

FMB Members: Chad Fisher (NPS), Megan Conry (BLM), Beth Lund (USFS), Sarah Fisher (USFS), Chris Wilcox (FWS), Aitor Bidaburu (USFA), Brad Koeckeritz, (OAS), Aaron Baldwin (BIA), Julian Affuso (USFS), Aitor Bidaburu (USFA), Erin Horsburgh (FMB- Chair)

Staff: Darci Drinkwater (Executive Secretary)

Guests: Kaili McCray (MPHAT), Jim Karels (NASF), Lessa Peters (BIA), Katherine Wood (NWCG), Annie Benoit (NWCG), Mike Ellsworth (FWS), Jacob Nuttall (USFS).

Topic & Notes	Decision
<p>Forest Service (FS) Change in FMB Membership:</p> <ul style="list-style-type: none"> • FS National Fire Director will be announced in the next few weeks. • Historically FS has had three representatives for FMB; Beth Lund and Rhonda Toronto (IT) will be retiring. Julian Affuso will stay on FMB. <ul style="list-style-type: none"> ○ Kim Christensen will be filling in behind Beth. • Would like to bring a holistic perspective from FS to FMB. • Requesting to replace the FS IT representative with Deputy Director of Operations, NIMO, Aviation and IT. <ul style="list-style-type: none"> ○ Sarah Fisher is currently detailed in this position. ○ This representative will be involved with high level conversations that they can bring back to FMB. 	<p>APPROVED Forest Service representative.</p> <p>FMB Charter will be updated.</p>
<p>Interagency Standards for Fire and Fire Aviation Operations:</p> <ul style="list-style-type: none"> • Charter states that there will be two Forest Service representatives on the Interagency cover page. But would like to give credit to the three Forest Service employees who assisted this year. <ul style="list-style-type: none"> ○ Steven Miller, Heath Cota, and Joe Sean Kennedy. • BLM Type 1 Helicopter information is now under Exclusive Use. • Addition of FS bullet under Assignment Extension. <ul style="list-style-type: none"> ○ Assignments exceeding 21 days, two mandatory days off prior to the 22nd day. Three mandatory days off after arrival at home unit. • Addition of FS bullet under Maximum Consecutive Days Worked- Home Unit. <ul style="list-style-type: none"> ○ Minimum for 2 days off in any 14-day period. • Removed date on, Interagency Aviation Training Guide. • Chapter 17 National Parks Service (NPS) bullet. <ul style="list-style-type: none"> ○ Addition of written concurrence from NPS Regional Fire Management is required prior to implementing prescribed fires at Geographical Preparedness Level (PL) 4 or 5. 	<p>APPROVED addition of three Forest Service employees on Interagency cover page.</p> <p>APPROVED to publish.</p>



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<ul style="list-style-type: none"> ○ Addition of written concurrence from NPS Chief, Branch of Wildland Fire is required at National PL 4 or 5 prior to implementing prescribed fires. ● Addition of version date to all appendices. ● Electronic version will be available January 3, 2022. 	
<p>Future of Workforce Development:</p> <ul style="list-style-type: none"> ○ Developed by the five National Federal Training Officers. ○ Expand, develop, and prepare fire and organizational leadership. ○ Potential with new funding opportunities. ○ Strategic development from hire to retire. ○ Agencies have been working on this separately. ○ Lines up with current push for Firefighter series and pay. ● Significant impact on the ability to recruit and retain qualified and experienced leaders. <ul style="list-style-type: none"> ○ Increased season length, social changes, cost of living outpaced federal wage increase, limited labor pool, and lack of clear and consistent career ladder. ● Training and development to be grounded in clearly identified career ladders based on common organizational outcomes and critical competencies. <ul style="list-style-type: none"> ○ Must be collaborative across Federal Fire Agencies. ○ Designing and building a professional workforce development program. ○ Identifying necessary competencies at all levels of development. ○ Appropriate timing of development to preform current job duties and lay the foundation for the next step. ○ Banding together GS levels and relevant career competencies. Entry level GS 3/4/5. First level Operators/Crew 6/7/8. Fire Management Development 9/10/11. Advanced Fire Management 11/12/13. ○ Focused on Incident Position Description (IPD) requirements, mentoring, on the job training, academies, and virtual learning. ● Staffing for design and delivery. <ul style="list-style-type: none"> ○ Hire instructional designers and training specialists. ○ Dedicated cadre. 	<p>Overall support for concept.</p> <p>Socialize with respective training officers.</p>
<p>NWCG Position Performance Implementation Proposal:</p> <ul style="list-style-type: none"> ● Refocus NWCG training towards a more performance-based integrated system, with the intent of making it easier to maintain and reduce unneeded training. Based on Position Standards. <ul style="list-style-type: none"> ○ Total of 125 NWCG positions. 	<p>Overall support for concept.</p>



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<ul style="list-style-type: none">● Process-<ul style="list-style-type: none">○ Analysis position. List duties and responsibilities. Incident Position Descriptions (IPDs).○ Subject Matter Experts (SMEs) develop Position Specific Standards (PSS) for a baseline of training and evaluation.○ Develop Position Taskbooks (PTBs). Move as much training to in the field as appropriate.○ Develop training if needed.● Funding Alternatives-<ul style="list-style-type: none">○ Full funding- 5-year timeline. Contract all 125 positions. \$175,000 per position. Total of \$22 million.○ Half funding- 12-year timeline. Contract 60 positions starting with Operations. NWCG would address the remainder of the positions internally.○ No funding- unknown timeline. NWCG address all position internally.● Benefits for full funding.<ul style="list-style-type: none">○ Saves time.○ Less confusion for the field.○ Easy to make changes.○ Using EDG, will incorporate all the information.○ Reduction of unneeded training.○ Increase the speed to competency.○ Add depth for needed positions.○ Consistency among training.● Additional Positions-<ul style="list-style-type: none">○ Need both funding and staffing.○ GS-13: Project Manager to oversee contract.○ GS-12: Deputy Training Program Manager to establish internal process. Feedback and maintenance phase.○ GS-11: Program Specialist to manage inventory.○ Convert 60% GS-11 Training Specialist to full time.○ Upgrade current GS-9 Training Specialist to GS-11.● Position Stewards will also have the option to revise their own positions in the interim.● Challenges-<ul style="list-style-type: none">○ Aggressive timeline.○ Difficulty filling positions.	<p>Bidaburu requests presentation to the National Fire Academy (NFA) once in implementation phase.</p>



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<ul style="list-style-type: none"> ○ NWCG currently at 40% capacity. ○ Engagement of SMEs. ○ Agency approval of standards and training. ● Evaluation- <ul style="list-style-type: none"> ○ Developing training for evaluators/mentors is being discussed. ● Next steps- <ul style="list-style-type: none"> ○ Briefed Office of Wildland Fire (OWF) and NWCG Executive Board. ○ Wrote proposal for Fire Executive Council (FEC) and requesting to be on their agenda. 	
<p>Wildland Fire Medical and Public Health Advisory Team (MHPAT) Recommendations:</p> <ul style="list-style-type: none"> ● FMB decides what can be supported from MPHAT’s recommendations. ● Want to emphasize COVID workplace safety. ● Increase risk at Type 1 and 2 incidents. <ul style="list-style-type: none"> ○ If not vaccinated need a test. ○ Continue 2020 mitigations. ○ COVID tracking. ○ All Agencies need to agree. States will be discussing this topic in January. ● COVID Testing- <ul style="list-style-type: none"> ○ Develop testing capacity. ○ Testing upon arrival at large incident could be best option. ○ Home test are not an option. ○ California is testing at all incidents. ○ Continue to test symptomatic and asymptomatic with exposure. ○ Solicitors are deciding if testing can be mandatory. ● 93% of Federal workers meet the vaccine mandate. ● Vaccine mandate is currently paused for contractors. 	<p>APPROVED to send out memo highlighting COVID workplace prevention and mitigations.</p> <p>Follow up with memo regarding testing guidance.</p>
<p>FMB, NWCG, NMAC Chair Rotation:</p> <ul style="list-style-type: none"> ● Current spreadsheet lists DOI for next FMB chair in 2022. <ul style="list-style-type: none"> ○ DOI stepped in for BIA in 2021. ● 2023 shows no FS chairs on NMAC, NWCG or FMB. 	<p>APPROVED Aaron Baldwin (BIA) chair for FMB in 2022. One year rotation.</p> <p>Revisit 2023 chair rotation topic when permanent FS position is filled.</p>