



Fire Officer 3 (2020) Implementation Plan

Issued: April, 2025

OVERVIEW

This document is intended to provide information for all State Fire Training (SFT) stakeholders on the updated Fire Officer 3 (2020) curriculum requirements. Stakeholders are encouraged to study this information carefully and seek clarification from SFT if questions arise.

The Fire Officer 3 (2020) curriculum is presented as a Certification Fire Service Training and Education System (CFSTES) series. SFT updated the certification training standard (CTS) guide, course plans, and certification task book based on the current National Fire Protection Association (NFPA) standards:

- NFPA 1021: Standard for Fire Officer Professional Qualifications (2020) and
- NFPA 1140: Standard for Wildland Fire Protection (2022).

IMPLEMENTATION

Candidates entering the SFT system should enroll in the 2020 Fire Officer 3 courses and comply with the most current Fire Officer 3 requirements.

New Curriculum	Hours
Fire Officer 3A: Human Resource Management (2020)	54 hours
Fire Officer 3B: Finance and Administration (2020)	54 hours
Fire Officer 3C: Command of Expanding Incidents (2020)	54 hours

Fire Officer 3 (2020) Curriculum..... July 1, 2025

Retirement of Chief Fire Officer (2014) Curriculum June 30, 2026

Effective June 30, 2026, SFT will retire Chief Fire Officer (2014). On July 1, 2026, SFT will remove the curriculum from the SFT course catalog, and it will no longer be available.

Candidates pursuing Chief Fire Officer certification using the 2014 task book must complete and submit their Chief Fire Officer Certification Task Book (2014) postmarked on or before June 30, 2027.

Candidates who do not meet this deadline will be required to meet the Fire Officer 3 (2020) certification requirements using the Fire Officer 3 (2020) Certification Task Book.

INSTRUCTOR REQUIREMENTS

Instructor Registration..... July 1, 2025

Instructors for the Fire Officer 3 (2020) curriculum must meet the SFT requirements for Registered Instructor. Instructors must have appropriate education and practical experience relating to the specific course content.

Existing Registered Instructors

SFT will authorize existing Chief Fire Officer (2014) Registered Instructors who meet the following requirements to teach Fire Officer 3 (2020). SFT will update the SFT User Portal.

- Complete the required instructor registration to teach the 2020 curriculum (see table below)
- Review and complete the SFT Officer Series Update web form by June 30, 2027

Fire Officer 3 (2020) Course	Instructor Registration Requirements to Teach 2020 Course
Fire Officer 3A: Human Resource Management	<ul style="list-style-type: none"> • CFO 3A: Human Resource Management for Chief Fire Officers
Fire Officer 3B: Finance and Administration	<ul style="list-style-type: none"> • CFO 3B: Budget and Fiscal Responsibilities for the Chief Fire Officer and • CFO 3C: General Administration Functions for Chief Fire Officers
Fire Officer 3C: Command of Expanding Incidents	<ul style="list-style-type: none"> • CFO 3D: Command of Expanding All-Hazards Incidents (2019)

In Process Instructor Candidates June 30, 2026

Candidates actively pursuing Chief Fire Officer (2014) instructor registration must submit all documentation postmarked on or before June 30, 2026. Anyone who applies to teach Fire Officer 3 (2020) on or after July 1, 2026, will be required to meet the Fire Officer 3 (2020) requirements.

New Instructor Registration

New instructor candidates shall meet the following requirements:

Category	Requirement
Instructor Registration	Be an OSFM Registered Instructor
OSFM Certification	Chief Fire Officer (2014) or Fire Officer 3 (2020)
Education	<ul style="list-style-type: none"> • Fire Officer 3A: Human Resource Management or CFO 3A (2014) • Fire Officer 3B: Finance and Administration or CFO 3B (2014) and CFO 3C (2014) • Fire Officer 3C: Command of Expanding Incidents or CFO 3D (2019)

	<ul style="list-style-type: none">• ICS-300: Intermediate ICS for Expanding Incidents (classroom delivery only) (CalEMA/Cal OES, CDF/CAL FIRE, FEMA, FIREScope, NFA, NWCG, or SFT)
Experience	<ul style="list-style-type: none">• A minimum of one year's full-time paid or two years' volunteer or part-time paid experience working as a Fire Officer 3 in a recognized California fire agency (all courses)• Specific expertise in:<ul style="list-style-type: none">○ Human resource management and health and safety (FO3A)○ Community and government relations, administration, and inspection and investigation (FO3B)○ Emergency services delivery and management (FO3C)○ Wildland mobilization and suppression (FO3C)
Chief's Letter	Provide a letter signed by their fire chief or authorized designee that verifies qualification to deliver Fire Officer 3 curriculum.
Application	Submit an SFT Instructor Registration Application
Fee	Pay the registration fee

POTENTIAL AGENCY IMPACTS

Fire agencies desiring to use the Fire Officer 3 (2020) curriculum as a requirement for their recruitment/promotion activities need to review the Fire Officer 3 (2020) curriculum requirements to be sure that all agency training needs are met. After review, fire agencies should update their job specifications and recruitment documentation to reflect these new courses and certification requirements.

Accredited Regional Training Programs (ARTP), Accredited Local Academies (ALA), community colleges, and all other local delivery venues need to review the curriculum and seek approval from their curriculum committee / program sponsor, as appropriate. ARTPs should review the new Fire Officer 3 (2020) curriculum and discuss potential impacts with their advisory committees.