I am an Army Civilian – a member of the Army team.

I am dedicated to our Army, our Soldiers and Civilians.

I will always support the mission.

I provide stability and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army Civilian.
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Readiness is at the forefront of accomplishing the Army mission, and accidental injury and death are devastating to overall readiness. The loss of a Soldier has a deep impact on unit morale, fellow Soldiers, Family members and the community and nation at large. Fire Prevention and Protection cannot be taken for granted; it must be what every member of the Army Team strives for on a daily basis. Fire prevention and protection begins with you!

Commanders have an invaluable and indispensable asset in the firefighter and fire prevention specialists. These dedicated men and women use professional engineering knowledge, skill, abilities and experience in identifying, analyzing and controlling occupational and operational fire hazards.

Fire protection and prevention personnel are highly trained and qualified to bring a firefighter perspective to the risk management process. In addition to meeting Office of Personnel Management professional firefighter qualifications, Army CP-12 fire personnel are required to complete core, functional, and continued training and education. They are an integral component of the Army safety and occupational health program and the Army’s strategy for loss prevention. Their expertise increases safety in our Army’s activities, reduces injuries and losses due to accidents, and enhances our readiness and warfighting capability.

JEFFREY A. FARNSWORTH
Brigadier General, USA
Director of Army Safety
Who are fire fighters?
The Army employs more than 3,300 fire and emergency services (firefighters) personnel at IMCOM, FORSCOM, AMC, TRADOC, reserve installations, contingency operations and installation specific operations and deployments in support of the U.S. Army’s mission. These employees are classified in the GS-0081 job series and supported by the CP-12 Career Program to provide an all-hazards response force to protect people, property and support the installation’s mission. Civilian firefighters are an essential element of the military’s installation emergency response and safety services system.

What is their Role?
Firefighters provide specialized emergency service mitigation and education support for Soldiers, families and communities through a variety of resources, including structural fire response, aircraft rescue firefighting (ARFF), specialized technical rescue services, hazardous materials response, wildland fire response, emergency medical response, fire prevention, public education, code enforcement, fire investigations, emergency dispatch
services and training. These professionals are fundamental to maintaining the Army’s overall readiness.

The 0081 series has been identified as a mission critical occupation imperative to the Army’s safety and health. Firefighters work with military bases and units and are responsible for defending the safety and integrity of the workforce and facilities, both CONUS and OCONUS. Their role in a deployed environment is to preserve the safety of troops at war. Firefighters must be prepared to avoid unpredictable dangers and identify and mitigate hazardous situations.

Where do they work?
Army installations are small communities that require the same professional services as cities of comparable size, including medical assistance, law enforcement and fire protection. Personnel in the 0081 series work 24/7 and are located on every installation.

Governing Regulations and Directives

- Department of Defense Instruction (DoDI) 6055.06, Fire and Emergency Services Program

- Army Regulation (AR) 420-1 Army Facilities Management, Chapter 25; Fire and Emergency Services

- National Fire Protection Association (NFPA) Standards

- Unified Facilities Criteria (UFC)

- Office of Personnel Management (OPM) GS-0081 Classification Standards

- Department of Defense Manual 6055.06M; Department of Defense Firefighter Certification Program

- Collective Bargaining Agreements (Labor Unions)
Army Regulation (AR) 690-950, Career Management, governs the development, operation, and administration of Department of the Army Civilian (DAC) career programs. There are 31 Army career programs that represent approximately 300,000 DACs. The various career programs are, in functions and responsibilities, roughly equivalent to the Army’s officer branches.

AR 690-950 requires each of the Army career programs to develop Army Civilian Training, Education and Development System (ACTEDS) plans. The purpose of the ACTEDS plan is to provide the concept and procedure for the systemic training and professional development of Army civilian professionals, from intern to senior managerial and executive levels.

The Army Safety and Occupational Health Career Management Program (CP-12) ACTEDS plan outlines sequential and progressive training, professional development and career opportunities for safety and occupational health professionals.

Occupational series 0017, 0018 and 0081 are designated as mission critical occupations within the career program.

Roles and Responsibilities of the Fire Protection and Prevention Professional

Administration
The fire chief is the installation’s senior incident commander and conducts all command and control functions in accordance with the National Incident Management System (NIMS). As the senior fire official, the fire chief provides the garrison commander and the senior commander professional with consulting services and is the installation’s primary subject matter advisor for fire and emergency services.

Operations
Assistant chiefs, battalion chiefs, captains, lieutenants and
firefighters make up the emergency response force that responds to all hazard emergencies on the installation. They also respond off the installation to support the local communities through the use of mutual aid agreements. These agreements also provide for the off post agencies to respond onto post to support the installation.

**Fire Prevention**
The Fire Prevention Branch conducts public education, facility fire inspections, construction plan reviews, inspections of hazardous work conditions or activities and issues hot work permits. It also conducts fire investigations to ensure that a safe living and working environment exists on the installation for all Soldiers, families, civilians and visitors.

**Training**
Professionals in the 0081 series must possess knowledge of firefighting and fire prevention theory and techniques, along with fixed and mobile firefighting equipment operations. The training officer is responsible for developing a comprehensive training program for all firefighting personnel. Firefighters also engage in practice fire exercises, live ARFF and structural fires, technical rescue exercises, hazardous materials practical exercises, emergency medical services (EMS) continuing education, ongoing fire prevention and control classroom training.
Fire professionals across the Army respond to more than 95,000 emergencies annually. Preparation and readiness are two crucial firefighting concepts, so firefighters are trained to react to a variety of circumstances that could occur at the installation or facility. They must quickly gauge a hazardous situation, make a variety of assessments and choose from an assortment of actions with responses matching the conditions encountered. Readiness requires firefighters to be trained in duties and responsibilities they do not regularly perform.
Like all military organizations, fire and emergency services follow a similar hierarchy. Positions typical to most F&ES organizations are:

- Fire dispatcher
- Firefighter
- Driver/operator (lieutenant)
- Lead firefighter (captain)
- Station captain (battalion chief)
- Assistant Chief of Operations, Fire Prevention, Training
- Deputy fire chief
- Fire chief
- Fire protection specialist (HQ IMCOM)
- Senior fire protection specialist (HQ IMCOM Fire Chief)
- Chief, Army Fire and Emergency Services (HQ ACSIM)
Career Path

GS 0081 Fire & Prevention Career Path

IMCOM HQ
Senior Fire Protection Specialist
GS-14

Installation

Fire Chief
GS-11/12/13/14

Deputy Fire Chief
GS-10/11/12

Supervisor FF
A/C of Operations
GS-9/10/11

Supervisor FF
FF EMT-P
GS-8

Lead Fire Fighter
FF EMT-4
GS-8

Full Performance
GS-7

Developmental
GS-4/5/6

IMCOM Regions

Fire Protection Specialist
GS-13

Assistant Chief of Training
GS-9/10/11

Assistant Chief Prevention
GS-9/10/11

Dispatcher
GS-5/6/7

Inspector
GS-6/7/8
**Important Qualities**

**Analytical skills:** Firefighters must quickly evaluate emergency scenes and decide what to do.

**Communication skills:** Firefighters must clearly communicate conditions at an emergency scene to other firefighters and emergency response crews.

**Courage:** Firefighters will frequently encounter dangerous situations.

**Physical requirements:** Firefighters are often required to stay at disaster scenes for extended periods of time, requiring both physical stamina and strength as well as mental well-being.

**Physical strength:** Firefighters must be strong enough to move equipment and debris at emergency sites and carry victims who cannot walk.

**Teamwork:** When working at dangerous emergency sites, firefighters must work as well-trained teams to react quickly and minimize injuries.

**Occupational/Functional Training Requirements**

Firefighters must complete substantial training, education and certifications to respond to emergencies effectively. Initial training includes classroom and practical (hands-on) training in firefighting techniques, fire prevention, HAZMAT control, local building codes and emergency medical procedures. Additional training includes use of fire extinguishers, fire hoses, chain saws, ladders and other rescue equipment. Firefighters hired into developmental positions, GS-04/05/06/07 must undergo a “developmental” probationary period of on-the-job training.
Fire professionals must conduct a minimum of 120 hours of proficiency training annually. However, it is not uncommon to exceed 200-plus hours annually because of the substantial certification and mandatory compliance requirements. Training may include classes, seminars, practical exercises to sustain proficiency and meet credentialing requirements as well as professional development to further enhance and expand knowledge of fire hazards and emergency response protocols.

**Firefighter Professional Certifications**

All 0081 series personnel must complete Department of Defense firefighter certification requirements in accordance with DoD 6055.06M, DoD Fire and Emergency Services Certification Program.

The certification program is administered by the U.S. Air Force, Air Force Civil Engineer Center (AFCEC) at Tyndall AFB, Fla. AFCEC publishes the Department of Defense Fire and Emergency Services Certification Program Procedural Guide to enhance the training program to improve firefighter performance reliability and strengthen the professionalism of all DoD fire and emergency services personnel.

This program is nationally and internationally accredited through the International Fire Service Accreditation Congress (IFSAC) and
the National Board on Fire Service Professional Qualifications (ProBoard).

DoD firefighter training includes IFSAC/ProBoard certifications in the following courses:

- Firefighter I & II
- Hazardous Materials Awareness, Operations, Technician, Incident Commander, HM Officer and HM Safety Officer
- Airport Firefighter
- Marine Firefighter
- Fire Inspector I, II, & III
- Fire Instructor I, II, & III
- Fire Officer I, II, III, IV
- Driver/operator ARFF, Pumper, Aerial and Mobile Water Supply
- Confined Space Rescue Technician
- Plans Examiner
- Fire and Life Safety Educator
- Wildland Firefighter I & II
- Public Safety Telecommunicator I & II
- Incident Safety Officer
- Health and Safety Officer

**Louis F. Garland Department of Defense Fire Academy**

The Louis F. Garland Department of Defense Fire Academy is located on Goodfellow AFB, Texas. The Fire Academy is host to roughly 15 advanced fire protection courses and a very intensive Fire Protection Apprentice Course. The Academy services all aspects of the DoD, including Army, Marine Corps, Navy, Air Force and civil service employees. Fire protection specialists from numerous foreign countries are also instructed at the academy.

Courses at the fire academy include the Fire Protection Apprentice Course, Rescue Technician I Course, Rescue Technician II Course, HazMat/WMD Technician, Instructor III, Inspector, Fire Officer Courses and the Fire Marshal Course.
Specific Training Requirements for Grade Levels

The 0081 career map, which includes additional training requirements, occupational development, leadership competencies, certifications and career resources, can be found at the Army Career Tracker web page https://actnow.army.mil. Required occupational and functional training for each position/grade level is specified below:

Firefighter/F&ES dispatcher or alarm room operators (GS-4/5/6)
- Hazardous materials - Awareness
- Hazardous materials - Operational
- Firefighter I
- Firefighter II
- Airport Firefighter (as required)
- Driver/operator - Pumper (as required)
- Driver/operator - ARFF (as required)
- Driver/operator - MWS (as required)
- Driver/operator - Aerial (as required)
- Wildland firefighter (as required)
- Telecommunicator I & II (as required)

Firefighter/firefighter (HAZMAT technician/basic life support/ driver operator) (GS-7)
- All developmental courses
- Hazardous materials technician
- EMT
- Airport Firefighter (as required)
- Driver/operator - Pumper (as required)
- Driver/operator - ARFF (as required)
- Driver/operator - MWS (as required)
- Driver/operator - Aerial (as required)

Fire inspector (GS-6/7/8)
- Hazardous materials awareness
- Fire Instructor I
• Fire Inspector I
• Fire Inspector II

Lead firefighter/Crew chief/Firefighter EMT intermediate (GS-8)
• All full-performance courses
• Fire Instructor I
• Fire Officer I
• Fire Inspector I
• Airport Firefighter (as required)
• EMT (as required)

Fire chief/Deputy fire chief/Assistant Chief for Prevention, Training/Fire protection specialist/Firefighter paramedic/Battalion, station or district chief (GS-9/10/11)
• All lead firefighter courses
• Fire Officer II
• Fire Officer III
• Fire Instructor I
• Fire Instructor II (as required)
• Fire Instructor III (as required)
• Fire Inspector I
• Fire Inspector II (as required)
• Fire Inspector III (as required)
• Hazardous Materials Incident Commander
• Airport Firefighter (as required)

Fire chief/HQ branch chief, F&ES/Fire protection services/Deputy fire chief (GS-12/13/14)
• All
• Fire Officer III
• Fire Officer IV (as required)
• Fire Instructor II
• Fire Instructor II
• Fire Inspector II
• Hazardous Materials Incident Commander
• Airport Firefighter (as required)
• Functional competencies
Hiring Requirements

Firefighters are covered under the provisions of the Special Retirement Category (SRC) by Public Law 93-350, July 12, 1974. The GS-0081 Series has two special retirement categories, primary and secondary.

Primary - Maximum entry age of 37 years old and a mandatory retirement age of 57 years old. Primary positions are designated due to the rigorous requirements of firefighting and require a young and vigorous workforce.

Secondary - Staff positions not directly engaged in performance of firefighting such as fire inspectors, training officers, chief officers and supervisory positions.

All DoD GS-0081 employment opportunities can be found online at www.USAJobs.gov.

Deployments

Deployment is not mandatory for the 0081 series, but personnel may volunteer for deployed assignments. Firefighters maintain a TDY status while deployed.
Administrative Considerations

Duty hours
Firefighters are always on call and work schedules can be unpredictable and include extended tours of duty. A typical two-week pay period for shift firefighters consists of six 24-hour shifts, for a total of 144 hours. Shifts include periods of actual work time and substantial periods of “stand-by” status and may be extended if personnel are called to an emergency site. There are a variety of shift schedules worked to meet the 144 hour duty requirement such as 24 on/24 off, 48 on/48 off, and 48 on/72 off. Administrative staff may work a 40 hour, 56 hour or 60 hour work week. These positions working more than a normal 40 hour week perform a 24-hour duty shift in support of fire operations.

Common Levels of Support
In support of the Army Chief of Staff direction to provide consistent and equitable Base Operations (BASOPS) support services to Army installations worldwide, IMCOM has established Common Levels of Support (CLS). The establishment of Army-wide direction requires that all BASOPS support service providers adopt and implement CLS to ensure standardized, predictable and cost effective levels of service delivery and quality across the Army.

The Army uses tasks, conditions and standards to maintain a trained and ready force. Common Levels of Support is a similar system whereby baseline services are defined, predictable to an established standard and, in accordance with established policies and directives, tailorable by senior and garrison commanders at the installation level in order to achieve the greatest positive impact on the readiness and well-being of our Army’s Soldiers, families and civilians.

CLS 401 Fire and Emergency Services
401 A Provide incident command and mitigation for all emergency responses.
Description
This Service Support Program (SSP) establishes protocols for Incident Command (IC) / Command and Control (C2) IAW DoDI 6055.06, AR 420 1, and NFPA standards. DoDI 6055.06, Enclosure 9 and Enclosure 3, provide the minimum manpower requirements to safely and effectively execute the mission to save lives, property and protect the environment. This SSP supports all Incident Command System requirements for emergency response to safely mitigate structural, aircraft, hazardous materials, CBRNE, technical rescue, wildland, natural/manmade disasters and other miscellaneous incidents as described in the components section of this SSP. This section also captures fire protection and prevention program compliance requirements.

401 B Provide emergency dispatch services
Description
This program provides 24 hour/365 day capability for the Installations Emergency Control Center (ECC) or 911 Dispatch Services under the Directorate of Emergency Services (DES). The ECC is the installation’s nerve center for dispatching all emergency incidents for fire, law enforcement and EMS. The ECC provides critical infrastructure capability to support all emergency responders to include command and control (C2), communications, resource notification, cordon/safe route plotting and acts as the Emergency Operations Center (EOC) until relieved in support of the incident commander to safely mitigate the emergency incident.

401 C Provide emergency response services for all hazard emergencies
Description
This SSP establishes protocols to manage the manpower for operations IAW DoDI 6055.06, AR 420-1, and NFPA standards. DoDI 6055.06, Enclosure 9 and Enclosure 3, provide the minimum manpower requirements to safely and effectively execute the mission to save lives, property and protect the
environment. This SSP supports all program compliance requirements to include emergency response to safely mitigate structural, EMS, hazardous materials, CBRNE, technical rescue, wildland, natural/manmade disasters and other miscellaneous incidents not associated as aircraft (ARFF) as described in the components section of this SSP.

401 D Provide emergency response services for aircraft rescue fire fighting
Description:
This SSP establishes protocols to manage the manpower for operations IAW DoDI 6055.06, AR 420-1, and NFPA standards. DoDI 6055.06, Enclosure 9 and Enclosure 3, provide the minimum manpower requirements to safely and effectively execute the mission to save lives, property and protect the environment. This SSP supports all program compliance requirements to include emergency response to safely mitigate aircraft incidents (rotary or fixed wing). This SSP also supports SSP C Emergency Response Services for all hazard emergencies during major incidents or decrease in manpower.

401 E Provide fire prevention services
Description:
This SSP establishes protocols to manage the manpower for fire prevention services IAW DoDI 6055.06, AR 420-1, and NFPA standards. DoDI 6055.06, Enclosure 9 and Enclosure 3, provide the minimum manpower requirements to safely and effectively execute the mission to save lives, property and protect the environment. This SSP supports all program compliance requirements and implements the fire prevention program of Enforcement, Engineering, and Education (3-Es), IAW DoDI 6055.06, AR 420-1, NFPA Standards and Unified Facility Criteria.
Budget

HQ funding allocations:
Civ-Pay – Civilian Payroll, Benefits, Uniform Allowances

Overtime – Unscheduled overtime is common in order to provide minimum staffing levels to meet mission requirements.

Non-Pay – Tools, equipment, PPE, training, TDYs, supplies and Quality of Life Sustainment.

Table of Distribution and Allowances (TDA)

Manpower requirements are determined by DoDI 6055.06, DoD Fire and Emergency Services (F&ES) Program; F&ES Standards of Response Coverage and the Scope of Services.

Physical Fitness Program

Firefighters will support and participate in a health and fitness program. Although management is obligated to provide firefighters the opportunity and time to perform on-duty physical fitness training, there is no established or standardized DoD-wide firefighter fitness program. Each installation establishes their firefighter fitness program in cooperation with the local bargaining units.

Accreditation and Professional Credentialing

What is “accreditation?”
Accreditation is a comprehensive self-assessment and evaluation model that enables organizations to examine past, current, and future service levels and internal performance and compare them to industry best practices. This process leads to improved service delivery.

The Center for Public Safety Excellence (CPSE) Accreditation Program, administered by the Commission on Fire Accreditation International (CFAI), allows fire and emergency service agencies
to compare their performance to industry best practices in order to:

- Determine community risk and safety needs and develop community-specific Standards of Cover.

- Evaluate the performance of the department.

- Establish a method for achieving continuous organizational improvement.

The CFAI accreditation process provides a well-defined, internationally-recognized benchmark system to measure the quality of fire and emergency services.

**What is a “professional designation?”**

A professional designation is recognition of broad career and educational professional accomplishments. Designations offered by the Commission on Professional Credentialing are internationally-recognized third-party verification of professional competence in fire and emergency services.

**CPSE’s Professional Designation**

CPSE’s Commission on Professional Credentialing (CPC) assists emergency services officers in their professional development by providing them with guidance on career planning through participation in the Professional Designation Program.

CPC offers several designations, including Chief Fire Officer (CFO), Chief EMS Officer (CEMSO), Chief Training Officer (CTO), Fire Marshal (FM) and Fire Officer (FO). CPC developed these designations using a model that looks at the “whole” officer. Achieving the designation requires a strong educational background, diverse participation in emergency services at the local, state and national level and demonstrated involvement in the broader community, all validated by emergency services peers.
Terms and Definitions

**Aircraft movements:** Includes aircraft takeoff, landing and touch-and-go.

**Advanced life support (ALS):** Advanced life support consists of invasive life-saving procedures including the placement of advanced airway adjuncts, intravenous infusions, manual defibrillation, electrocardiogram interpretation and much more. Advanced life support certifications and licenses include emergency medical technician - intermediate (EMT-Intermediate) and paramedic.

**Basic life support (BLS):** A level of medical care which is used for victims of life-threatening illnesses or injuries until they can be given full medical care at a hospital. It can be provided by trained medical personnel, including emergency medical technicians, paramedics and by laypersons who have received BLS training.

**Cardiopulmonary resuscitation (CPR):** An emergency technique used to assist someone whose heart and/or breathing has stopped. This is done by administering a combination of artificial or “mouth-to-mouth” respiration and manual cardiac compression in which the rescuer can breathe for the victim and help circulate blood throughout his or her body. These steps do not restart the heart, but can keep a victim alive until more aggressive treatment can be administered.

**Containment:** Neutralization, recovery and decontamination of hazardous waste accomplished by trained experts in related fields. Disposal of hazardous materials is not typically a function of federal hazardous materials emergency response teams.

**Crash truck:** A vehicle primarily designed for aircraft rescue firefighting (ARFF) operations which is typically capable of quickly delivering large amounts of foam, water or dry chemicals through articulating turrets or telescoping water towers.
**Decontamination:** The physical or chemical removal of hazardous substances from employees and/or their equipment to the extent necessary to preclude the occurrence of foreseeable adverse health effects.

**Defibrillation:** A device or treatment that stops chaotic electrical heart activity and allows the heart to replace itself to a normal rhythm. The main methods of defibrillation are automatic external defibrillation which involves a portable device that determines the patient’s rhythm, judges whether defibrillation is appropriate and delivers a shock through pads placed on the chest wall to stop a life-threatening disturbance of cardiac rhythm. Manual defibrillation is the traditional form of defibrillation performed by health care providers and requires the ability to interpret electrocardiogram rhythms and recognize which ECG abnormalities require defibrillation and which do not. For example, a person with no electrical activity in the heart or a “flat line” ECG would not require or benefit from defibrillation. Emergency providers must have knowledge of how to manually operate the available defibrillator.

**Fire detection system:** An automatic system that identifies a developing fire by detecting smoke, flame or heat and alerts building occupants and others to the presence of a fire condition. These systems vary in complexity and are selected based on hazards being monitored and range from a simple smoke detector unit in an administrative building to a complex computer-driven system that monitors several maintenance buildings. Some are also linked to fire suppression systems.

**Firefighting apparatus:** Specialized equipment such as pumper trucks, crash trucks, aerial ladder trucks, brush trucks, fireboats or other firefighting equipment equivalent in terms of difficulty of operation.

**Fire suppression systems:** Automatic systems that shut down electrical equipment such as computers or air handling fans to prevent smoke migration, they may also activate sprinkler
systems or fans to extract smoke or discharge gaseous fire extinguishing systems.

**First responder:** The first individual to provide basic emergency care (first aid) or hazardous material response at an emergency scene. It may also refer to a specific level of emergency medical service certification, which covers limited basic life support procedures.

**Fuel:** Any compound used for propulsion or heating or that supports combustion.

**Hazardous material:** Any substance (solid, liquid or gas) to which exposure results or may result in adverse effects on the health or safety of persons, property and/or the environment.

**Hazardous material personnel:** First responders trained and certified at three primary levels to respond to hazardous material incidents (see terms below).

**Hazardous material awareness level:** First responders who, in the course of normal duties, may be the first on the scene of an emergency involving hazardous material and are trained to initiate an emergency response by protecting themselves and others, calling for trained personnel and securing the area.

**Hazardous material operations level:** Persons who respond to releases or potential releases of hazardous material as part of the initial response to protect nearby persons, the environment or property from harmful effects and are trained to assess the magnitude of the incident, plan an initial response using available resources and implement and evaluate the response.

**Hazardous material technician level:** Persons who respond to releases or potential releases of hazardous material to control release and are trained to use specialized chemical protective clothing and control equipment to approach the point of release.
Hazardous materials response team (HAZMAT team): An organized group of employees, designated by the employer, expected to handle and control actual or potential leaks or spills of hazardous substances requiring possible close approach. Team members respond to releases or potential releases of hazardous substances to control or stabilize the incident.

Incident: An occurrence or event, either human or natural that requires action by emergency service personnel to prevent or minimize loss of life or damage to property and/or natural resources.

Incident management system: An organized system of roles, responsibilities and standard operating procedures used to manage and direct emergency operations, also referred to as the incident command system.

Safety data sheet: A form provided by chemical manufacturers that contains information about chemical composition, physical and chemical properties, health and safety hazards, emergency response and waste disposal.

Personal protective equipment: Specialized equipment provided to shield or isolate a person from chemical, physical and thermal hazards that may be encountered at a fire or hazardous materials incident; various types provide different levels of protection to the respiratory system, skin, face, head, body, extremities and hearing.