A Publication of the National Wildfire Coordinating Group

NWCG Task Book for the Position of:





PMS 311-47 JUNE 2025

Task Book Assigned To:
Trainee's Name:
Home Unit/Agency:
Home Unit Phone Number:
Task Book Initiated By:
Official's Name:
Home Unit Title:
Home Unit/Agency:
Home Unit Phone Number:
Home Unit Address:
Date Initiated:

The material contained in this book accurately defines the performance expected of the position for which it was developed. This task book is approved for use as a position qualification document in accordance with the instructions contained herein.

Verification/Certification of Completed Task Book for the Position of:

COMPENSATION/CLAIMS UNIT LEADER (COMP)

Final Evaluator's Verification To be completed **ONLY** when you are recommending the Trainee for certification. has successfully performed as I verify that (Trainee name) a Trainee by demonstrating all tasks for the position listed above and should be considered for certification in this position. All tasks are documented with appropriate initials. Final Evaluator's Signature: Final Evaluator's Printed Name: Home Unit Title: Home Unit/Agency: Home Unit Phone Number: _____ Date: **Agency Certification** I certify that (Trainee name) _____ has met all requirements for qualification in the above position and that such qualification has been issued. Certifying Official's Signature: Certifying Official's Printed Name: ______ Title: Home Unit/Agency: Home Unit Phone Number: _____ Date: _____

This document is posted at the NWCG website: https://www.nwcg.gov/publications/position-taskbooks

NATIONAL WILDFIRE COORDINATING GROUP (NWCG) POSITION TASK BOOK

NWCG Position Task Books (PTBs) have been developed for designated National Interagency Incident Management System (NIIMS) positions. Each PTB lists the competencies, behaviors, and tasks required for successful performance in specific positions. Trainees must be observed completing all tasks and show knowledge and competency in their performance during the completion of this PTB.

Trainees are evaluated during this process by qualified Evaluators, and the Trainee's performance is documented in the PTB for each task by the Evaluator's initials and date of completion. An Evaluation Record will be completed by all Evaluators documenting the Trainee's progress after each evaluation opportunity.

Successful performance of all tasks, as observed and recorded by an Evaluator, will result in a recommendation to the agency that the Trainee be certified in that position. Evaluation and confirmation of the Trainee's performance while completing all tasks may occur on one or more training assignments and may involve more than one Evaluator during any opportunity.

INCIDENT/EVENT CODING

Each task has a code associated with the type of training assignment where the task may be completed. While tasks can be performed in any situation, they must be evaluated on the specific type of incident/event for which they are coded. For example, tasks coded W must be evaluated on a wildfire. Performance of any task on other than the designated assignment is not valid for qualification. The codes are defined as:

O = **Other**: In any situation (classroom, simulation, daily job, incident, prescribed fire, etc.).

I = Incident: Task must be performed on an incident managed under the Incident Command System (ICS). Examples include wildland fire, structural fire, oil spill, search and rescue, hazardous material, and an emergency or non-emergency (planned or unplanned) event.

W = **Wildfire**: Task must be performed on a wildfire incident.

RX = **Prescribed fire**: Task must be performed on a prescribed fire incident.

W/RX = **Wildfire OR prescribed fire**: Task must be performed on a wildfire OR prescribed fire incident.

R = **Rare event**: Rare events such as accidents, injuries, and vehicle or aircraft crashes occur infrequently and opportunities to evaluate performance in a real setting are limited. The Evaluator should determine, through interview, if the Trainee would be able to perform the task in a real situation.

Tasks within the PTB are numbered sequentially; however, the numbering does NOT indicate the order in which the tasks need to be performed or evaluated. The bullets under each numbered task are examples or indicators of items or actions related to the task. The purpose of the bullets is to assist the Evaluator in evaluating the Trainee; the bullets are not all-inclusive. Evaluate and initial ONLY the numbered tasks. DO NOT evaluate and initial each individual bullet.

A more detailed description of this process and definitions of terms are included in the *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1, https://www.nwcg.gov/publications/310-1.

RESPONSIBILITIES

The responsibilities of the Home Unit/Agency, Trainee, Coach, Training Specialist, Evaluator, Final Evaluator, and Certifying Official are identified in the *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1. It is incumbent upon each of these individuals to ensure their responsibilities are met.

INSTRUCTIONS FOR THE POSITION TASK BOOK EVALUATION RECORD

Evaluation Record #

Each Evaluator will need to complete an Evaluation Record. Each Evaluation Record should be numbered sequentially. Place this number at the top of the Evaluation Record page and also use it in the column labeled "Evaluation Record #" for each numbered task the Trainee has satisfactorily performed.

Trainee Information

Print the Trainee's name, position on the incident/event, home unit/agency, and the home unit/agency address and phone number.

Evaluator Information

Print the Evaluator's name, position on the incident/event, home unit/agency, and the home unit/agency address and phone number.

Incident/Event Information

Incident/Event Name: Print the incident/event name.

Reference: Enter the incident code and/or fire code.

Duration: Enter inclusive dates during which the Trainee was evaluated.

Incident Kind: Circle the kind of incident and specify if other (e.g., search and rescue, flood, etc.).

Location: Enter the Geographic Area, agency, and state.

Management Type or Prescribed Fire Complexity Level: Circle the ICS organization level or the prescribed fire complexity level.

Fire Behavior Prediction System (FBPS) Fuel Model Group: Circle the Fuel Model Group letter that corresponds to the predominant fuel type in which the incident/event occurred.

G = Grass Group (includes FBPS Fuel Models 1-3): $1 = \text{short grass } (1 \text{ foot}); 2 = \text{timber with grass understory}; <math>3 = \text{tall grass } (1\frac{1}{2} - 2 \text{ feet})$

B = Brush Group (includes FBPS Fuel Models 4 - 6): 4 = Chaparral (6 feet); 5 = Brush (2 feet); 6 = dormant brush/hardwood slash; 7 = Southern rough

T = Timber Group (includes FBPS Fuel Models 8 - 10): 8 = closed timber litter; 9 = hardwood litter; 10 = timber (with litter understory)

S = Slash Group (includes FBPS Fuel Models 11 - 13): 11 = light logging slash; 12 = medium logging slash; 13 = heavy logging slash

Evaluator's Recommendation

For 1-4, initial only one line as appropriate, this will allow for comparison with your initials in the Oualifications Record.

Comments: Additional information specific to the Evaluator's recommendation. The Evaluator should note any deficiencies, additional assignment needs, or additional focus areas that were identified. Record additional remarks/recommendations on an Individual Performance Evaluation or by attaching an additional sheet to the Evaluation Record.

Evaluator's Signature: Sign here to authenticate the recommendation.

Date: Document the date the Evaluation Record is completed.

Evaluator's Relevant Qualification (or agency certification): List your qualification or certification relevant to the Trainee position you supervised.

Note: Evaluators must be either qualified in the position being evaluated or supervise the Trainee; Final Evaluators must be qualified in the Trainee position they are evaluating.

If a Trainee has completed a Classic or Next Generation Position Task Book for any other Finance/Administration Section Unit Leader position (Procurement Unit Leader [PROC], Time Unit Leader [TIME]), they do not need to complete the Common Tasks contained in this PTB for the position of COMP.

Procurement Unit Leader (PROC) specific tasks are found in the NWCG Position Task Book for Procurement Unit Leader (PROC), PMS 311-125.

Time Unit Leader (TIME) specific tasks are found in the NWCG Position Task Book for Time Unit Leader (TIME), PMS 311-126.

Competency: Assume position responsibilities.

Description: Successfully assume role of Unit Leader within the Finance/Administration Section and initiate position activities at the appropriate time according to the following behaviors.

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Ensure availability, qualifications, and cap assignment.	oabilities	s of resource	es to complete
 Coordinate with Finance/Administration Section Chief and other functional areas to obtain resources. Order materials and supplies using procedures established by the section chief. Maintain quantities of forms, supplies, and materials at a level to prevent shortage of any basic needed items. Acquire equipment (e.g., radio, telephones, faxes, computers). Ensure appropriate number of personnel to support unit (e.g., night operational period, increase/reduce staffing). Ensure adequate signage for work locations (e.g., check-in/demobilization/resource). 	I		
 Organize work area to facilitate unit operations. Establish filing system. Establish area to receive documents. Establish message center (e.g., bulletin board). 	I		

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Gather, update, and apply situational inform	ation	relevant to	the assignment.
 3. Obtain initial briefing from Finance Section Chief or supervisor. Names, contact number, and positions/functions of host unit administrative personnel and cooperating/assisting agencies. Local administrative guidelines. Resources assigned and ordered for the incident and the unit. Logistical information (e.g., eating, sleeping, shower hours). Expectations and section operating procedures. Copy of Incident Action Plan (IAP) or other relevant plan. Unit-specific information. 	I		
Behavior: Establish effective relationships with relevan	t pers	onnel.	
Establish and maintain positive interpersonal and interagency working relationships.	I		
Behavior: Establish organization structure, reporting p of assigned resources.	roced	ures, and ch	nain of command
5. Organize assigned personnel to meet the needs of the unit.	Ι		
Behavior: Understand and comply with ICS concepts a	nd pr	inciples.	
6. Coordinate with functional areas within the ICS structure.	Ι		

Competency: Lead assigned personnel.

Description: Influence, guide, and direct assigned personnel to accomplish objectives and desired outcomes in a rapidly changing, high-risk environment.

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Model leadership values and principles.			
 7. Exhibit principles of duty. Be proficient in your job, both technically and as a leader. Make sound and timely decisions. Ensure tasks are understood, supervised, and accomplished. Develop your subordinates for the future. 	I		
 8. Exhibit principles of respect. • Know your subordinates and look out for their well-being. • Keep your subordinates informed. • Build the team. • Employ your subordinates in accordance with their capabilities. 	I		
 9. Exhibit principles of integrity. • Know yourself and seek improvement. • Seek responsibility and accept responsibility for your actions. • Set the example. 	I		
Behavior: Ensure the safety, welfare, and accountable	ility of a	assigned pers	onnel.
 10. Provide for the safety and welfare of assigned resources. • Monitor condition of assigned resources. • Account for assigned resources. • Provide for care of assigned resources and notify supervisor in event of sickness, injury, or accident. 	I		

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Establish work assignments and performance performance, and provide feedback.	ice exp	ectations, mo	onitor
11. Complete daily review of staffing requirements and ensure adequate personnel to meet needs.	I		
12. Develop schedule/assignments based on Incident Action Plan (IAP) or relevant plan.	I		
13. Ensure subordinates understand assignment for operational period.	I		
 14. Continually evaluate performance. Communicate deficiencies immediately and take corrective action. Provide training opportunities where available. Complete personnel performance evaluations according to agency guidelines. 	I		
Behavior: Emphasize teamwork.			
 15. Establish cohesiveness among assigned resources. Provide for open communication. Seek commitment. Set expectations for accountability. Focus on the team result. 	I		
Behavior: Coordinate interdependent activities.			
 16. Coordinate with other units and sections for completion of work assignments. Assist other sections to meet priorities and timeframes. Receive and transmit needed information. 	I		

Competency: Communicate effectively.

Description: Use suitable communication techniques to share relevant information with appropriate personnel on a timely basis to accomplish objectives in a rapidly changing, high-risk environment.

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Ensure relevant information is exchanged	during	briefings and	d debriefings.
 17. Brief and keep subordinates informed and updated. Ensure unit leader expectations are communicated and understood. 	I		
 18. Attend incident operational briefings and meetings as directed. Provide information as requested. Keep supervisor informed of issues and potential problems. 	I		
19. Participate in functional area briefings and conduct After Action Reviews (AARs), as appropriate.	I		
Behavior: Ensure documentation is complete and dis	position	is appropri	ate.
 20. Review and approve subordinate time reports. Ensure reports are accurate and submitted in a timely manner. Include justifications and authorizations as needed. 	I		
 21. Submit completed original documents at appropriate time (e.g., each operational period, final package). ICS 213, General Message ICS 214, Unit Log 	I		
22. Compile unit documentation for final incident package.	О		

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Gather, produce, and distribute informati guidelines and ensure understanding by recipient.	on as rec	quired by es	tablished
 23. Prepare information for preplanning/strategy meeting. Display information appropriate for next operational period. 	I		
24. Prepare input to final narrative and transition plan as requested.	I		

Competency: Ensure completion of assigned actions to meet identified objectives.

Description: Identify, analyze, and apply relevant situational information and evaluate actions to complete assignments safely and meet identified objectives. Complete actions within established timeframe.

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Gather, analyze, and validate information make recommendations for setting priorities.	pertine	nt to the inci	
 25. Evaluate available information and make recommendations to support incident. Workload priorities Staff assignments Information requests Cost-effective utilization of resources 	I		
Behavior: Follow established procedures and/or safe assignment.	ty proce	dures releva	ant to given
 26. Ensure established guidelines are followed. Work/rest Agency safety standards and procedures 	I		
Behavior: Transfer position duties while ensuring co and taking into account the increasing or decreasing	•	•	_
 27. Coordinate and efficient transfer of position duties when mobilizing/demobilizing (e.g., incoming Incident Management Team [IMT], host agency). • Inform subordinate staff and IC. • Document follow-up action needed and submit to supervisor. 	I		
28. Ensure financial documentation packages are submitted to the processing agency.	I		
Behavior: Plan for demobilization and ensure demok	oilization	procedures	s are followed.
 29. Anticipate demobilization of resources. • Identify excess resources. • Prepare schedule for demobilization. 	I		
 30. Ensure demobilization of resources. Brief subordinate staff on demobilization procedures and responsibilities. Ensure incident and agency demobilization procedures are followed. 	I		

TO A CAY			
TASK	C	EVAL.	EVALUATOR:
	О	RECORD	Initial & date
	D	#	upon completion
	E		of task
Behavior: Ensure readiness for assignment.			
21 Obtain and annually information and materials and 1	О		
31. Obtain and assemble information and materials needed			
for kit. Suggested items:			
 PMS 902, Interagency Incident Business 			
Management Handbook			
 Agency-specific guidelines 			
• Geographic Area supplements			
• CA-1, Report of Traumatic Injury and Claim for			
Continuation of Pay/Compensation			
• CA-2, Notice of Occupational Disease and Claim			
for Compensation			
• CA-16, Request for Examination and Treatment or			
equivalent			
• CA-17, Duty Status Report			
15 0100 10, figurey 1 fortace medical Care			
(APMC) Authorization and Medical Report			
 Injury Case File envelope 			
• Injury/Illness Log			
• APMC Treatment Log			
 SF-95, Claim for Damage, Injury, or Death 			
 DI-520 or AD-382, Employee Claim for Loss or 			
Damage to Personal Property			
 Incident Claims and Accident Log 			
 Incident Claims Case File Envelope 			
Agency-specific forms			
9 / "I - 1/1-1/1- "			

COMP Specific Tasks

Competency: Lead assigned personnel.

T V C I	1 6		ETTA TA TA TO D
TASK	C	EVAL.	EVALUATOR:
	0	RECORD	Initial & date
	D	#	upon completion
	E		of task
Behavior: Coordinate interdependent activities.			
32. Provide relevant information to the Time, Cost, and Procurement Units for posting.	I		
Competency: Communicate effectively.			
TASK	С	EVAL.	EVALUATOR:
	O	RECORD	Initial & date
	D	#	upon completion
	E		of task
Behavior: Ensure relevant information is exchanged	d during	briefings and	d debriefings.
22 Parrida immed for the ICC 200 In aid and Status	I		
33. Provide input for the ICS 209, Incident Status			
Summary.			
	I		
34. Coordinate with Safety Officer and Medical Unit on	1		
injury/accident trends.			
25 11 (16 1	I		
35. Identify and communicate issues of concern to	1		
supervisor.			
 Injury/illness trends Time loss			
 Claims trends			
Missing documentation			
Wissing documentation			
Behavior: Ensure documentation is complete and di	isposition	ı is appropri	ate.
36. Establish system for documenting and processing	О		
injury/illness claims.			
• Medical and claim logs			
 Agency property damage or replacement forms 			
 Secure claims documentation and evidence. 			
37. Review paperwork for accuracy and ensure case files	I		
are completed and transmitted to the appropriate	1		
administrative processing agency.			

COMP Specific Tasks

Competency: Assume position responsibilities.

TASK	C O D E	EVAL. RECORD #	EVALUATOR: Initial & date upon completion of task
Behavior: Gather, produce, and distribute informat guidelines and ensure understanding by recipient.	tion as re	quired by es	tablished
38. Provide information to personnel on injury/illness documentation requirements and procedures.	О		
 39. Coordinate with incident/agency units and medical facilities to obtain and exchange information. • Time Unit Leader • Planning Section • Medical Unit • Safety Officer • Agency crew coordinators • Incident Agency Compensation Specialist • Hospitals, clinics, and pharmacies • Law enforcement • Ground Support Unit Leader • Investigation Team 	I		
40. Provide information to claimant on claim filing requirements.	I		

	Evaluation Record #
	Trainee Information
Printed Na	me:
Trainee Po	sition on Incident/Event:
Home Unit	t/Agency:
	t /Agency Address and Phone Number:
	Evaluator Information
Printed Na	me:
Evaluator I	Position on Incident/Event:
Home Unit	
	t /Agency Address and Phone Number:
	Incident/Event Information
Incident/Ex	vent Name: Reference (Incident Number/Fire Code):
Duration:	Telefolius (moraem rivamest/1110 cous).
	ind: Wildfire, Prescribed Fire, All Hazard, Other (specify):
	include Geographic Area, Agency, and State):
`	ent Type (circle one): Type 5, Type 4, Type 3, Type 2, Type 1, Area Command, Complex Incident Management
_	ibed Fire Complexity Level (circle one): Low, Moderate, High
	Model Letter: G = Grass, B = Brush, T = Timber, S = Slash
	Evaluator's Recommendation
	(Initial only one line as appropriate)
1)	The tasks initialed and dated by me on the Qualification Record have been performed under my supervision in a satisfactory manner. The Trainee has successfully performed all tasks in the PTB for the position. I have completed the Final Evaluator's Verification section and recommend the Trainee be considered for agency certification.
2)	The tasks initialed and dated by me on the Qualification Record have been performed under my supervision in a satisfactory manner. However, opportunities were not available for all tasks (or all uncompleted tasks) to be performed and evaluated on this assignment. An additional assignment is needed to complete the evaluation.
3)	The Trainee did not complete certain tasks in the PTB in a satisfactory manner and additional training, guidance, or experience is recommended.
4)	The individual is severely deficient in the performance of tasks in the PTB for the position and additional training, guidance, or experience is recommended prior to another training assignment.
Comments	:
Evaluator's	s Signature: Date:

Evaluator's Relevant Qualification (or agency certification):

	Evaluation Record #
	Trainee Information
Printed Na	ame:
Trainee Pos	osition on Incident/Event:
Home Unit	t/Agency:
Home Unit	t /Agency Address and Phone Number:
	Evaluator Information
Printed Na	ime:
Evaluator F	Position on Incident/Event:
Home Unit	t/Agency:
Home Unit	t /Agency Address and Phone Number:
	Incident/Event Information
Incident/Ev	vent Name: Reference (Incident Number/Fire Code):
Duration:	
Incident Ki	ind: Wildfire, Prescribed Fire, All Hazard, Other (specify):
Location (i	include Geographic Area, Agency, and State):
Manageme	ent Type (circle one): Type 5, Type 4, Type 3, Type 2, Type 1, Area Command, Complex Incident Manageme
OR Prescri	ibed Fire Complexity Level (circle one): Low, Moderate, High
FBPS Fuel	l Model Letter: G = Grass, B = Brush, T = Timber, S = Slash
	Evaluator's Recommendation
	(Initial only one line as appropriate)
1)	The tasks initialed and dated by me on the Qualification Record have been performed under my supervision a satisfactory manner. The Trainee has successfully performed all tasks in the PTB for the position. I have completed the Final Evaluator's Verification section and recommend the Trainee be considered for agency certification.
2)	The tasks initialed and dated by me on the Qualification Record have been performed under my supervision a satisfactory manner. However, opportunities were not available for all tasks (or all uncompleted tasks) to be performed and evaluated on this assignment. An additional assignment is needed to complete the evaluation
3)	The Trainee did not complete certain tasks in the PTB in a satisfactory manner and additional training, guidance, or experience is recommended.
4)	The individual is severely deficient in the performance of tasks in the PTB for the position and additional training, guidance, or experience is recommended prior to another training assignment.
Comments	s: <u> </u>
Evaluator's	s Signature: Date:

Evaluator's Relevant Qualification (or agency certification):