



NATIONAL WILDFIRE COORDINATING GROUP

RMC Memorandum 25-01

March 13, 2025

TO: Wildland Fire Community
FROM: Mack McFarland, Chair, NWCG Risk Management Committee (RMC)
SUBJECT: Summary of Updates to Safety Officer Positions

Purpose: The purpose of this briefing paper is to provide a summary of recent updates to Safety Officer incident positions and provide RMC's intent for future position improvements.

Position Updates:

- **Safety Officer, Field (SOFF)**: This is a new incident position with an arduous fitness rating, which ensures incidents can now order a Safety Officer specifically for arduous assignments. Any current Safety Officer with an arduous fitness rating can add SOFF to their red card. RMC encourages heavily recruiting new safety officers for this entry-level position. A new S-204, Safety Officer, Field online course will be available soon.
- **Safety Officer, Line (SOFR)**: This incident position has been renamed Safety Officer, Type 3 (SOF3). Previously qualified SOFRs are now SOF3 qualified. SOFR trainees must switch to the [SOF3 Position Task Book, PMS 311-82](#). The tasks are identical, so previously completed SOFR tasks may be easily transferred. SOFR is longer referenced on NWCG websites or in the [PMS-310-1](#). More information can be found in [IPSC-2024-09](#).
- **Safety Officer, Type 3 (SOF3)**: This incident position is identical to the former SOFR position; only the name was changed. SOF3 now aligns with the other Type 3 position names. SOF3s may be used to staff complex incidents in the same manner SOFRs were used.
- **Safety Officer, Type 2 (SOF2)**: This incident position qualification standard has been discontinued with the transition to Complex Incident Management (CIM). SOF2s may still be ordered for incidents, but the Field Evaluation form is no longer an option. Current SOF2s must attend the S-520, Advanced Incident Management or the Complex Incident Management Course (CIMC) to become Safety Officer, Complex (SOFC) qualified. SOF2 trainees must complete the [SOFC Position Task Book, PMS 311-104](#). The SOF2 position is expected to be archived in January 2026; correspondence from NWCG is pending.
- **Safety Officer, Type 1 (SOF1)**: The NWCG incident position qualification pathway has been discontinued with the transition to CIM. SOF1 trainees must utilize their SOF2 qualification to transition to SOFC as noted above. The SOF1 position is expected to be archived in January 2026; correspondence from NWCG is pending.
- **Safety Officer, Complex (SOFC)**: There are no recent changes to this incident position.

Recommended Training: RMC recommends all safety officers become familiar with the [Risk Management Assistance Dashboard](#) and the Safety Officer Toolkit products on the [RMC website](#). The S-204, Safety Officer, Field online course, when released, is also recommended.

Safety Officer involvement in the Incident Strategic Alignment Process (ISAP) is essential. SOF3s should review the [Incident Strategic Alignment Process \(ISAP\) StoryMap](#). SOFCs should also review the [ISAP User Guide and SRA Worksheet](#). ISAP coaching may be requested by using the Quick Response (QR) code at the bottom of the StoryMap.

Background: RMC is the position steward for all Safety Officer incident positions and has been working to continuously improve position standards, training, and naming conventions. The implementation of CIM necessitated some changes to position titles. RMC worked closely with the NWCG Incident Position Standards Committee (IPSC) to propose and implement these changes.

Contact: Eric Fransted, RMC member, at edward_fransted@fws.gov.