# Animal Emergency Response (AER) Positions
## Credentials

### Introduction

The following credentials are the *minimum* requirement for Animal Emergency Responders (AER) to participate in the NIMS Integration Center's National Emergency Responder Credentialing System. Credentialed responders are intended for interstate deployment under the Emergency Management Assistance Compact (EMAC). Credentialing of individual responders provide flexibility to Incident Commander to assimilate multiple AER can be into functional resources (teams, units, etc.) on site and as the situation demands. Examples of how this might work during a response please see the Explanatory Notes following the Position Title credentials.

The metrics used in *Designing a National Emergency Responder Credentialing System* are defined in the following six criteria and were used to define AER credentials too. To be credentialed a responder must meet all criteria. Credentialing is a pre-incident activity.

| | |
|---|---|
| **Education** | Formal instruction based upon a curriculum that prepares an individual with the core knowledge and skill for entry into a discipline and for performing a job title |
| **Training**[1] | Instruction and/or activities that enhance and individual's core knowledge; increase skill set and proficiency; and strengthen and augment abilities. |
| **Experience** | Time required functioning in a job title for an individual to attain proficiency in applying knowledge, skills, and abilities. |
| **Physical/ Medical Fitness** | Physical and medical considerations that, when applied, help to ensure safe performance in risky environments[2]. |
| **Certification** | Designation granted by Authority Having Jurisdiction[3] that an individual has met the requirements and achieved specific knowledge, skills, and abilities. |
| **Licensing** | Legal designation granted by Authority Having Jurisdiction, indicating that a person has met the necessary legal requirements to function in a job title. |

### Prerequisites

In addition to the standard credentialing criteria AER have prerequisites that identify qualifications, experience and/or expertise required to perform the tasks related to a certain position. In most cases, prerequisites are needed for an AER to work with certain species of animals. The species groups are:

- Companion animals (such as dogs, cats and other domestic household pets[4]);
- Equines (such as domesticated Equids, such as horses, ponies, donkeys and asses);
- Livestock (such as cattle, sheep, goats, pigs)
- Avian (such as commercial poultry, captive, exotic and non-domestic, pet- and wild birds);
- Non-domestic (such as exotic species in zoos, captured game premises, and households[4]).

[1] All Federal, State, Tribal, and Local entities, Private Sector and Nongovernmental personnel with a direct role in emergency management and response must be NIMS and ICS trained. This includes all emergency services related disciplines such as Animal Emergency Responders, EMS, hospitals, public health, fire service, law enforcement, public works/utilities, skilled support personnel, and other emergency management response, support and volunteer personnel, as follows:

*Entry Level*
> FEMA IS-700: NIMS, An Introduction
> ICS-100: Introduction to ICS

*First Line, Single Resource, Field Supervisors*
> IS-700, ICS-100 and ICS-200: Entry Level ICS or its equivalent

*Mid-level Management: Strike Team Leaders, Division Supervisors, EOC Staff, etc.*
> IS-700, IS-800.A NRP, ICS-100, ICS-200 and ICS-300*

*Command and General Staff; Area, Emergency and EOC Managers*
> IS-700, IS-800.A, ICS-100, ICS-200, ICS-300* and ICS-400*

> * NOTE: Not all persons required to take ICS-300 and ICS-400 will need to take IS-800.A. Emergency managers or personnel whose primary responsibility is emergency management must complete this training.

[2] It is recommended that all Animal Emergency Responders who work with animals that can transmit rabies ensure that they are current with their pre-exposure rabies vaccination.

[3] State and local emergency management agencies or other agencies with preparedness and credentialing responsibility will use this nationally-accepted standard to identify, train, certify, credential, and maintain an inventory of responders to implement NIMS (HSPD-5) and the National Preparedness Goal (HSPD-8). Identifying, recruiting and credentialing of responders is the responsibility of the State and local emergency management agencies . In most cases emergency managers will delegate this responsibility and provide resources (e.g., funding) to implement AER credentialing to agencies, organizations, and jurisdictions identified as the lead for animal issues in their State or local Emergency Operations Plan. For interstate mutual aid and deployment under EMAC the appropriate office to delegate and accept the credentials of Animal Emergency Responders will be the State Animal Health Official (e.g. State Veterinarian, located in the State Department of Agriculture, Board of Animal Health or Bureau of Animal Industry) or his/her designee. (For additional information on local and non-government organizations AER credentialing see "Explanatory Notes" below).

[4] The distinction between domestic and non-domestic households pets is to protect the responder. Although non-domestic and exotic animals may be pets to some owners, they may be not be regarded as pets to responders.

**Position Titles**

The following Position Titles provide a template for AER personnel to respond to all hazards, including Animal Health Emergencies and Natural and Technological Disasters according to the NIMS Integration Center's National Emergency Responder Credentialing System. The positions are:

| | |
|---|---|
| AER Job Title 1. | Animal Case Manager |
| AER Job Title 2. | Animal Control Specialist |
| AER Job Title 3. | Animal Disease Epidemiologist |
| AER Job Title 4. | Animal Handling Specialist |
| AER Job Title 5. | Animal Industry Specialist |
| AER Job Title 6. | Animal Premises Site Manager |
| AER Job Title 7. | Animal Shelter Manager |
| AER Job Title 8. | Animal Technician |
| AER Job Title 9. | Livestock Agriculture Economist |
| AER Job Title 10. | Permit Specialist |
| AER Job Title 11. | Risk Assessment Specialist |
| AER Job Title 12. | Species Specialist |
| AER Job Title 13. | Vector Control Specialist |
| AER Job Title 14. | Veterinarian |
| AER Job Title 15. | Wildlife Control Specialist |

# Animal Emergency Response Job Title 1: Animal Case Manager

**Job Title:**            Animal Case Manager

**Categories:**
- Companion animals (C )
- Equines (E)
- Livestock (L)
- Avian (A)
- Non-domesticated species (N)

**ROSS Assignment #:**    AR01 (proposed)

**Description:**
Assists in reuniting animal and owner
Documents rightful ownership of animal
Ensures new owner and animal are compatible

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | ICS 100, IS 700 |
| **Experience** | Has functional skills applicable to the day to day care and needs of animals<br>Has functional skills to recognize animal characteristics and animal behavior<br>Has functional skills to assess an appropriate match between owners and animals |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) |
| **Licensing** | Not specified |
| **Prerequisite** | Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species |

# Animal Emergency Response Job Title 2: Animal Control Specialist

**Job Title:**                Animal Control Specialist

**Categories:**          Companion animals (C )
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

**ROSS Assignment #:**    AR02 (proposed)

**Description:**          Captures and evacuates (extricates) animals
Restrains dangerous animals
Safely and humanely handles animals
Advises on euthanasia of dangerous animals
Assesses needs of animals
Counts animal populations
Identifies and counts premises
Coordinates animal operations at impacted site
Advises on species management

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | ICS 100, 200; IS 700 |
| **Experience** | Has functional skills in animal capture, rescue and evacuation |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Certified animal control officer (domesticated animals) |
| **Licensing** | May be restricted by species and may be required by State |
| **Prerequisite** | Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species |

**Animal Emergency Response Job Title 3: Animal Disease Epidemiologist**

**Job Title:**           Animal Disease Epidemiologist

**ROSS Assignment #:**     AR03 (proposed)

**Description:**         Investigates diseases in animal populations
Identifies animal, agent and environmental risk factors for animal disease transmission (Operations Section)
Identifies animal, agent and environmental risk factors that could adversely affect animals (Operations Section)
Identifies animal, agent and environmental risk factors for animal disease transmission (Planning Section)
Identifies animal, agent and environmental risk factors that could adversely affect animals (Planning Section)

**Credentials**

| | |
|---|---|
| **Education** | Advanced degree in Epidemiology or related field in animal population health |
| **Training** | Entry Level: ICS 100, IS 700<br>First Responder: ICS 100, 200, IS 700 |
| **Experience** | Operations Section: Has functional skills applicable to field investigations of animal population health events<br>Planning Section: Has functional skills applicable to planning investigations of animal population health events |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) |
| **Licensing** | Not specified |
| **Prerequisite** | Not specified |

**Animal Emergency Response Job Title 4: Animal Handling Specialist**

**Job Title:**          Animal Handling Specialist

**Categories:**         Companion animals (C )
                        Equines (E)
                        Livestock (L)
                        Avian (A)
                        Non-domesticated species (N)

**ROSS Assignment #:**  AR04 (proposed)

**Description:**        Safely and humanely handles animals
                        Counts animal populations
                        Ensures appropriate sanitation for animals
                        Feeds and waters animals
                        Exercises animals

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | Entry Level: ICS 100, IS 700<br>First Responder: ICS 100, 200, IS 700 |
| **Experience** | Has functional skills applicable to safe and humane handling of relevant species<br>Has functional skills applicable to basic husbandry of relevant species |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Entry Level: Works in related field (government, academia, private sector)<br>First Responder: Certified for this position by the State Animal Health Official |
| **Licensing** | Not specified |
| **Prerequisite** | Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species |

# Animal Emergency Response Job Title 5: Animal Industry Specialist

**Job Title:**           Animal Industry Specialist

**Categories:**          Companion Animals (C )
                         Equines (E)
                         Livestock (L)
                         Avian (A)
                         Non-domesticated species (N)

**ROSS Assignment #:**   AR05 (proposed)

**Description:**         Advises on specific priorities for animal industry

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | ICS 100, IS 700 |
| **Experience** | Has functional skills and knowledge applicable to relevant animal industry |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) |
| **Licensing** | Not specified |
| **Prerequisite** | Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species |

# Animal Emergency Response Job Title 6: Animal Premises Site Manager

**Job Title:**           Animal Premises Site Manager

**ROSS Assignment #:**    AR06 (proposed)

**Description:**       Coordinates response operations at individual animal premises
                        Coordinates animal response operations at impacted premises

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | ICS 100, IS 200, IS 700 |
| **Experience** | Has functional skills applicable to day to day operations of animal facilities<br>Recent field experience in disasters preferred |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) |
| **Licensing** | Not specified |
| **Prerequisite** | Has proven organizational and management skills<br>Has current expertise of working with companion animals, equines, livestock, poultry or non-domesticated species |

# Animal Emergency Response Job Title 7: Animal Shelter Manager

**Job Title:**       Animal Shelter Manager

**ROSS Assignment #:**       AR07 (proposed)

**Description:**       Manages temporary animal shelter

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | ICS 100, IS 200, IS 700 |
| **Experience** | Has functional skills applicable to the day to day care of animals<br>Has functional skills applicable to animal shelter management |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) |
| **Licensing** | Not specified |
| **Prerequisite** | Has proven organizational and management skills |

# Animal Emergency Response Job Title 8: Animal Technician

**Job Title:**          Animal Technician

**Categories:**          Companion animals (C )
                         Equines (E)
                         Livestock (L)
                         Avian (A)
                         Non-domesticated species (N)

**ROSS Assignment #:**    AR08 (proposed)

**Description:**          Same as for Animal Handling Specialist, plus
                         Assists with animal health care
                         Assists with animal depopulation
                         Assesses needs of animals
                         Collects specimens from animals
                         Assists with establishing and maintaining medical records
                         Identifies and counts animal premises

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | Entry Level: ICS 100, IS 700<br>First Responder: ICS 100, 200, IS 700 |
| **Experience** | Recent experience preparing medical records<br>Has functional skills applicable to management of relevant animal populations<br>Has functional skills applicable to working in animal facilities<br>Has functional skills applicable to safe and humane handling of relevant species<br>Has functional skills applicable to basic husbandry of relevant species |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Entry Level:          Works in related field (government, academia, private sector)<br>First Responder:          Certified for this position by State Animal Health Official |
| **Licensing** | Not specified |
| **Prerequisite** | Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species<br>Some activities will be performed under the supervision of a veterinarian |

**Animal Emergency Response Job Title 9: Livestock Agriculture Economist**

**Job Title:**          Livestock Agriculture Economist

**ROSS Assignment #:**   AR09 (proposed)

**Description:**         Advises on economic impact of livestock disease control measures upon the economy

**Credentials**

| | |
|---|---|
| **Education** | Formal training in agriculture economics with a specialization in livestock sector |
| **Training** | ICS 100, IS 700 |
| **Experience** | Has functional skills applicable to livestock agricultural economics |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) |
| **Licensing** | Not specified |
| **Prerequisite** | Not specified |

# Animal Emergency Response Job Title 10

## Permit Specialist

**Job Title:**          Permit Specialist

**ROSS Assignment #:**     AR10 (proposed)

**Description:**       Issues Permit for movements of animals, goods, commodities and services

**Credentials**

| | |
|---|---|
| **Education** | Not specified |
| **Training** | Entry Level: ICS 100, IS 700<br>First Responder: ICS 100, 200, IS 700 |
| **Experience** | Has functional skills applicable to data entry and relevant permits tracking software |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Certified for this position by State Animal Health Official |
| **Licensing** | Not specified |
| **Prerequisite** | Not specified |

# Animal Emergency Response Job Title 11: Risk Assessment Specialist

**Job Title:**          Risk Assessment Specialist

**ROSS Assignment #:**          AR11 (proposed)

**Description:**          Assesses geographic distribution of disease for the purpose of maintaining trade and commerce

**Credentials**

| | |
|---|---|
| **Education** | Formal training in risk assessment |
| **Training** | ICS 100, IS 700 |
| **Experience** | Has functional skills applicable to assessing risk of disease transmission |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Certified for this position by State Animal Health Official |
| **Licensing** | Not specified |
| **Prerequisite** | Not specified |

# Animal Emergency Response Job Title 12: Species Specialist

**Job Title:**           Species Specialist

**Categories:**         Companion animals (C )
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

**ROSS Assignment #:**   AR12 (proposed)

**Description:**       Advises on the hands-on management of individual animals and animal populations.

**Credentials**

| Education | Not specified | |
|---|---|---|
| Training | Entry Level: | ICS 100, IS 700 |
| | First Responder: | ICS 100, 200, IS 700 |
| Experience | Has functional skills applicable to the specific needs of relevant species | |
| Physical/ Medical Fitness | Able to perform under conditions of moderate stress | |
| Certification | Entry Level: | Works in related field (government, academia, private sector) |
| | First Responder: | Certified for this position by State Animal Health Official |
| Licensing | Entry Level: | Not specified |
| | First Responder: | Certified for this position by State Animal Health Official |
| Prerequisite | Has current expertise of working with working with companion animals, equines, livestock, avian or non-domesticated species | |

## Animal Emergency Response Job Title 13: Vector Control Specialist

**Job Title:**          Vector Control Specialist

**ROSS Assignment #:**     AR13 (proposed)

**Description:**        Advises on vector control

**Credentials**

| | |
|---|---|
| **Education** | Formal training in vector species and vector control techniques |
| **Training** | Entry Level: ICS 100, IS 700<br>First Responder: ICS 100, 200, IS 700 |
| **Experience** | Has functional skills applicable to pest management and/or vector control applications |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Entry Level: Works in related field (government, academia, private sector)<br>First Responder: Certified for this position by State Animal Health Official |
| **Licensing** | Not specified, but may require federal or State Environmental Protection Agency license |
| **Prerequisite** | Has current expertise of working with specific vector species |

# Animal Emergency Response Job Title 14: Veterinarian

**Job Title:**              Veterinarian

**Categories:**           Companion animals (C )
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

**ROSS Assignment #:**    AR14 (proposed)

**Description:**          Same as Animal Technician, plus
Investigates cases of animal disease
Performs clinical examinations and makes diagnoses of animal diseases
Identifies presence of disease and abnormal conditions in animals
Recommends risk reduction procedures for animal-to-animal disease transmission
Monitors for the emergence and re-emergence of disease
Provides healthcare to animals
Advises on animal depopulation
Performs euthanasia
Oversees vaccination of animals
Advises on disease control and prevention
Monitors and recommends humane care standards of animals

**Credentials**

| | |
|---|---|
| **Education** | Doctor of Veterinary Medicine or equivalent degree |
| **Training** | Entry Level:          ICS 100, IS 700<br>First Responder:    ICS 100, 200, IS 700 |
| **Experience** | Works or has worked in primary animal health care |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Entry Level:          Works in related field (government, academia, private sector)<br>First Responder:    Certified for this position by State Animal Health Official |
| **Licensing** | Is in good standing<br>Eligible to practice veterinary medicine |
| **Prerequisite** | Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species |

# Animal Emergency Response Job Title 15: Wildlife Control Specialist

**Job Title:**        Wildlife Control Specialist

**Categories:**       Avian (A )
                      Non-domesticated (N)

**ROSS Assignment #:**    AR15

**Description:**      Safely and humanely handles and restrains wildlife
                     Captures and evacuates (extricates) wildlife
                     Advises on euthanasia of wildlife
                     Assesses the needs of wildlife
                     Coordinates census of wildlife populations
                     Identifies and counts wildlife premises
                     Coordinates wildlife operations at impacted site
                     Advises on species management

**Credentials**

| | |
|---|---|
| **Education** | Formal training related to wildlife management |
| **Training** | ICS 100, IS 200; IS 700 |
| **Experience** | Has functional skills capture, rescue and evacuation of wildlife |
| **Physical/ Medical Fitness** | Able to perform under conditions of moderate stress |
| **Certification** | Works in related field (government, academia, private sector) May require federal of State certification for working with some species |
| **Licensing** | Not specified |
| **Prerequisite** | Has current expertise of working with avian, non-domesticated marine or terrestrial wildlife |

# Animal Emergency Response
## Resource Typing and Credentialing
### (October 2007)

**Summary**

Over the past year a dedicated group of experts, the Animal Emergency Response Working Group (AERWG) and hundreds of reviewers developed a resource typing and credentialing framework to better prepare for and respond to all hazard causes of emergencies affecting all animals.

Similar to the approach used to create the TCL, the AERWG used mission area analysis ("Functions Analysis") to identify all of the major functions required for a comprehensive response to animal issues.

The product of the AER Resource Typing and Credentialing are templates that provide a comprehensive list of WHAT tasks need to be performed for animals in disasters. This template supports pre-incident capability based planning, but does not prescribe HOW an Incident Commander would organize the ICS to accomplish the mission. Hence, planners can use this AER Resource Typing and Credentialing template to identify which tasks their jurisdiction or organizations should or could perform .

By providing this information during the preparedness phase of disasters, the efficiency and effectiveness of the response can be greatly facilitated. The template developed by the AERWG will ultimately serve as a template for capability assessments, currently being developed as the National Preparedness System.

Furthermore, the Animal Emergency Response (AER) Resource Typing and Credentialing guidelines allow emergency managers to request assistance from another jurisdiction or group using common terminology that is understood by wide variety of professionals and other disciplines.

The guidelines also provide an important source for learning objectives to develop task proficiency through training and exercises. The task-condition-standard combination provides a basis for evaluating how well tasks are performed. Many tasks defined by the AERWG are cross-referenced to the NRP.

**Background**
Over the past year a dedicated group of experts, the Animal Emergency Response Working Group (AERWG) and hundreds of reviewers developed a resource typing and credentialing framework to better prepare for and respond to all hazard causes of emergencies affecting all animals.

The effort was largely supported by Phase II of the Target Capability List (TCL) development by the Department of Homeland Security Office of Grants and Training in an effort to further refine and apply the TCL. The TCL implements HSPD-8, *National Preparedness Goal*, intended to establish "*measurable readiness targets... that appropriately balance the potential threat and magnitude of terrorist attacks, major disasters, and other emergencies with the resources required to prevent, respond to, and recover from them.*"

The AERWG focused on the capabilities needed to respond to all hazards affecting animals. The initiative grew out of years of experience of animals being adversely affected by disasters and the high profile animals received during the response to Hurricane Katina.

**Capabilities Based Planning**
*The Target Capabilities List (TCL)*
The TCL is an essential planning tool for capabilities based planning to achieve national preparedness. The TCL supports capabilities based planning by asking the question, "How prepared do we need to be?" and answering with comprehensive list and definitions of the functions (capabilities) needed to perform tasks that lead to successful outcomes. These outcomes apply to the prevention, protection, response, and recovery phases of incidents as defined in the National Response Plan (NRP).

The capability requirements summarized in the TCL were derived from a threat and mission analysis. The threat analysis is based on 15 National Planning Scenarios, which illustrate the range, scope, magnitude, and complexity of major events, including terrorism, natural disasters, and other emergencies for which the Nation should prepare. This approach helped ensure that all preparedness activities are focused on achievement of the mission.

In Phase I of the TCL identified 36 capabilities the Nation needs to address major events that exceed the resources of any single jurisdiction. Each capability includes a brief description, outcome statement, capability elements, including personnel, planning, organization and leadership, equipment and systems, training, exercises, evaluation, corrective actions, as well as the associated critical tasks, basic capability and performance measures.

Similar to the approach used to create the TCL, the AERWG used mission area analysis ("Functions Analysis") based on the National Planning Scenarios as the TCL to identify all of the major functions required for a comprehensive response to animal issues. Using this approach the AERWG identified Universal and Critical Tasks, grouped these logically into Capability Elements (resources), and finally established appropriate credentials for the responders who will execute the tasks.

The product of the AERWG supplemented the following TCL capabilities: Animal Health Emergency Support, Mass Care, Citizen Evacuation and Shelter in Place, and Urban Search and Rescue.

*Universal Task List*
The TCL is derived from a catalogue of tasks referred to as the Universal Task List (UTL). The UTL is a list of functions to be performed by a Federal, State, tribal, local agency, a non-governmental organization, a private-sector organization, or the general public. Although, no single jurisdiction or agency is expected to perform every task, each jurisdiction or organization can use the UTL as a standardized list to define their capability in terms of specific roles, missions, and functions.

To complement the UTL related to animal issues the AERWG compiled an extensive list of documents that identified tasks related to animals in disasters. These included: The Critical and Universal Task Lists of the TCL, APHIS National Animal Health Emergency Management System (NAHEMS) Guidelines, APHIS Incident Management Team Position Catalogue, Colorado State CONOPS, New Jersey Emergency Animal Shelter Guidelines and others. Over 2,400 individual tasks were identified in these documents. Appropriate Universal Tasks were arranged into logical groups and matched with one or more Critical Tasks.

*Critical Tasks*
Critical tasks are defined in the TCL as tasks that require coordination among Federal, State, local, tribal, private sector, and/or non-governmental entities during a major event in order to minimize the impact on lives, property, and the economy. Critical Tasks are essential to achieving the desired outcome and to the success of a homeland security mission. Critical Tasks are derived from practical groupings of tasks in the Universal Task List.

Each Critical Task is further defined through performance measures. Performance measures are quantitative or qualitative levels against which achievement of a task or capability outcome can be assessed. Performance measures describe how much, how well and/or how quickly an action should be performed. Performance measures are typically expressed in ways that can be observed during an exercise or real event. The measures and metrics are not standards; rather they serve as guides for planning, training, and exercise activities.

*Capability Elements (Resources)*
Within the TCL a capability is defined as a properly planned, trained, equipped, and exercised personnel resource required to perform critical tasks to specified levels of performance. Capability elements, therefore, reflect resources required for a major event.

During Phase I of the Target Capabilities only resources typed in the *NIMS Resource Typing Definitions* were used to define capability elements. These resources were not further addressed by the AERWG. In contrast, untyped resources for animal related emergencies were given generic names such as "Veterinary Response Teams" or various generic position titles as placeholders during Phase I. It is these generic resources from Phase I that the AERWG typed and credentialed during Phase II. Many resources related to the response to animals in disasters

in the TCL are in the chapters on Animal Health Emergency Support, Mass Care, Citizen Evacuation and Shelter in Place, and Urban Search and Rescue.

**Resource Typing**
Resource typing is the categorization and description of response resources that are commonly exchanged in disasters through mutual aid agreements. To ensure that as many resources as possible would be identified and typed the AERWG developed a 10-Step process to cross walk the operational issues that arise with animals during disease outbreaks (Animal Health Emergencies) and Natural and Technological Disasters with the TCL.

This cross walk was possible because the National Planning Scenarios are equivalent to a Level 1 (worst case scenario) incident, where the components of the TCL (used for preparedness) have counterparts in the Incident Command System (ICS) (used during response). This relationship bridges differences in the way planners and responders think about emergencies and makes the TCL easier to understand for both planners and responders. The AERWG used these parallels to develop the AER resource typing and credentialing templates.

The following table exemplifies how preparedness (TCL) is linked to response (ICS). By anticipating what can happen during the preparedness and planning phases, it becomes easier to define how an effective response will unfold.

Comparison of preparedness and response terminology.

| Preparedness (TCL) Terminology | Response (ICS) Terminology |
|---|---|
| Performance Measures and Metrics | Incident Objectives of the Command (Incident Command, Finance, Logistics, Operations and Planning Sections) |
| Activity | Mission Areas for Operational Branches |
| Capability Element | Response Objectives of Groups and Divisions |
| Critical Task | Complex (Universal) tasks that need to be coordinated by Teams, Units, and Task Forces |
| Universal Task | Assignments performed by single or uniform resources |

The initial work of the AERWG was to functionally align TCL activities with ICS Branches, Divisions, Team and Critical Tasks. This approach provided a flexible system for States and responder groups to build capacity, rather than expecting reliance on narrowly defined, pre-scripted resources. This flexibility is preferred because, although typed resources (teams, units, etc) are particularly helpful when needs and resources are similar from one incident to another and requests for these standardized resources are made frequently, these conditions rarely apply to animal-related disasters. For animal emergencies, that are rare and diverse, it is more helpful for a State to request individual resources (credentialed responders) that can then be assimilated into appropriate resources (teams) at the incident site.

Therefore, what the AER Resource Typing and Credentialing templates provide is a comprehensive list of **WHAT tasks need to be performed for animals in disasters, it does not prescribe HOW an Incident Commander would organize available resources to accomplish**

**the Incident Action Plan objectives during an incident.** By providing this information during the preparedness phase of disasters, the efficiency and effectiveness of the response can be greatly facilitated. The template developed by the AERWG will ultimately serve as a template for capability assessments, currently being developed as the National Preparedness System. **(additional information, including details of how responders could be organized and how these relate to the Target Capability List are available upon request to:Sebastian.heath@dhs.gov).**

*Planning Factors*
Because the National Planning Scenarios imply a fully expanded ICS, it is possible to identify the quality (capability) and quantity (number) of resources for an effective response. In the TCL these estimates are the "Planning Factors", and together reflect the national target capability. In other words Planning Factors are estimates of the resources that make up the national capability and are what would be needed for the effective response to a Level I (national) emergency.

It is important to realize that the NIMS Integration Center (NIC) only requires that resources are typed for a Level I (national) emergency. Resource typing for other levels should be defined by States (Level II) and other entities (Levels III and IV) based on the local demands and the incident at hand, because these resources are likely to be remain within the affected jurisdictions.

Further, using a Functions Analysis approach the AERWG identified and recommended a limited number of functions that constitute First Response capabilities. These are listed in Appendix A. This list implies minimum First Response capabilities that every State should have.

**Credentialing**
A national credentialing system is mandated by HSPD 5, *Management of Domestic Incidents*, and is intended to improve the methods, capabilities and coordination of emergency responders to deal with domestic incidents.

Credentials are the baseline criteria representing the *minimum* requirement for response personnel to participate in the NIMS Integration Center's National Emergency Responder Credentialing System. Credentials allow for a quick and accurate verification of emergency response identities and qualifications. A credentialing system helps ensure that personnel representing various jurisdictional level and functional disciplines possess a minimum common level of training, currency, experience, physical and medical fitness and capacity of the incident management or emergency responder position that they are tasked to fill. The AERWG has developed credentials for Animal Emergency Responders (AER).

The national AER credentialing system does not provide automatic access to an incident site. It can, however, serve to prevent unauthorized, i.e., self-dispatched and unqualified personnel, access to an incident and help maintain perimeter control of and access to that incident, while ensuring that those requested to respond to an incident meet the required criteria for participating in such as effort.

Issuing credentials is the responsibility of current governmental and non-governmental credentialing bodies at the federal, State, territorial and local levels. Many existing credentialing

systems are rooted in State licensure statutes and other well established requirements and processes. Where no processes or requirements presently exist, the elements described by the AER Credentialing templates will be important for participating in a national system.

Participating in the National Emergency Responder Credentialing System is voluntary. However, emergency responder participants must meet the requirements to support an incident. By agreeing to national standards, the AER credentialing initiative further builds on the mutual aid framework pioneered by the National Emergency Management Association through the establishment of the Emergency Management Assistance Compact (EMAC).

In most cases the Chief Animal Health Official (CAHO) of the affected jurisdiction will be the lead on animal emergency response (this could be a federal, State or tribal Chief Veterinary Official or State Veterinarian). Although this will require the CAHO to know which is the correct certification body in his/her jurisdiction, the choice is based on the realization that, in most cases, the skills of the individual responder will be more important than certification. Therefore, practical skills will be best evaluated (certified) by the person responsible for the overall response – the CAHO.

**Animal Emergency Response Positions**
*Position titles*
The following Position Titles were identified by the AERWG to be animal-specific and to provide a template for AER personnel to respond to all hazards according to the NIMS Integration Center's National Emergency Responder Credentialing System.

Defining each of these positions allows AER to be identified in the Resource Ordering and Support System (ROSS) used during deployment.

For more detail see the document AER Credentials.

| | |
|---|---|
| AER Job Title 16. | Animal Case Manager |
| AER Job Title 17. | Animal Control Specialist |
| AER Job Title 18. | Animal Disease Epidemiologist |
| AER Job Title 19. | Animal Premises Site Manager |
| AER Job Title 20. | Animal Handling Specialist |
| AER Job Title 21. | Animal Industry Specialist |
| AER Job Title 22. | Animal Shelter Manager |
| AER Job Title 23. | Animal Technician |
| AER Job Title 24. | Livestock Agriculture Economist |
| AER Job Title 25. | Permit Specialist |
| AER Job Title 26. | Risk Assessment Specialist |
| AER Job Title 27. | Species Specialist |
| AER Job Title 28. | Vector Control Specialist |
| AER Job Title 29. | Veterinarian |
| AER Job Title 30. | Wildlife Control Specialist |

Job titles that are not animal-specific or were considered outside of the field of expertise of the AERWG, e.g., all management and supervisory positions within the ICS, Occupational Health and Safety, security, CBRNE, environmental protection, public works and medical are defined by other professions and NIMS Credentialing Working Groups and were not addressed by the AERWG.

The AERWG developed an extensive list of nearly 900 functions that may need to be accomplished during the response to all-hazard causes of emergencies. Although not every function requires a single person's attention, nor would one person be expected to address only one task, by matching one task with one position the AERWG was able to streamline the tasks with the personnel expected to perform them. The AERWG also recommended a position title for the person performing that task. These lists of tasks form the basis for defining the composition of the resources (e.g., Teams, Divisions, and Branches) in the ICS and that would be assembled during an incident.

Examples of the flexibility of how a limited number of credentialed responders can be deployed in multiple capacities are given in the two tables in Appendix B. These tables illustrate how a responder's skills allows them to contribute functionally in a variety of functions during the response to emergencies resulting from all hazards.

**Credentialing criteria**
The AERWG used the NIMS Integration Center's National Emergency Responder Credentialing System. The metrics used in *Designing a National Emergency Responder Credentialing System* are: Education, Training, Experience, Physical/Medical Fitness, certification and licensing. Further, where possible, the AERWG used existing guidelines for credentialing standards, including the Memorandum of Understanding among the 14 Southern Animal Health Association (SAHA) States that defines ICS credentials for the interstate deployment of resources, and the USDA Animal and Plant Health Inspection Service (APHIS) Incident Management Team Position Catalogue and Organization Chart, that defines ICS credentials for federal (APHIS) responders. References from many local responder groups were also consulted, as many of these provided examples of field experience.

The principles used by the AERWG for defining this metrics are as follows:

*Education and Experience*
The ICS works best if responders' regular job, occupation, skills, education and experience equip the responder to perform the tasks needed in a disaster. Having identified the Critical Tasks to be performed by each resource many "peace time" qualifications (education and experience) can be matched to these tasks. Education and experience are often used as the principal credentials of people deployed from within a jurisdiction where the emergency strikes.

*Training*
Training refers to the specific "war-time" knowledge needed to augment education and experience, and in most cases specifically means an appropriate level of training in ICS. Training accomplishments are the principle credential that is required for inter-jurisdictional deployment, e.g., through EMAC.

The Training Requirements recommended by the AERWG are:

> *Entry Level*
>> FEMA IS-700: NIMS, An Introduction
>> ICS-100: Introduction to ICS
>
> *First Line, Single Resource, Field Supervisors*
>> IS-700, ICS-100 and ICS-200: Entry Level ICS or its equivalent
>
> *Mid-level Management: Strike Team Leaders, Division Supervisors, EOC Staff, etc.*
>> IS-700, IS-800.A NRP, ICS-100, ICS-200 and ICS-300
>
> *Command and General Staff; Area, Emergency and EOC Managers*
>> IS-700, IS-800.A, ICS-100, ICS-200, ICS-300 and ICS-400

*Fitness*

Fitness requirements are needed because of the potential for responders to work under duress in disasters, but because many responders perform similar duties in disasters as in their regular work, fitness is often a minor issue in credentialing.

*Certification and Licensing*

These are usually only required for positions that require certification and licensing. For example, to diagnose and treat animals requires a veterinary degree (and would apply to some of the animal health care positions) or to oversee environmental protection requires that the person have current authority to make decisions over how and where to dispose of materials. However, many positions do not require specific certification or licensing.

Credentialing was originally intended for, among others, standardizing State to State mutual aid requests under EMAC. However, the national criteria established for credentialing should equally apply to local/county level and non-government organizations involved with emergency response. For these jurisdictions and groups it is recommended that their members be credentialed using the national standards and nomenclature. By adhering to this system the credentials of local/county and non-government organization AER should be acceptable to the State Authority Having Jurisdiction (State Animal Health Official). Having a uniform system allows the State to then request or dispatch competent personnel under EMAC from multiple networks of responders, including State, local/county and non-government organizations.

*Verification*

Verification of a responder's credentials can be made by variety of means, but usually will be done by the Chief  Animal Health Official on behalf of the Emergency Management Director. This approach allows officials to evaluate and verify on a case-by-case basis the specific skill sets needed by persons during the pre enrollment process for official responders.

*Prerequisites*

In addition to the standard credentialing criteria, Animal Emergency Responders have prerequisites that identify qualifications, experience and/or expertise required to perform the tasks related to a certain position. In most cases, prerequisites for AER's require expertise for an AER to work with certain species. The species groups are:

- Companion animals (such as dogs, cats and other domestic household pets[4]);
- Equines (such as domesticated Equids, such as horses, ponies, donkeys and asses);

- Livestock (such as cattle, sheep, goats, pigs)
- Avian (such as commercial poultry, captive, exotic and non-domestic, pet- and wild birds);
- Non-domestic, (such as exotic species in zoos, captured game premises and households[4]).

**Reference Materials** (available upon request)

Comprehensive Animal Emergency Responder Credentials (MS Excel spreadsheet)

Animal Emergency Response Functions Organizational Charts (MS Power Point)

The 10 Step Process used by the Animal Emergency Response Working Group

Southern Animal Health Association Memorandum of Understanding for Credentialing

Recommendations of the Animal Emergency Response Working Group

National Review comments and responses by the AERWG.

Recommended Minimal Emergency Response Capability for Disease Outbreaks

| Disease Investigation | Disease Eradication | Disease Control |
|---|---|---|
| Vector Control | Occupational Safety | Movement Permission |
|     Control Animal Vectors |     Zoonotic disease prevention | Animal Movement |
|         Disease Expertise |     Injury prevention |     Permits |
|         Species Expertise |     Medical records |         Permit Issuance |
|         Animal Handling |     Protect against physical hazards | |
|         Sample Collection | Security | |
|         Equipment Operation |     Facility Control | |
|         Vector Control |     Security enforcement | |
|     Control Insect Vectors | Vector Control | |
|         Disease Expertise |     Control Animal Vectors | |
|         Species Expertise |         Disease Expertise | |
|         Animal Handling |         Species Expertise | |
|         Sample Collection |         Animal Handling | |
|         Equipment Operation |         Sample Collection | |
|         Vector Control |         Vector Control | |
| Rapid Assessment |     Control Insect Vectors | |
|     Needs Assessment |         Disease Expertise | |
|         Estimate Animal Populations |         Species Expertise | |
|         Assess Facilities Needs |         Animal Handling | |
|     Assess Hazards |         Sample Collection | |
|         Safety |         Vector Control | |
|         Public Health | Indemnification | |
|         Disease Expertise |     Appraisal | |
|         Species Expertise |         Species Expertise | |
| |         Property evaluation | |
| |         Commodity evaluation | |
| | Treatment | |
| |     Administer therapy | |
| |         Veterinary Expertise | |
| |         Animal Handling | |
| |         Medical records | |
| | Depopulation | |
| |     Euthanize | |
| |         Veterinary Expertise | |
| |         Animal Handling | |
| |         Medical records | |
| |         Equipment Operation | |
| |         Depopulation Expertise | |
| |     Animal Husbandry | |
| |         Species Expertise | |

Recommended Minimal Response Capability for Natural and Technological Disasters Affecting Animals

| Mission Area | | | | |
|---|---|---|---|---|
| **Investigate status of animals** | **Shelter Animals** | **Animal Husbandry** | **Boarding and Reunion** | **Morbidity and Mortality** |
| **Mission Activity** | | | | |
| Rapid Assessment | Animal Housing | Animal Shelter in Place | Animal Evacuation | Triage and Public Health |
| **Capabilities** | | | | |
| Needs Assessment<br>    Estimate Animal Populations<br>    Assess Facilities Needs<br>Assess Hazards<br>    Safety<br>    Public Health<br>    Veterinary Expertise<br>    Species Expertise<br>Records | Animal Handling<br>Animal Healthcare | Animal Husbandry<br>    Species Expertise<br>    Watering, feeding and exercising<br>    Sanitation<br>Animal Healthcare<br>    Veterinary Expertise<br>    Animal Handling<br>Records | Animal Control<br>    Animal Control<br>    Species Expertise<br>    Animal Handling<br>    Equipment Operation<br>    Veterinary Expertise<br>Animal Transportation<br>    Species Expertise<br>    Animal Handling<br>    Equipment Operation<br>    Dispatch<br>Records<br>    Facility Control<br>    Security enforcement | Animal Healthcare<br>    Veterinary Expertise<br>    Animal Handling<br>    Medical Records<br>Records<br><br>Human Disease Prevention |

**APPENDIX B**
**Placements for Animal Health Emergencies:**
The examples of placements provided here are for illustration only. These placements are not part of credentialing, rather they are examples of how Position Titles could be assigned to multiple functions to accomplish the Incident Action Plan objectives during an incident.

| Operational Mission Area | Team Membership |
|---|---|
| **Livestock Agriculture Economist** | |
| Disease Investigation | Zoning Team |
| | Risk Assessment Team |
| **Animal Handling Specialist** | |
| Disease Investigation | Animal Vector Team |
| | Insect Vector Team |
| | Field Investigation Team |
| Disease Eradication | Animal Vector Team |
| | Insect Vector Team |
| | Treatment Team |
| | Euthanasia Team |
| | Humane Monitoring Team |
| Disease Control | Vaccination Team |
| | Animal Vector Team |
| | Insect Vector Team |
| | Supply chain management (on-site) Team |
| Disease Prevention | Supply chain management (on-site) Team |
| Economic Protection | Supply chain management (on-site) Team |
| **Animal Industry Specialist** | |
| Disease Investigation | Investigation Design Team |
| Disease Control | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Disease Prevention | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Economic Protection | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| | Animal Movement Control Team |
| **Animal Technician** | |
| Disease Investigation | Insect Vector Team |
| | Needs Assessment Team |
| Disease Eradication | Animal Vector Team |
| | Insect Vector Team |
| | Euthanasia Team |
| | Humane Monitoring Team |
| Disease Control | Animal Vector Team |

| | |
|---|---|
| | Insect Vector Team |
| | Animal Care Team |
| | Supply chain management (on-site) Team |
| Disease Prevention | Animal Care Team |
| | Supply chain management (on-site) Team |
| Economic Protection | Animal Care Team |
| | Supply chain management (on-site) Team |
| Disease Investigation | Animal Vector Team |
| | Field Investigation Team |
| **Permit Specialist** | |
| Disease Control | Permit Team |
| Disease Prevention | Permit Team |
| Economic Protection | Permit Team |
| **Risk Assessment Specialist** | |
| Disease Investigation | Zoning Team |
| | Risk Assessment Team |
| Disease Control | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Disease Prevention | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Economic Protection | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| **Animal Premises Site Manager** | |
| Disease Eradication | Staffing Team |
| **Species Specialist** | |
| Disease Investigation | Insect Vector Team |
| | Animal Vector Team |
| | Investigation Design Team |
| | Hazards Assessment Team |
| Disease Eradication | Animal Vector Team |
| | Insect Vector Team |
| | Appraisal Team |
| | Humane Monitoring Team |
| Disease Control | Animal Vector Team |
| | Insect Vector Team |
| | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| | Supply chain management (on-site) Team |
| Disease Prevention | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |

| | |
|---|---|
| | Supply chain management (on-site) Team |
| | Animal Movement Control Team |
| Economic Protection | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Economic Protection | Supply chain management (on-site) Team |

**Vector Control Specialist**

| | |
|---|---|
| Disease Investigation | Animal Vector Team |
| Disease Eradication | Animal Vector Team |
| | Insect Vector Team |
| Disease Investigation | Insect Vector Team |
| Disease Control | Animal Vector Team |
| | Insect Vector Team |

**Animal Disease Epidemiologist**

| | |
|---|---|
| | Zoning Team |
| Disease Investigation | Risk Assessment Team |
| | Investigation Design Team |
| | Field Investigation Team |

**Veterinarian**

| | |
|---|---|
| | Insect Vector Team |
| | Hazards Assessment Team |
| Disease Investigation | Animal Vector Team |
| | Investigation Design Team |
| | Field Investigation Team |
| | Biosecurity Team |
| | Animal Vector Team |
| | Insect Vector Team |
| Disease Eradication | Treatment Team |
| | Euthanasia Team |
| | Carcass and Material Decontamination Team |
| | Premises Decontamination Team |
| | Vehicle Decontamination Team |
| | Vaccination Team |
| | Animal Vector Team |
| Disease Control | Insect Vector Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| Disease Prevention | Services Movement Control Team |
| | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| Economic Protection | Services Movement Control Team |
| | Animal Movement Control Team |

**Placements for Natural and Technological Disasters:**

| Operational Mission Area | Team Membership |
|---|---|
| **Animal Case Manager** | |
| Emergency Animal Sheltering | Matching/Reunion Team |
| Collocated shelter management | Owner Verification and Tracking Team |
| **Animal Control Specialist** | |
| Animal capture and evacuation | Animal Control Team |
| **Animal Handling Specialist** | |
| Reconnaissance | Field Investigation Team |
| Collocated shelter management | Animal Husbandry Team |
| | Animal Healthcare-Protocols Team |
| | Animal Healthcare Team |
| Animal owning Citizen evacuation and Shelter in Place | Animal Husbandry Team |
| | Animal Healthcare Team |
| Animal evacuation | Animal Rescue Team |
| Animal Shelter in Place | Animal Husbandry Team |
| | Animal Healthcare Team |
| Animal evacuation | Animal Transportation Team |
| Emergency Animal Sheltering | Animal Husbandry Team |
| | Animal Healthcare-Protocols Team |
| | Animal Healthcare Team |
| Animal Mortality and Morbidity | Animal Healthcare Team |
| **Animal Industry Specialist** | |
| Reconnaissance | Investigation Design Team |
| **Animal Shelter Manager** | |
| Emergency Animal Sheltering | Staffing Team |
| Collocated Shelter Management | Staffing Team |
| **Animal Technician** | |
| Animal evacuation and Shelter in Place | Animal Healthcare Team |
| Animal owning Citizen evacuation and Shelter in Place | Animal husbandry Team |
| Animal Shelter in Place | Animal husbandry Team |
| Emergency Animal Sheltering | Animal Healthcare Team |
| Animal Mortality and Morbidity | Animal Healthcare Team |
| Reconnaissance | Needs Assessment Team |
| Collocated shelter management | Animal husbandry Team |
| **Permit Specialist** | |
| Disease Control | Permit Team |
| Disease Prevention | Permit Team |
| Economic Protection | Permit Team |
| **Risk Assessment Specialist** | |
| Disease Investigation | Zoning Team |
| | Risk Assessment Team |
| Disease Control | Animal Movement Control Team |
| | Goods and Commodities Movement |

| | |
|---|---|
| | Control Team |
| | Services Movement Control Team |
| Disease Prevention | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Economic Protection | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |

| **Animal Premises Site Manager** | |
|---|---|
| Disease Eradication | Staffing Team |

| **Species Specialist** | |
|---|---|
| Disease Investigation | Insect Vector Team |
| | Animal Vector Team |
| | Investigation Design Team |
| | Hazards Assessment Team |
| Disease Eradication | Animal Vector Team |
| | Insect Vector Team |
| | Appraisal Team |
| | Humane Monitoring Team |
| Disease Control | Animal Vector Team |
| | Insect Vector Team |
| | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| | Supply chain management (on-site) Team |
| Disease Prevention | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| | Supply chain management (on-site) Team |
| Economic Protection | Animal Movement Control Team |
| | Goods and Commodities Movement Control Team |
| | Services Movement Control Team |
| Economic Protection | Supply chain management (on-site) Team |

| **Species Specialist** | |
|---|---|
| Reconnaissance | Hazards Assessment Team |
| | Investigation Design Team |
| Animal owning Citizen evacuation and Shelter in Place | Animal Husbandry Team |
| Animal Shelter in Place | Animal Husbandry Team |
| Animal evacuation | Animal Rescue Team |

| | Animal Transportation Team |
|---|---|
| Emergency Animal Sheltering | Animal Husbandry Team |
| Collocated shelter management | Animal Husbandry Team |
| | Owner Verification and Tracking Team |

### Animal Disease Epidemiologist

| | |
|---|---|
| Reconnaissance | Investigation Design Team |
| Reconnaissance | Field Investigation Team |

### Veterinarian

| | |
|---|---|
| | Investigation Design Team |
| Reconnaissance | Field Investigation Team |
| | Hazards Assessment Team |
| Animal owning Citizen evacuation and Shelter in Place | Animal Healthcare Team |
| Animal Shelter in Place | Animal Healthcare Team |
| Animal evacuation | Animal Rescue Team |
| Emergency Animal Sheltering | Animal Healthcare-Protocols Team |
| | Animal Healthcare Team |
| Animal Mortality and Morbidity | Animal Healthcare Team |
| Collocated shelter management | Animal Healthcare-Protocols Team |
| | Animal Healthcare Team |