

Animal Emergency Response Resource Titles



Overview

To help facilitate mutual aid resource requests for animal emergency response, Cal OES, CARES, Cal CARTs, and Cal Animals have defined standardized resource titles of positions for use in the state of California. This document lists the proposed titles for the animal emergency response positions and provides detailed descriptions of the positions for review by the involved agencies. Note that **all AER positions require personnel to be sworn Disaster Service Workers (DSWs) within their local jurisdiction.**

Resource Titles

All positions are specific to animal response to an emergency or disaster and are represented by the acronym “AER” for Animal Emergency Response. Detailed descriptions of titles shown in **bold** are included in this document.

Page	Position	Description	Types
	AER ACO (Animal Control Officer) / HO (Humane Officer): in development	Qualified Animal Control and Humane Officers	
3	AER ACS (Animal Care Specialist) Field	Provides care and handling of animals during field operations (evacuation, shelter in place, etc.)	Type 1 (advanced skills) Type 2 (operational skills)
5	AER ACS (Animal Care Specialist) Shelter	Provides care and handling of animals in a shelter	Type 1 (advanced skills) Type 2 (operational skills)
7	AER Animal Transport	Transports animals in support of AER operations	Type 1 (hot zone, trailer hauling, large animals) Type 2 (warm zone, flat haul, small animals) Type 3 (cold zone, small animals)
10	AER ASAR (Animal Search and Rescue) Technician Land	Plans and executes ASAR on land	
13	AER ASAR (Animal Search and Rescue) Technician Water	Plans and executes ASAR on water	
16	AER Branch Director	Leads overall animal response effort	Type 1 (advanced skills) Type 2 (operational skills)
18	AER Communications Technician	Communications technology expert	
20	AER Communications Unit Leader	Managers AER Comms Unit	
	AER Field Manager: in development	Supervises field operations (evacuation, shelter in place)	

	AER Field Team Leader: <i>in development</i>	Leads an individual field team	
22	AER Incident Support Team	Incident support when the jurisdiction's capacity is exceeded	Type 1 (larger / more complex incident) Type 2 Type 3 (smaller / less complex incident)
	AER Intake / Reunification Specialist: <i>in development</i>	Handles intake and reunification in a shelter	
25	AER Radio Operator Command	Manages radio comms in AER command base	
27	AER Radio Operator Field	Provides radio comms for an AER field team	
29	AER Shelter Manager Large Animal	Supervises operations in a large animal shelter	Type 1 (Large Animal Shelter Leader/Manager) Type 2 (Barn Lead)
31	AER Shelter Manager Small Animal	Supervises operations in a small animal shelter	Type 1 (Small Animal Shelter Leader/Manager) Type 2 (Dog Lead / Cat Lead)

Acronyms:

ACO	Animal Control Officer
ACS	Animal Care Specialist
ADOC	Animal Department Operations Center
AER	Animal Emergency Response
ASAR	Animal Search and Rescue
HO	Humane Officer
IAP	Incident Action Plan
OA	Operational Area

AER ACS (Animal Care Specialist) Field

AER ACS (Animal Care Specialist) Field			
Definition	Provides proper care and handling of small and large animals during field operations.		
Single Resource / Team Resource	May be ordered as a single resource or part of a team.		
Component	Type 1	Type 2	Notes
Description	Same as Type 2 AND: <ul style="list-style-type: none"> • Able to recognize body language, behaviors and posture that require specialized expertise in the care and handling of difficult animals. • Safe and humane handling of agitated, potentially dangerous, or difficult-to-handle small and large animals. • Capture and containment of animals. • Able to safely load and unload animals for transport. • Able to perform communications via radios following local operational protocols. 	<ul style="list-style-type: none"> • Performs assessment of animals for evaluation of shelter-in-place or evacuation needs. • Performs all duties involved in the daily shelter-in-place care of animals including, but not limited to, feeding/watering and safety/wellness assessment. Observes the animals' health and well-being daily or as needed under best humane practices and determines if evacuation is indicated. • Adheres to biosecurity guidelines to reduce potential disease spread including cleaning and disinfecting field equipment and vehicles. • Maintains documentation and tracking of all activities by completing related paperwork according to field procedures. 	Background check may be required as per local Authority Having Jurisdiction (AHJ).
Required Training	Same as Type 2 AND: <ul style="list-style-type: none"> • FEMA IS-700, 800 • Field Radio Communications • Animal triage and assessment 	<ul style="list-style-type: none"> • FEMA IS-100, 200 • Field operations best practices • Fireline / all hazards awareness • Fire shelter (per jurisdiction requirement) • Large animal handling • Small animal handling • Animal documentation best practices 	Requester may require additional just-in-time training.
Recommended Training	Same as Type 2 AND: <ul style="list-style-type: none"> • FEMA ICS-300 	<ul style="list-style-type: none"> • FEMA IS-10, 11, 111, 700 • Animal triage and assessment • Human CPR/First Aid • N95 proper fitting and use • ATR (Animal Technical Rescue) awareness • Field Radio Communications • Mental health and/or crisis awareness training 	

AER ACS (Animal Care Specialist) Field

<p>Experience / Skills</p>	<p>Same as Type 2 AND:</p> <ul style="list-style-type: none"> • One field deployment and/or three years professional experience 	<ul style="list-style-type: none"> • Completion of required trainings • Knowledge of navigation/mapping tools • Able to work effectively in a team environment and contribute to a positive work culture • Able to work in arduous working conditions 	
<p>Physical / Medical Fitness</p>	<p>Same as Type 2</p>	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ lbs, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster • Recommended: Completion of a work capacity test. A recommended minimum is a one mile hike in 16 min with a 25 lb. pack. Additional recommended elements: <ul style="list-style-type: none"> ○ Move each of the following 50 feet, from truck bed or platform to another truck bed or platform: <ul style="list-style-type: none"> ▪ One bale of hay ▪ One 50 lb. bag of feed ▪ Two five-gallon water jugs filled with water ○ For the hay and feed, an acceptable alternative method is for personnel to work in pairs to move two bales and two bags per team 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Fire safe boots • Work gloves • Wildland tactical gear (pants and jacket) • Rated helmet, goggles, and light • Pants and team shirt/uniform • N95 mask or other as determined necessary for the incident • Fire shelter • Biosecurity PPE • Species-specific safety equipment <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> • Radio equipment (public safety band)

AER ACS (Animal Care Specialist) Shelter

AER ACS (Animal Care Specialist) Shelter			
Definition	Provides proper care and handling of small and large animals in a shelter.		
Single Resource / Team Resource	May be ordered as a single resource or part of a team.		
Component	Type 1	Type 2	Notes
Description	Same as Type 2 AND: <ul style="list-style-type: none"> • Able to recognize body language, behaviors and posture that require specialized expertise in the care and handling of difficult animals. • Safe and humane handling of agitated, potentially dangerous, or difficult-to-handle small and large animals. • Capture and containment of animals. • Able to safely load and unload animals for transport. 	<ul style="list-style-type: none"> • Performs all duties involved in the daily care of animals in a temporary animal emergency shelter including, but not limited to, feeding/watering, walking/exercising, and providing enrichment for the animals' well-being. • Observes the animals' health and well-being daily under best humane practices, and reports suspected health issues to the Shelter Manager. • Cleans and disinfects (C&D) assigned areas in a timely manner according to shelter protocol. • Maintains cleanliness of all animals and cages throughout the day. • Maintains documentation and tracking of all activities by completing related paperwork according to shelter procedures. 	
Required Training	Same as Type 2 AND: <ul style="list-style-type: none"> • FEMA IS-700, 800 • Large and/or small animal handling 	<ul style="list-style-type: none"> • FEMA IS-100, 200 • Small animal shelter best practices • Large animal shelter best practices • Animal intake, documentation, and tracking best practices 	Requester may require additional just-in-time training.
Recommended Training	Same as Type 2 AND: <ul style="list-style-type: none"> • FEMA ICS-300 	<ul style="list-style-type: none"> • FEMA IS-10, 11, 111, 700 • Animal triage and assessment • N95 proper fitting and use • Mental health and/or crisis awareness training • Field Radio Communications 	
Experience / Skills	Same as Type 2 AND: <ul style="list-style-type: none"> • One deployment and/or three years professional experience 	<ul style="list-style-type: none"> • Completion of required trainings • Able to work effectively in a team environment and contribute to a positive work culture • Able to work in arduous working conditions 	

AER ACS (Animal Care Specialist) Shelter

<p>Physical / Medical Fitness</p>	<p>Same as Type 2</p>	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ lbs, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Closed-toed shoes (small animal) or boots (large animal), pants, and team shirt / uniform • Work gloves • Biosecurity PPE • Species-specific safety equipment <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> • Radio equipment (public safety band)
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AER Animal Transport

AER Animal Transport				
Definition	Operates motor vehicles in support of animal emergency response operations, including transport of small animals, large animals, and necessary equipment/supplies.			
Single Resource / Team Resource	May be ordered as a single resource or part of a team.			
Component	Type 1	Type 2	Type 3	Notes
Description	<p>Same as Type 2 AND:</p> <ul style="list-style-type: none"> Operates vehicles in support of animal emergency response in areas of direct and immediate threat (Hot Zones). This includes areas in front of active wildfires. Certified experienced for trailer hauling (trailer safely and maneuvering) Transports animals who can be confined in a trailer or in a vehicle without a trailer. 	<p>Same as Type 3 AND:</p> <ul style="list-style-type: none"> Operates vehicles in support of animal emergency response in areas of potential threat (Warm Zones). This includes areas behind roadblocks that are not in the path of active fires or are already burned over. Transports animals who can be confined in a vehicle with or without a trailer. Functions as a member of an animal emergency response team, or in coordination with an ACO. Adheres to biosecurity guidelines to reduce potential disease spread including cleaning and disinfecting field equipment and vehicles. Maintains documentation and tracking of all activities by completing related paperwork according to field procedures. 	<ul style="list-style-type: none"> Operates vehicles in support of animal emergency response, but not inside designated disaster areas with restricted access (i.e. Type 3 operates in Cold Zones only, where no significant threat is anticipated). Transports animals who can be confined in a vehicle without a trailer. Provides logistical support to animal emergency response functions as assigned, not necessarily as part of a team. Adheres to biosecurity guidelines to reduce potential disease spread including cleaning and disinfecting field equipment and vehicles. Maintains documentation and tracking of all activities by completing related paperwork according to field procedures. 	<p>Background check may be required as per local Authority Having Jurisdiction (AHJ).</p> <p>Type 3 can be a sworn SUV (spontaneous unaffiliated volunteer)</p>
Required Training	Same as Type 2 AND:	Same as Type 3 AND: <ul style="list-style-type: none"> FEMA IS-200 	<ul style="list-style-type: none"> FEMA IS-100 Small animal handling 	AER Animal Transport can be sworn with training

AER Animal Transport				
	<ul style="list-style-type: none"> Trailer safety & maneuvering Large animal handling Fire shelter (per jurisdiction requirement) 	<ul style="list-style-type: none"> Field operations best practices Fireline / all hazards awareness Field Radio Communications 	<ul style="list-style-type: none"> Animal documentation best practices 	waiver (for all but Trailer Safety and Maneuvering) if accompanied by sworn AER ACS Field
Recommended Training	Same as Type 2	Same as Type 3 AND: <ul style="list-style-type: none"> Human CPR/First Aid 	<ul style="list-style-type: none"> FEMA IS-10, 11, 111, 700 Animal triage and assessment N95 proper fitting and use ATR (Animal Technical Rescue) awareness Field Radio Communications Mental health and/or crisis awareness training 	
Experience / Skills	Same as Type 2 AND: <ul style="list-style-type: none"> At least two years of regular trailer hauling experience One deployment hauling large animals 	Same as Type 3 AND: <ul style="list-style-type: none"> Knowledge of navigation/mapping tools 	<ul style="list-style-type: none"> Completed all required trainings 	
Physical / Medical Fitness	Same as Type 2	Same as Type 3	<ul style="list-style-type: none"> Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ lbs, etc.) Able to work in required PPE Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor Able to handle physical/mental demands generated by the disaster Recommended: Completion of a work capacity test. A recommended minimum is a 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> Fire safe boots (Type 1 and 2) or closed-toes shoes (Type 3) Work gloves

AER Animal Transport

			<p>one mile hike in 16 min with a 25 lb. pack. Additional recommended elements:</p> <ul style="list-style-type: none"> ○ Move each of the following 50 feet, from truck bed or platform to another truck bed or platform: <ul style="list-style-type: none"> ▪ One bale of hay ▪ One 50 lb. bag of feed ▪ Two five-gallon water jugs filled with water ○ For the hay and feed, an acceptable alternative method is for personnel to work in pairs to move two bales and two bags per team 	<ul style="list-style-type: none"> ● Wildland tactical gear (pants and jacket) (Type 1 and 2) ● Rated helmet, goggles, and light (Type 1 and 2) ● Pants and team shirt/uniform ● N95 mask or other as determined necessary for the incident ● Fire shelter (Type 1) ● Biosecurity PPE ● Species-specific safety equipment <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> ● Radio equipment (public safety band)
<p>Professional and Technical Licenses and Certifications</p>	<p>Same as Type 2 AND:</p> <ul style="list-style-type: none"> ● If needed for vehicle, Class A license 	<p>Same as Type 3</p>	<ul style="list-style-type: none"> ● Class C driver's license or license type as specified by requestor ● License compatible with vehicle size, valid registration, and proof of insurance ● In compliance with vehicle inspection checklist 	

AER ASAR (Animal Search and Rescue) Technician Land

Animal Search and Rescue (ASAR) Technician Land		
Definition	Plans, coordinates, and executes animal search and rescue efforts on land.	
Single Resource / Team Resource	May be ordered as a single resource or as part of an animal search and rescue team. (Requestor specifies incident type: land-based or water-based.)	
Component	Details	Notes
Description	<p>Locates and rescues animals in distress due to entrapment, entanglement, or injury, and extricates them as efficiently and humanely as possible.</p> <ul style="list-style-type: none"> Analyzes scene, assesses risks, organizes search patterns, and selects appropriate tactics for successful rescue plans. Performs location, capture, containment, stabilization, extrication, and transportation of animals. Assesses need for and allocates vehicles and equipment to conduct incident operations, in coordination with the ADOC (Animal Department Operations Center) or OA EOC. <p>Utilizes specialized training and equipment to assist veterinarians and public safety officials with the technical rescue of large or small animals.</p> <p>Operates in front of and behind active wildfires as well as environmentally hazardous conditions with possible infrastructure damage and limited access to transportation, shelter, and sustenance.</p> <p>Contributes to animal tracking and census data by documenting all serviced animals. Reports data and makes requests to OA EOC or ADOC (Animal Department Operations Center).</p>	Background check may be required as per local Authority Having Jurisdiction (AHJ).
Required Training	<ul style="list-style-type: none"> FEMA IS-100, 200 Animal Technical Rescue Technician (California State Fire Training) or equivalent Fireline Safety: NWCG S-190 Introduction to Wildland Fire Behavior; or NWCG RT-130 Wildland Fire Safety Training Annual Refresher; or equivalent Fire shelter deployment (per jurisdiction requirement) 	
Recommended Training	<ul style="list-style-type: none"> FEMA IS-700, 800 Rope Rescue Awareness Operations / Rope Rescue Technician (California State Fire Training) or equivalent All Hazards Awareness: AWR-328 All Hazards Preparedness for Animals in Disasters (Rural Domestic Preparedness Consortium), or equivalent Hazardous Materials: CSTI Hazardous Materials First Responder Awareness / Operations / Operations – Decontamination; AWR-358 Hazardous Materials Awareness (Center for Domestic Preparedness); or equivalent 	

Animal Search and Rescue (ASAR) Technician Land		
	<ul style="list-style-type: none"> • Field Radio Communications • Human CPR/First Aid • Small/large animal CPR/first aid • N95 proper fitting and use 	
Experience / Skills	<p>Able to demonstrate the following skills:</p> <ul style="list-style-type: none"> • Completion of required trainings • Knowledge of navigation/mapping tools • Species-appropriate animal handling skills and experience • Animal triage and assessment skills • Completion of at least one drill or deployment using animal technical rescue equipment on land • Able to work effectively in a team environment and contribute to a positive work culture • Able to work in arduous working conditions • Awareness of fire-related hazards 	
Physical / Medical Fitness	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ pounds, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster • Recommended: Completion of a work capacity test. A recommended minimum is a one mile hike in 16 min with a 25 lb. pack. Additional recommended elements: <ul style="list-style-type: none"> ○ Move each of the following 50 feet, from truck bed or platform to another truck bed or platform: <ul style="list-style-type: none"> ▪ One bale of hay ▪ One 50 lb. bag of feed ▪ Two five-gallon water jugs filled with water ○ For the hay and feed, an acceptable alternative method is for personnel to work in pairs to move two bales and two bags per team 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Fire safe boots • Work gloves • Wildland tactical gear (pants and jacket) • Rated helmet, goggles, and light • Animal technical rescue equipment • Species-specific safety equipment • N95 mask or other as determined necessary for the incident • Fire shelter • Biosecurity PPE

Animal Search and Rescue (ASAR) Technician Land

Requesting agency may provide additional gear (per jurisdictional requirements):

- Radio equipment

AER ASAR (Animal Search and Rescue) Technician Water

Animal Search and Rescue (ASAR) Technician Water		
Definition	Plans, coordinates, and executes animal search and rescue efforts on water.	
Single Resource / Team Resource	May be ordered as a single resource or as part of an animal search and rescue team. (Requestor specifies incident type: land-based or water-based.)	
Component	Details	Notes
Description	<p>Locates and rescues animals in distress due to entrapment, entanglement, or injury, and extricates them as efficiently and humanely as possible.</p> <ul style="list-style-type: none"> Analyzes scene, assesses risks, organizes search patterns, and selects appropriate tactics for successful rescue plans. Performs location, capture, containment, stabilization, extrication, and transportation of animals. Assesses need for and allocates vehicles and equipment to conduct incident operations, in coordination with the ADOC (Animal Department Operations Center) or OA EOC. <p>Utilizes specialized training and equipment to assist veterinarians and public safety officials with the technical rescue of large or small animals.</p> <p>Operates in either swiftwater or flatwater scenarios as well as environmentally hazardous conditions with possible infrastructure damage and limited access to transportation, shelter, and sustenance.</p> <p>Contributes to animal tracking and census data by documenting all serviced animals. Reports data and makes requests to OA EOC or ADOC (Animal Department Operations Center).</p>	Background check may be required as per local Authority Having Jurisdiction (AHJ).
Required Training	<ul style="list-style-type: none"> FEMA IS-100, 200 Animal Technical Rescue Technician (California State Fire Training) or equivalent Water Rescue Technician (California State Fire Training); River and Flood Rescue Technician (California State Fire Training); or equivalent 	
Recommended Training	<ul style="list-style-type: none"> FEMA IS-700, 800 Rope Rescue Awareness Operations / Rope Rescue Technician (California State Fire Training) or equivalent All Hazards Awareness: AWR-328 All Hazards Preparedness for Animals in Disasters (Rural Domestic Preparedness Consortium), or equivalent Hazardous Materials and Decontamination: CSTI Hazardous Materials First Responder Awareness / Operations / Operations – Decontamination; AWR-358 Hazardous Materials Awareness (Center for Domestic Preparedness); or equivalent Field Radio Communications 	

Animal Search and Rescue (ASAR) Technician Water

	<ul style="list-style-type: none"> • Human CPR/First Aid • Small/large animal CPR/first aid • N95 proper fitting and use 	
Experience / Skills	<p>Able to demonstrate the following skills:</p> <ul style="list-style-type: none"> • Completion of required trainings • Knowledge of navigation/mapping tools • Species-appropriate animal handling skills and experience • Animal triage and assessment skills • Animal and human decontamination • Completion of at least one drill or deployment using animal technical rescue equipment on water • Able to work effectively in a team environment and contribute to a positive work culture • Able to work in arduous working conditions • Awareness of flooding-related hazards 	
Physical / Medical Fitness	<ul style="list-style-type: none"> • Experienced swimmer • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ pounds, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster • Recommended: Completion of a work capacity test. A recommended minimum is a one mile hike in 16 min with a 25 lb. pack. Additional recommended elements: <ul style="list-style-type: none"> ○ Move each of the following 50 feet, from truck bed or platform to another truck bed or platform: <ul style="list-style-type: none"> ▪ One bale of hay ▪ One 50 lb. bag of feed ▪ Two five-gallon water jugs filled with water ○ For the hay and feed, an acceptable alternative method is for personnel to work in pairs to move two bales and two bags per team 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Work boots • Work gloves • Animal technical rescue equipment • Species-specific safety equipment • Water tactical gear (drysuit, PFD, etc.) <i>Note that wetsuits are not appropriate.</i> • Rated helmet • Decontamination equipment • N95 mask or other as determined necessary for the incident • Biosecurity PPE

Animal Search and Rescue (ASAR) Technician Water

Requesting agency may provide additional gear (per jurisdictional requirements):

- Radio equipment

AER Branch Director

AER Branch Director			
Definition	Leads, manages, and coordinates animal disaster response operations following the established ICS structure.		
Single Resource / Team Resource	May be ordered as a single resource or part of a team.		
Component	Type 1	Type 2	Notes
Description	Same as Type 2	<ul style="list-style-type: none"> • Directs and supervises all operations in the AER branch • Serves as liaison between the AER branch and jurisdiction emergency response agencies (including OA EOC and first responders) • Establishes objectives and priorities based on the scale and scope of the incident • Identifies, requests, and coordinates required resources to support AER operations • Maintains situational awareness of resources committed to the incident • Ensures effective communication and collaboration within the AER branch and with all relevant agencies • Monitors work completed by AER branch and prepares and submits reports to OA EOC 	
Required Training	Same as Type 2	<ul style="list-style-type: none"> • FEMA IS-100, 200, 700, 800 • FEMA ICS-300 • Field operations best practices • Large animal shelter best practices • Small animal shelter best practices • Fireline / all hazards awareness • Large animal handling • Small animal handling • Animal intake, documentation, and tracking best practices • Field radio communications 	<i>Training requirements include all requirements for AER ACS Field Type 1 and AER ACS Shelter Type 1</i>
Recommended Training	Same as Type 2	<ul style="list-style-type: none"> • FEMA IS-10, 11, 111 • FEMA IS-240, 241, 244 • FEMA ICS-400 • G606: Standardized Emergency Management System (SEMS) 	

AER Branch Director

<p>Experience / Skills</p>	<p>Same as Type 2 AND:</p> <ul style="list-style-type: none"> • Previously deployed in this role (or similar role) two or more times 	<ul style="list-style-type: none"> • Completion of required trainings • Three years of experience in an operational lead position (shelter or field operations) with relevant species • Able to work effectively in a team environment and contribute to a positive work culture • Able to work well under pressure and effectively interact with potentially difficult people • Able to multitask • Able to recognize and work in arduous working conditions requiring physical and emotional stamina • Strong administrative skills (verbal/written communication, organization, problem-solving, leadership, attention to detail, time management) • Able to interpret an Incident Action Plan (IAP) 	<p>Ideally experienced in same disaster type</p>
<p>Physical / Medical Fitness</p>	<p>Same as Type 2</p>	<ul style="list-style-type: none"> • Awareness of required PPE • Able to deploy self-sufficiently for five days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Closed-toed shoes (small animal) or boots (large animal), pants, and team shirt / uniform • Work gloves • Biosecurity PPE <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> • Radio equipment (public safety band)

AER Communications Technician

AER Communications Technician		
Definition	Subject matter expert in communications technology and usage (radios, internet, phones, etc.)	
Single Resource / Team Resource	May be ordered as a single resource or as part of a team.	
Component	Details	Notes
Description	<p>Provides technical support for the operations of the AER (Animal Emergency Response) Communications Unit, including the following tasks:</p> <ul style="list-style-type: none"> • Setup and configuration of communications equipment (radio, internet, phone) at AER command base • Manages signout/signin and troubleshooting of all radio and other comms equipment 	The AER Comms Technician role may be modified with a Ham Endorsement, for radio operators in possession of a valid ham radio license.
Required Training	<ul style="list-style-type: none"> • FEMA IS-100, 200 • Field Radio Communications • Fireline Safety: NWCG S-190 Introduction to Wildland Fire Behavior; or NWCG RT-130 Wildland Fire Safety Training Annual Refresher; or equivalent 	
Recommended Training		
Experience / Skills	<ul style="list-style-type: none"> • Operates public safety radio using proper radio protocols and best practices • Extensive experience with setup, cloning/programming, and troubleshooting radios and other communications technology (internet, phone) • Understands how to use an IAP (Incident Action Plan) 	<p>The following apply to AER Comms Technicians who have a Ham Endorsement and are using ham radio equipment:</p> <ul style="list-style-type: none"> • Must follow all FCC requirements for ham radio operation • If using personal ham radio equipment, must be able to program frequencies into radio (should carry any equipment and/or manuals needed to program radio)
Physical / Medical Fitness	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p>

AER Communications Technician

- Closed toe shoes
 - Work gloves
 - Radio equipment (ham band, if requested)
 - Equipment for programming/cloning radios
 - Analysis/repair equipment
- Requesting agency may provide (per jurisdictional requirements):
- Radio equipment (public safety band) and associated equipment for cloning

AER Communications Unit Leader

AER Communications Unit Leader		
Definition	Manages the AER (Animal Emergency Response) Communications Unit.	
Single Resource / Team Resource	May be ordered as a single resource or as part of a team.	
Component	Details	Notes
Description	Manages the operations of the AER Communications Unit, including the following tasks: <ul style="list-style-type: none"> • Develops and deploys the incident AER communications plan • Qualifies personnel for all radio communications roles and provides communications briefing • Identifies and requests necessary communications technology (radio, internet, phone) 	The AER Comms Unit Leader role may be modified with a Ham Endorsement, for radio operators in possession of a valid ham radio license.
Required Training	<ul style="list-style-type: none"> • FEMA IS-100, 200, 700 • FEMA ICS-300 • Field Radio Communications • Command Radio Communications • Fireline Safety: NWCG S-190 Introduction to Wildland Fire Behavior; or NWCG RT-130 Wildland Fire Safety Training Annual Refresher; or equivalent 	
Recommended Training	<ul style="list-style-type: none"> • All Hazards Awareness: AWR-328 All Hazards Preparedness for Animals in Disasters (Rural Domestic Preparedness Consortium), or equivalent 	
Experience / Skills	<ul style="list-style-type: none"> • Operates public safety radio using proper radio protocols and best practices • Familiar with communications technologies (radio, internet, phone) and can troubleshoot problems • Understands how to produce the AER incident communications plan as a part of the IAP (Incident Action Plan) • Effective management and logging of radio traffic with AER Radio Operators Field on assigned frequencies (demonstrated in at least one drill or deployment) • Monitors appropriate public safety frequencies for incident information • Has demonstrated skills as an AER Communications Unit Leader in at least one drill or deployment 	The following apply to AER Comms Unit Leaders who have a Ham Endorsement and are using ham radio equipment: <ul style="list-style-type: none"> • Must follow all FCC requirements for ham radio operation • If using personal ham radio equipment, must be able to program frequencies into radio (should carry any equipment and/or manuals needed to program radio)
Physical / Medical Fitness	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor 	<i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i>

AER Communications Unit Leader

- Able to handle physical/mental demands generated by the disaster

Recommended PPE and equipment:

- Closed toe shoes
- Work gloves
- Radio equipment (ham band, if requested)

Requesting agency may provide (per jurisdictional requirements):

- Radio equipment (public safety band)

AER Incident Support Team

AER Incident Support Team	
Definition	An Animal Emergency Response (AER) Incident Support Team (IST) provides incident support and subject matter expertise during incidents or events that exceed a jurisdiction's or agency's capability or capacity. Teams may include members of local, state, tribal, territorial, and federal entities, nongovernmental organizations (NGOs), and private sector organizations. Teams encompass various agencies and jurisdictions.
Single Resource / Team Resource	Team resource
Overall Function	<p>The AER IST:</p> <ul style="list-style-type: none"> • Deploys to supplement the management and application of animal care resources in emergency response operations, incidents, or planned events requiring large-scale animal operations to include sheltering, search and rescue, evacuation, veterinary care, and reunification operations • Supports a local Incident Commander (IC), Unified Command, Incident Management Team (IMT), or Emergency Operations Center (EOC) in managing an incident or event • Plans for, manages, and tracks tactical resources that the Authority Having Jurisdiction (AHJ) and other supporting organizations provide • Performs Command, Operations, Planning, Logistics, Finance/Administration, Safety, Public Information, and Liaison functions as the incident requires, in support of the AHJ's existing response enterprise • Coordinates with IMT(s), EOC personnel, AHJ, and agency administrators regarding incident management objectives and support • Has short-term and long-term configurations; long-term configurations incorporate additional positions and capabilities to meet incident needs based on the results of a complexity analysis that includes such factors as the number of resources, the area of operations, and the complexity of operations
Composition and Ordering Specifications	<ul style="list-style-type: none"> • Discuss logistics for deploying this team, such as working conditions, communications, length of deployment, security, lodging, transportation, and meals, prior to deployment • Discuss team relief/replacement and team member overlap to ensure smooth operational transitions • Discuss staffing and equipment needs based on incident complexity, such as the need for deputies and assistants or the need to provide 24-hour coverage • Discuss team responsibilities and authority throughout the incident • Discuss existing incident command structures and other coordinating entities—such as Federal, state, local, tribal, and territorial governments, IMTs, EOCs, Multiagency Coordination Groups (MAC Groups), and Joint Information Systems (JIS)—that this team will support • Discuss the need to include trainees on this team • Discuss the process and expectations for documentation; ordering, tracking, and managing resources; tracking and managing personnel hours; ensuring adequate personnel accountability; ensuring personnel safety and welfare; managing contracts and Memorandums of Understanding (MOU); and managing communications processes and equipment

AER Incident Support Team

Component	Type 1	Type 2	Type 3	Notes
Minimum Personnel Per Team	15	10	5	
Personnel Per Team	Same as Type 2 AND: 1 – Liaison Officer 1 – Finance/Admin Section Chief 1 – Geographic Information Systems Specialist 2 – Animal Subject Matter Experts (can include Animal Services, Veterinary, or CART Leaders)	Same as Type 3 AND: 1 – Communications Unit Leader 1 – Situation Unit Leader 1 – Resources Unit Leader 1 – Safety Officer 1 – Animal Care Director (such as a Veterinarian or AER Shelter Manager)	1 – AER Branch Director 1 – Public Information Officer 1 – Operations Section Chief 1 – Planning Section Chief 1 – Logistics Section Chief Optional: General helpers – clerical, support and assistance (no certifications required)	If the IC or requesting jurisdiction/entity specifies, an additional AER Branch Director can fill the role of deputy. Requestor may specify additional AER specialist positions.
Training, Knowledge, and Experience	<p>Required Training:</p> <ul style="list-style-type: none"> • IS-100, IS-200 • IS-10, IS-11, IS-111 <p>Required Experience:</p> <ul style="list-style-type: none"> • Employee in Animal Services Management for at least 3 years OR a member of a CART in good standing with Cal CARTs for at least 3 years • Has performed as the assigned title within the last 5 years <p>Recommended Training:</p> <ul style="list-style-type: none"> • ICS-300, ICS-400 • CVET Biosecurity training • CVET Triage training <p>Recommended Knowledge:</p> <ul style="list-style-type: none"> • Proficient in SEMS, NIMS, ICS, EMMA, LEMA, MRT, and EMAC • Proficient in animal disaster evacuation, sheltering, and care best practices • Proficient in CA and national Animal Services laws 			Requestor specifies the desired type for Command and General staff roles. For larger/more complex incidents, NIMs Type 1 certification is preferred. Personnel with animal experience and knowledge are strongly preferred., and this subject matter expertise may be more important than the extent of NIMS/ICS training.

AER Incident Support Team

Component	Type 1	Type 2	Type 3	Notes
Personnel Management Capabilities Per Team	Typically manages up to 500 personnel and over 2000 animals.	Typically manages up to 200 personnel and 2000 animals.	Typically manages up to 80 personnel and 500 animals.	
Equipment Per Team	The IST should bring equipment commensurate with the mission assignment. For example: <ul style="list-style-type: none"> • Electronic and office equipment (e.g. laptops, printers, etc.) • Appropriate Personal Protective Equipment (PPE) for assignment (e.g. protective footwear, protective clothing, eye and ear protection, respirators, gloves, masks) • Communications equipment as needed (e.g. portable radios, mobile repeaters, satellite internet access, cellular signal booster, mobile communications unit, etc.) • Office supplies 			Requestor to specify any specific equipment needs.

AER Radio Operator Command

AER Radio Operator Command		
Definition	Manages communications to/from all AER (Animal Emergency Response) Radio Operators Field. The AER Radio Operator Command is located in the AER command base.	
Single Resource / Team Resource	May be ordered as a single resource or as part of a team.	
Component	Details	Notes
Description	Communicates with AER Radio Operators Field to manage all AER radio traffic between AER field teams and the AER command base. Logs all AER radio traffic and monitors appropriate incident frequencies for relevant information.	The AER Radio Operator Command role may be modified with a Ham Endorsement, for radio operators in possession of a valid ham radio license.
Required Training	<ul style="list-style-type: none"> • FEMA IS-100, 200, 700 • Field Radio Communications • Command Radio Communications • Fireline Safety: NWCG S-190 Introduction to Wildland Fire Behavior; or NWCG RT-130 Wildland Fire Safety Training Annual Refresher; or equivalent 	
Recommended Training	<ul style="list-style-type: none"> • All Hazards Awareness: AWR-328 All Hazards Preparedness for Animals in Disasters (Rural Domestic Preparedness Consortium), or equivalent 	
Experience / Skills	<ul style="list-style-type: none"> • Operates public safety radio using proper radio protocols and best practices • Troubleshoots radio problems • Understands how to use an IAP (Incident Action Plan) • Effective management and logging of radio traffic with AER Radio Operators Field on assigned frequencies (demonstrated in at least one drill or deployment) • Monitors appropriate public safety frequencies for incident information 	<p>The following apply to Radio Operators Command who have a Ham Endorsement and are using ham radio equipment:</p> <ul style="list-style-type: none"> • Must follow all FCC requirements for ham radio operation • If using personal ham radio equipment, must be able to program frequencies into radio (should carry any equipment and/or manuals needed to program radio)
Physical / Medical Fitness	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i>

AER Radio Operator Command

Recommended PPE and equipment:

- Closed toe shoes
- Work gloves
- Radio equipment (ham band, if requested)

Requesting agency may provide (per jurisdictional requirements):

- Radio equipment (public safety band)

AER Radio Operator Field

AER Radio Operator Field		
Definition	Provides reliable communications on behalf of an AER (Animal Emergency Response) field team. The AER Radio Operator Field is a required member of any field team deployed behind roadblocks that is not escorted by assigned incident personnel with radio capability.	
Single Resource / Team Resource	May be ordered as a single resource or as part of a team.	
Component	Details	Notes
Description	Communicates with AER command base on behalf of an AER field team to report status, request resources, and receive updates and new assignments.	Background check may be required as per local Authority Having Jurisdiction (AHJ). The AER Radio Operator Field role may be modified with a Ham Endorsement, for radio operators in possession of a valid ham radio license.
Required Training	<ul style="list-style-type: none"> • FEMA IS-100, 200 • Field Radio Communications • Fireline Safety: NWCG S-190 Introduction to Wildland Fire Behavior; or NWCG RT-130 Wildland Fire Safety Training Annual Refresher; or equivalent • Fire shelter deployment (per jurisdiction requirement) 	
Recommended Training	<ul style="list-style-type: none"> • All Hazards Awareness: AWR-328 All Hazards Preparedness for Animals in Disasters (Rural Domestic Preparedness Consortium), or equivalent • Human CPR/First Aid • N95 proper fitting and use 	
Experience / Skills	<ul style="list-style-type: none"> • Operates public safety radio using proper radio protocols and best practices • Troubleshoots basic radio problems • Understands how to use an IAP (Incident Action Plan) • Knowledge of navigation/mapping tools 	The following apply to Radio Operators Field who have a Ham Endorsement and are using ham radio equipment: <ul style="list-style-type: none"> • Must follow all FCC requirements for ham radio operation • If using personal ham radio equipment, must be able to

AER Radio Operator Field

		<p>program frequencies into radio (should carry any equipment and/or manuals needed to program radio)</p>
<p>Physical / Medical Fitness</p>	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ pounds, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for two days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Radio equipment (ham band, if requested) • Fire safe boots • Work gloves • Wildland tactical gear (pants and jacket) • Rated helmet, goggles, and light • N95 mask or other as determined necessary for the incident • Fire shelter • Biosecurity PPE <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> • Radio equipment (public safety band)

AER Shelter Manager Large Animal

AER Shelter Manager Large Animal			
Definition	Provides supervision and operational support in all aspects of the large animal shelter process, from set-up to demobilization, to ensure the safe and humane handling, care, and housing of animals during a disaster.		
Single Resource / Team Resource	May be ordered as a single resource or part of a team.		
Component	Type 1	Type 2	Notes
Description	Same as Type 2 AND: Demonstrated ability to manage larger and more complex incidents such as: <ul style="list-style-type: none"> • Setup of a temporary shelter that is not in a permanent shelter facility • Establish all logistical needs for a temporary shelter (power, water, etc.) • Management of staff and volunteers during an animal disease outbreak • Manage multiple shelter locations 	Oversees shelter operations and demobilization, including the following tasks: <ul style="list-style-type: none"> • Establishes operational objectives and priorities • Identifies required resources to support shelter operations, assigns personnel to roles, and supervises personnel • Ensures adherence to all relevant policies and procedures, including humane animal handling and care and appropriate documentation • Establishes an intake/reunification process • Implements facility cleaning/sanitation, biosecurity, isolation, quarantine, and decontamination protocols • Coordinates with veterinary operations to ensure timely reporting of animals of concern • Communicates unmet needs and resource requests to the OA EOC following ICS and SEMS 	Jurisdictional emergency management and/or animal care and control ideally pre-identify facilities and fairgrounds to serve as temporary animal emergency shelters.
Required Training	Same as Type 2	<ul style="list-style-type: none"> • FEMA IS-100, 200, and 700 • Large animal shelter best practices • Large animal handling • Animal triage and assessment • Animal intake, documentation, and tracking best practices • Field radio communications 	Requester may require additional just-in-time training.
Recommended Training	Same as Type 2	<ul style="list-style-type: none"> • FEMA IS-10, 11, 111 • FEMA IS-240, 241, 244, 800 • FEMA ICS-300, 400 • G606: Standardized Emergency Management System (SEMS) • N95 proper fitting and use 	

AER Shelter Manager Large Animal			
		<ul style="list-style-type: none"> • Human CPR/First Aid • Mental health and/or crisis awareness training 	
Experience / Skills	Same as Type 2 AND: <ul style="list-style-type: none"> • Previously deployed in this role (or similar role) two or more times 	<ul style="list-style-type: none"> • Completion of required trainings • One deployment and/or three years of related professional experience with relevant species • Able to work effectively in a team environment and contribute to a positive work culture • Able to multitask • Able to work in arduous working conditions • Strong administrative skills (verbal/written communication, organization, problem-solving, leadership, attention to detail, time management) 	Ideally experienced in same disaster type
Physical / Medical Fitness	Same as Type 2	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ lbs, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for five days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Closed-toed shoes (small animal) or boots (large animal), pants, and team shirt / uniform • Work gloves • Biosecurity PPE • Species-specific safety equipment <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> • Radio equipment (public safety band)

AER Shelter Manager Small Animal

AER Shelter Manager Small Animal			
Definition	Provides supervision and operational support in all aspects of the small animal shelter process, from set-up to demobilization, to ensure the safe and humane handling, care, and housing of animals during a disaster.		
Single Resource / Team Resource	May be ordered as a single resource or part of a team.		
Component	Type 1	Type 2	Notes
Description	Same as Type 2 AND: Demonstrated ability to manage larger and more complex incidents such as: <ul style="list-style-type: none"> • Setup of a temporary shelter that is not in a permanent shelter facility • Establish all logistical needs for a temporary shelter (power, water, etc.) • Management of staff and volunteers during an animal disease outbreak • Manage multiple shelter locations 	Oversees shelter operations and demobilization, including the following tasks: <ul style="list-style-type: none"> • Establishes operational objectives and priorities • Identifies required resources to support shelter operations, assigns personnel to roles, and supervises personnel • Ensures adherence to all relevant policies and procedures, including humane animal handling and care and appropriate documentation • Establishes an intake/reunification process • Implements facility cleaning/sanitation, biosecurity, isolation, quarantine, and decontamination protocols • Coordinates with veterinary operations to ensure timely reporting of animals of concern • Communicates unmet needs and resource requests to the OA EOC following ICS and SEMS 	Jurisdictional emergency management and/or animal care and control ideally pre-identify facilities and fairgrounds to serve as temporary animal emergency shelters.
Required Training	Same as Type 2	<ul style="list-style-type: none"> • FEMA IS-100, 200, and 700 • Small animal shelter best practices • Small animal handling • Animal triage and assessment • Animal intake, documentation, and tracking best practices • Field radio communications 	Requester may require additional just-in-time training.
Recommended Training	Same as Type 2	<ul style="list-style-type: none"> • FEMA IS-10, 11, 111 • FEMA IS-240, 241, 244, 800 • FEMA ICS-300, 400 • G606: Standardized Emergency Management System (SEMS) • N95 proper fitting and use 	

AER Shelter Manager Small Animal			
		<ul style="list-style-type: none"> • Human CPR/First Aid • Mental health and/or crisis awareness training 	
Experience / Skills	Same as Type 2 AND: <ul style="list-style-type: none"> • Previously deployed in this role (or similar role) two or more times 	<ul style="list-style-type: none"> • Completion of required trainings • One deployment and/or three years of related professional experience with relevant species • Able to work effectively in a team environment and contribute to a positive work culture • Able to multitask • Able to work in arduous working conditions • Strong administrative skills (verbal/written communication, organization, problem-solving, leadership, attention to detail, time management) 	Ideally experienced in same disaster type
Physical / Medical Fitness	Same as Type 2	<ul style="list-style-type: none"> • Physically able to perform tasks required by the assigned task/mission (walk long distances, lift 30+ lbs, etc.) • Able to work in required PPE • Able to deploy self-sufficiently for five days of 12-hour shifts or as specified by the requestor • Able to handle physical/mental demands generated by the disaster 	<p><i>Responding agency shall communicate with requesting agency about necessary PPE / equipment, and whether the responding agency can provide it for their responders.</i></p> <p>Recommended PPE and equipment:</p> <ul style="list-style-type: none"> • Closed-toed shoes (small animal) or boots (large animal), pants, and team shirt / uniform • Work gloves • Biosecurity PPE • Species-specific safety equipment <p>Requesting agency may provide additional gear (per jurisdictional requirements):</p> <ul style="list-style-type: none"> • Radio equipment (public safety band)