

NFPA 1021: 2020 Edition, Chapter 6 Fire Officer III

Below please find what has been previously approved by the Committee on Accreditation (COA) for this level of certification. This example does not take into consideration “Document Review”, “Portfolio”, or “Other testing methods.”

If your agency selects completing their online Assessment Methodology Matrix (AMM) utilizing these test methods, our Technical Analysts may place your application under a COA meeting consent agenda bypassing the usual COA review.

The spaces identified below with an “**X**” must be replaced with the appropriate cognitive test item numbers (e.g. Questions 1,4,6,7,9, etc.) or the score sheet numbers under Product, Psychomotor/Process methods as score sheet numbers (e.g.- SS 101, 202, and 304, etc.).

If an asterisk (*) appears next to an **X**, this indicates the JPR, RK, or RS on that line may be fulfilled by either method.

	Knowledge-Based Assessments		Performance-Based Assessments	
	(graded after submission)		(graded in real-time as they are performed)	
Section	Cognitive (e.g. Multiple Choice, Short Answer, Discretionary Time with Resources)	Product (e.g., document or develop a budget, proposal, lesson plan)	Psychomotor (Primarily an observable physical task. e.g., don, doff)	Process (Primarily a mental or verbalized task. e.g., inspect)
6.2.1	Establish minimum staffing requirements, given available human resources; policies and procedures; federal, state, and provincial laws, rules and regulations, so that AHJ job-related credentials are maintained.			
6.2.1			X	
6.2.1(A)	Requisite Knowledge. Minimum staffing requirements, available human resources, and policies and procedures.			
6.2.1 (A)	X			
6.2.1(B)	Requisite Skills. The ability to relate interpersonally and to communicate.			
6.2.1 (B)		X		X

6.2.2 Develop procedures for hiring members, given policies of the AHJ and legal requirements, so that the process is valid and reliable.

[6.2.2](#)

X

6.2.2(A) Requisite Knowledge.Applicable federal, state/provincial, and local laws; regulations and standards; and policies and procedures.

[6.2.2 \(A\)](#)

X

6.2.2(B) Requisite Skills.The ability to communicate.

[6.2.2 \(B\)](#)

X

X

6.2.3 Develop procedures and programs for promoting members, given applicable policies and legal requirements, so that the process is valid and reliable, job-related, and nondiscriminatory.

[6.2.3](#)

X

6.2.3(A) Requisite Knowledge.Applicable federal, state/provincial, and local laws; regulations and standards; and policies and procedures.

[6.2.3 \(A\)](#)

X

6.2.3(B) Requisite Skills.The ability to communicate, to encourage professional development, and to mentor members.

[6.2.3 \(B\)](#)

X

X

6.2.4 Describe methods to facilitate and encourage members to participate in professional development, given a professional development model, so that members achieve their personal and professional goals.

[6.2.4](#)

X

6.2.4(A) Requisite Knowledge.Interpersonal and motivational techniques, professional development model, goal setting, and personal and organizational goals.

[6.2.4 \(A\)](#)

X

6.2.4(B) Requisite Skills.The ability to evaluate potential, to communicate orally, and to counsel members.

6.2.4 (B)		X	X
6.2.5 Develop a proposal for improving a member benefit or for a new member benefit, given a need in the organization, so that adequate information is included to justify the requested benefit improvement.			
6.2.5		X	
6.2.5(A) Requisite Knowledge. Organization's benefit program.			
6.2.5 (A)	X		
6.2.5(B) Requisite Skills.The ability to conduct research and to communicate.			
6.2.5 (B)		X	X
6.2.6 Develop a plan for providing a member accommodation, given a member need, the requirements, and applicable law, so that adequate information is included to justify the requested change(s).			
6.2.6		X	
6.2.6(A) Requisite Knowledge. Organization's policies and procedures, and legal requirements or reasonable accommodations.			
6.2.6 (A)	X		
6.2.6(B) Requisite Skills.The ability to conduct research and to communicate.			
6.2.6 (B)		X	X
6.2.7 Develop an ongoing continuing education and training program, given organizational training requirements, so that members of the organization are given appropriate training to meet the mission of the organization.			
6.2.7		X	X
6.2.7(A) Requisite Knowledge. Organization's mission and goals, training program development, and needs assessment.			
6.2.7 (A)	X		
6.2.7(B) Requisite Skills.Ability to perform a needs assessment and to communicate.			

6.2.7 (B)		X	X
6.3.1 Develop a community risk reduction program (CRR), given risk assessment data, so that program outcomes are met.			
6.3.1		X	
6.3.1(A) Requisite Knowledge.Community demographics, resource availability, community needs, customer service principles, and program development.			
6.3.1 (A)	X		
6.3.1(B) Requisite Skills.The ability to relate interpersonally, to communicate, and to analyze and interpret data.			
6.3.1 (B)		X	X
6.4.1 Develop a divisional or departmental budget, given schedules and guidelines concerning its preparation, so that capital, operating, and personnel costs are determined and justified.			
6.4.1		X	
6.4.1(A) Requisite Knowledge.The supplies and equipment necessary for existing and new programs; repairs to existing facilities; new equipment, apparatus maintenance, and personnel costs; and approved budgeting system.			
6.4.1 (A)	X		
6.4.1(B) Requisite Skills.The ability to allocate finances, to relate interpersonally, and to communicate.			
6.4.1 (B)		X	X
6.4.2* Develop a budget management system, given fiscal and financial policies, so that the division or department stays within the budgetary authority.			
6.4.2		X	
6.4.2(A) Requisite Knowledge.Revenue to date, anticipated revenue, expenditures to date, encumbered amounts, and anticipated expenditures.			
6.4.2 (A)	X		

6.4.2(B) Requisite Skills.The ability to interpret financial data and to communicate.			
6.4.2 (B)		X	X
6.4.3 Describe the organization's process for developing requests for proposal (RFPs) and soliciting and awarding bids, given established specifications and the organization's policies and procedures, so that competitive bidding is ensured.			
6.4.3		X	
6.4.3(A) Requisite Knowledge.Purchasing laws, policies, and procedures.			
6.4.3 (A)	X		
6.4.3(B) Requisite Skills.The ability to use evaluative methods and to communicate.			
6.4.3 (B)		X	X
6.4.4 Direct the development, maintenance, and evaluation of a department record and management system, given policies and procedures, so that completeness and accuracy are achieved.			
6.4.4			X
6.4.4(A) Requisite Knowledge.The principles involved in the acquisition, implementation, and retrieval of information by data processing as it applies to the record and budgetary processes and the capabilities and limitations of information management systems.			
6.4.4 (A)	X		
6.4.4(B) Requisite Skills.The ability to use evaluative methods, to communicate, and to organize data.			
6.4.4 (B)		X	X
6.4.5 Analyze and interpret records and data, given a fire department records system, so that validity is determined and improvements are recommended.			
6.4.5			X
6.4.5(A) Requisite Knowledge.The principles involved in the acquisition, implementation, and retrieval of information and data.			

6.4.5 (A)	X		
6.4.5(B) Requisite Skills.The ability to use evaluative methods, to communicate orally and in writing, and to organize and analyze data.			
6.4.5 (B)		X	X
6.4.6* Develop a model plan for continuous organizational improvement, given resources for an area to be protected, so that resource utilization is maximized.			
6.4.6		X	
6.4.6(A) Requisite Knowledge.Policies and procedures, physical and geographic characteristics and hazards, demographics, community plan, staffing requirements, response time benchmarks, contractual agreements, recognized best practice assessment programs, and local, state/provincial, and federal regulations.			
6.4.6 (A)	X		
6.4.6(B) Requisite Skills.The ability to research, to use evaluative methods, to analyze data, to communicate orally and in writing, and to organize.			
6.4.6 (B)		X	X
6.5.1 Evaluate the inspection program of the AHJ, given current program goals, objectives, performance data, and resources so that the results are evaluated to determine effectiveness.			
6.5.1			X
6.5.1(A) Requisite Knowledge.Policies and procedures, accepted inspection practices, program evaluation, and applicable codes, standards, and laws.			
6.5.1 (A)	X		
6.5.1(B) Requisite Skills.The ability to use evaluative methods, to analyze data, and to communicate.			
6.5.1 (B)		X	X
6.5.2 Develop a plan, given an identified fire safety, emergency medical, and/or public health problem, so that the approval for a new program, piece of legislation, form of public education, intervention and/or fire safety code is facilitated.			

6.5.2		X	
6.5.2(A) Requisite Knowledge.Policies and procedures and applicable codes, ordinances, and standards and their development process.			
6.5.2 (A)	X		
6.5.2(B) Requisite Skills.The ability to use evaluative methods, to use consensus-building techniques, to communicate orally and in writing, and to organize plans.			
6.5.2 (B)		X	X
6.6.1 Prepare an action plan, given an emergency incident requiring multiple agency operations, so that the required resources are determined and the resources are assigned and placed to mitigate the incident.			
6.6.1		X	
6.6.1(A) Requisite Knowledge.Policies, procedures, and standards, including the current editions of NFPA 1600, NFPA 1700, NFPA 1710, and NFPA 1720; the sources of emergency operations controlling authority, including EMS protocols if applicable; and resources, capabilities, roles, responsibilities, and authority of support agencies.			
6.6.1 (A)	X		
6.6.1(B) Requisite Skills.The ability to use evaluative methods, to delegate authority, to communicate orally and in writing, and to organize plans.			
6.6.1 (B)		X	X
6.6.2 Develop and conduct a post-incident analysis, given a multi-agency incident and post-incident analysis policies, procedures, and forms, so that all required critical elements are identified and communicated and the appropriate forms are completed and processed in accordance with policies and procedures.			
6.6.2		X	
6.6.2(A) Requisite Knowledge.Elements of a post-incident analysis, emergency management plan, critical issues, involved agencies' resources and responsibilities, procedures relating to dispatch response, strategy tactics and operations, and customer service.			

6.6.2 (A)	X		
6.6.2(B) Requisite Skills.The ability to write reports, to communicate orally, and to evaluate skills.			
6.6.2 (B)		X	X
6.6.3 Develop a plan for the organization, given an unmet need for resources that exceed what is available in the organization, so that the mission of the organization is capable of being performed in times of extraordinary need.			
6.6.3		X	
6.6.3(A) Requisite Knowledge. Needs assessment and planning.			
6.6.3 (A)	X		
6.6.3(B) Requisite Skills. The ability to conduct a needs assessment, evaluate external resources, and develop a plan.			
6.6.3 (B)		X	X
6.7.1 Develop a measurable accident and injury prevention program, given relevant local and national data, so that the results are evaluated to determine effectiveness of the program.			
6.7.1		X	
6.7.1(A) Requisite Knowledge.Policies and procedures, accepted safety practices, and applicable codes, standards, and laws.			
6.7.1 (A)	X		
6.7.1(B) Requisite Skills.The ability to use evaluative methods, to analyze data, and to communicate orally and in writing.			
6.7.1 (B)		X	X
6.8.1 Develop a plan for the integration of fire services resources in the community's emergency management plan, given the requirements of the community and the resources available in the fire department, so that the role of the fire service is in compliance with local, state/provincial, and national requirements.			

6.8.1		X	
6.8.1(A) Requisite Knowledge. Role of the fire service; integrated emergency management system; preparedness-emergency management planning; emergency operations centers; and roles of local, state/provincial, and national emergency management agencies.			
6.8.1 (A)	X		
6.8.1(B) Requisite Skills. The ability to communicate orally and in writing and to organize a plan; and familiarity with emergency management interagency planning and coordination.			
6.8.1 (B)		X	X