541-643-6493 cell North Umpqua Ranger District, (541) 496-3532 office Supervisor, Steve Bacigalupo (FMO) Email: sbacigalupo@fs.fed.us 541-496-4150</p>	<p>ZIG ZAG IHC (Mt. Hood NF) VACANT-Supt. Email: Zig Zag Ranger District 503-622-3191 office Supervisor, Mike Moore (Zone FMO) Email: mmoore@fs.fed.us 503-630-8783</p>
<p>PIONEER PEAK IHC (State of Alaska) Matt Jones-Supt. Email: matthew.jones@alaska.gov State of Alaska 907- 841-9716 Supervisor, Norm McDonald (FMO) Email: norman.mcdonald@alaska.gov</p>	<p>LAKEVIEW IHC (Lakeview BLM) Mike McGirr-Supt. Email: mmcgirr@blm.gov 541-591-2923 cell Klamath Falls Resource Area Supervisor, Brent Meisinger (FMO): Email: bmeising@blm.gov 541-219-6031</p>
<p>Chair PNWIHC Brendan O'Reilly - Asst Supt. Email: : bsoreilly@fs.fed.us 541-419-4055 cell Co- Chair PNWIHC David Lily - Supt. Email: dlilly@fs.fed.us 541-891-1138 cell</p>	

PACIFIC NORTHWEST IHC ADVISORY GROUP

<p>Steve Rawlings SORO FS Fire Operations Phone: 503-808-2314 office 509-675-1835 cell Email: srawlings@fs.fed.us</p>	<p>Holly Jewkes Deputy Forest Supervisor, Willamette NF Phone: 541-225-6311 Email: hjewkes@fs.fed.us</p>	<p>Kyle Cannon DFMO, Okanagon-Wenatchee NF Phone: 509-784-1511 office 509- 669-3908 cell Email: klcannon@fs.fed.us</p>
<p>Matt Castle Deputy Fire Staff, Okanagon-Wenatchee Phone: 509-664-9333 Email: mcastle@fs.fed.us</p>	<p>John Giller NIMO Operations Phone: 202-834-6998 cell Email: jegiller@fs.fed.us</p>	<p>Shelby Gales SORO Fire Operations Safety Specialist Phone: 503-808-6236 office 503-828-8156 cell Email: sgales@blm.gov</p>