The Texas A&M Forest Service (TFS) mission is to assure the state’s trees, forests and related natural resources are protected and sustained for all. This includes response to calls to suppress and extinguish forest and wildland fires and response to All-Hazard emergencies, as directed by the agency. The following represents the response expectations for those positions which maintain the essential function of fire response.

**Response Expectations**

Low-level response activity

During off-duty hours during low level of response activity, carry TFS provided cell phone and respond to dispatchers within 30 minutes.  Employee may be asked to report to work to respond to a fire or other emergency, but likelihood is low.

Elevated response activity

During off-duty hours during elevated level of response activity, carry TFS provided cell phone and respond to dispatchers within 30 minutes.  There is an increased likelihood that employee may be asked to report to work to respond to a fire or other emergency. The local supervisor may designate staff on a rotating basis to be prepared to respond. Those asked to be prepared to respond should: (1) stay within a 30 minute response radius, (2) not consume alcohol.

High-level response activity

During off-duty hours during high level of response activity, carry TFS provided cell phone and respond to dispatchers within 30 minutes.  There is a high likelihood that employee may be asked to report to work to respond to a fire or other emergency, so employee should be prepared to respond. All firefighters in region of high fire activity should be prepared to respond. [Exceptions: During high-level fire activity prior supervisor approval is required for a firefighter to be unavailable for response on a particular date, including mandatory directed days off.] Affected firefighters should: (1) stay within a 30 minute response radius, (2) not consume alcohol.

Supervisors will determine the level of response activity in their respective region for a defined period of time based on the review of: current fire activity, significant fire potential, significant hurricane or other All-Hazard response potential, and weather forecasts. Supervisors will be responsible for notifying their employees of the response activity level.

Employees are responsible for informing their supervisor ahead of time of any temporary conditions, medical or otherwise, that would limit their availability or adversely affect their safe use of heavy equipment.

**Part-time Jobs**

Part-time job interruption is not an excuse for failing to respond to a dispatcher or a request to report to fire duty. This is a condition for approval of outside employment.

**Disciplinary Action Considerations**

The following may result in a negative performance evaluations or disciplinary actions:

* Failure to return a call to the dispatcher within 30 minutes.
* Failure to meet a response commitment made to dispatcher (no show).
* Repeated unavailability to report to a fire after being called.