

Ohio Fire Chiefs' Fire Officer  
Credentialing



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Common Questions

- ▶ Township Trustees often ask the following questions to the Ohio Fire Chiefs Assn:
- ▶ *How do I know my fire chief is qualified?*
- ▶ *We hired a bad chief, how do we fire him?*
- ▶ *We plan to hire our first paid fire chief, what should we look for in a candidate?*

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Program Overview

- ▶ The Ohio Fire Officer (OFO) credentialing program created to recognize fire officers who have demonstrated excellence and outstanding achievement throughout their career.
- ▶ The credential demonstrates that individuals have developed a strategy for continued career improvement and development.
- ▶ The credentialing assures departments and elected officials that their leaders have the educational and technical competencies necessary to meet the demands of today's society.

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### What is a "Professional Designation"?

- ▶ Recognition of broad career and educational professional accomplishments.
- ▶ Competencies
  - Human resource management
  - Community and government relations
  - Administration
  - Health and safety
  - Interpersonal dynamics and skills
  - Ethics
  - Legal issues
  - Budget

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### History

- ▶ National Fire Protection Association (NFPA) first publish NFPA 1021 ( Professional Fire Officer Qualifications 1976
- ▶ 2008 four (4) specific levels of progression:
  - Fire Officer I (Supervising Fire Officer)
  - Fire Officer II (Managing Fire Officer)
  - Fire Officer III (Administrative Fire Officer)
  - Fire Officer IV (Executive Fire Officer)

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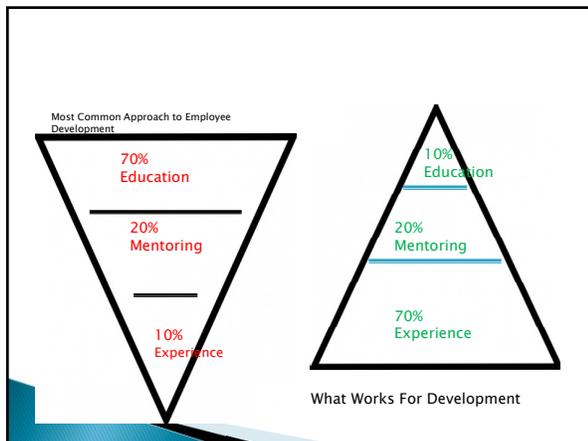
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# Professional Development Model for the Fire and Emergency Services

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### Ohio Fire Officer Credentialing

- ▶ Minimum total of 65 points needed for peer review.
- ▶ Application reviewed by peer reviewers.
- ▶ Applications meeting the minimum requirements are submitted to The Ohio Fire Chiefs' Association Board of Directors for approval. (Final Approval)
- ▶ \$125.00 fee
- ▶ 3 year cycle

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### Ohio Fire Officer Credentialing

- ▶ Introduction Letter
- ▶ Organizational Chart
- ▶ Resume
- ▶ Two Letters of reference/endorsement
- ▶ Evaluation of training, education competencies, etc.
- ▶ Submitted to Board of Directors for approval

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### Ohio Fire Officer Credentialing

- ▶ Work History / Experience - **max. 20 pts.**
- ▶ Fire Officer Experience - **max. 10 points**
- ▶ Formal Education - **max. 25 points**

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### Ohio Fire Officer Credentialing

- ▶ Fire Officer Certifications - max. 20 points
- ▶ Other Certs. - max. 15 points
- ▶ Professional Development - max. 25 points
- ▶ Active Associations - max. 5 points
- ▶ Technical Competencies

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### Experience - 20 pts.

- ▶ People learn best from experience.
- ▶ Experience best way to develop competencies.
- ▶ Experience must be aligned to current competencies but also strategic needs of organization.
- ▶ A true experience, with more than just an exposure to different jobs.
- ▶ Structured to ensure that the risk of failure is present.
- ▶ Provided so as to ensure a significant amount of pressure.
- ▶ Work must be meaningful not just busy work.
- ▶ (1 point per year with 20 year max)

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### Fire Officer Experience - 10 pts.

- ▶ Opportunities to focus on project management
- ▶ Team building
- ▶ Change management
- ▶ Desire for greater influence in the organization
- ▶ Interest in the challenges of leadership
- ▶ Personal commitment to public service
- ▶ ( 2 points for every year served as officer) (5 year max.)

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## Formal Education

- ▶ Help build competencies
- ▶ Each step in rank has greater challenges and complexities
- ▶ Helps to develop “critical thinking” skills
- ▶ Initial achievements are not sufficient to meet the 21<sup>st</sup> century challenges
  - College certificate 3 pts.
  - Associate Degree 5 pts.
  - Bachelor’s Degree 10 pts.
  - Master’s Degree 15 pts.
  - Doctorate PhD 25 points

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## Fire Officer Certifications

- ▶ Specific training (benchmarks) designed to assist a fire officer in development
- ▶ National Fire Protection Association (NFPA) 1021 – Standard for Fire Officer Professional Qualifications
- ▶ Officer Development Handbook – International Association of Fire Chiefs
  - Fire officer I 5 pts.
  - Fire Officer II 10 pts.
  - Fire Officer III 15 pts.
  - Fire Officer IV 20 pts.
  - (A combination of fire officer level classes may be considered for Fire Officer I and II points)

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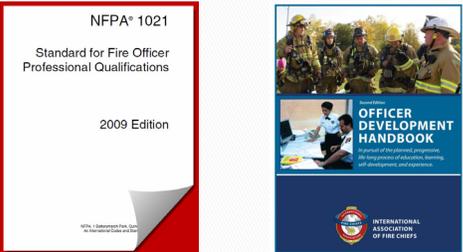
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The image shows two book covers side-by-side. The left cover is white with a red border and text: 'NFPA 1021 Standard for Fire Officer Professional Qualifications 2009 Edition'. The right cover is blue and white with a photo of firefighters and text: 'OFFICER DEVELOPMENT HANDBOOK International Association of Fire Chiefs'.

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### Other Certifications – 15 pts.

- ▶ Technical certifications
  - Hazardous materials
  - Paramedic
  - Inspector
  - Instructor
  - Technical rescue
  - other

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### Professional Development – 25 pts.

- ▶ Programs, training, education, etc. to improve oneself and the organization
  - Ohio Fire Executive Program (Ohio)
  - Executive Fire Officers Program (National Fire Academy)
- ▶ Self-assessments of strengths and blind spots followed by specific plans for improvement

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### Professional Associations – 5 pts.

- ▶ Opportunities to gain additional experience that can not be obtained in the organization
- ▶ Provide meaningful leadership opportunities
- ▶ External opportunities
  - OFCA
  - IAFF
  - NFPA
  - Task Force
  - ISFSI
  - IAFC

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### Technical Competencies

- › Designed from NFPA 1012
- › Can be bullet points or narrative
- › Difference between training and education
  - Training- developing a specific skill
  - Education - furthering your knowledge

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### Technical Competencies

- › Human Resources
- › Department Administration
- › Reporting
- › Public Education
- › Health and safety
- › Codes, Inspections and Pre-Plans
- › Training and Development
- › Company Operations
- › Emergency Medical Services

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### “The Best Predictor of Future Performance is Past Performance”

- › What's needed in terms of performance today and in the future, are leaders that have a commitment to continual learning and improvement - for themselves and their organization.
- › Identifying those individuals that have demonstrated that commitment throughout their careers is a predictor of future success.
- › The Fire Officer Credentialing program is designed to recognize an expansion of career and educational accomplishments that can be used to identify the most highly qualified candidate for fire service leadership positions.

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"Professional development is the planned, progressive, life-long process of education, learning, self-development, and experience."

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### Which Fire Officer Does Your Community Deserve?



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### Questions?



Special thanks to Chief Mark Martin for his creation of the majority of the content in this presentation.

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