



## **FFAST Meeting December 18, 2008**

### Attendees:

Larry Sutton - USFS  
Michelle Ryerson – BLM  
Rod Bloms – FWS  
Al King - NPS  
Tony Beitia - BIA  
Kevin Jensen – Interagency Medical Standards Program  
Stephanie Cleary - NPS

### **IQCS/CAS Interconnection Plan/Business Rules (FFAST Edits)**

Tim Blake will be replacing Al Borup as manager of the NWCG Preparedness Group. Communication problems have been common on the interconnect issue that would facilitate sharing information between systems. The next move will have to come from the IRM world, all that FFAST can do has been done.

**Action Item: Al Borup/Tim Blake to let the right entities in the IRM world know that they should come to FFAST when they are ready to deal with the IQCS/CAS interconnect issue.**

### **Privacy Act Update**

Barb and Kevin met with Pam Douglas, NIFC BLM Records Manager. Pam verified that the IMSP has always been in compliance with applicable federal rules, regulations, policies governing the storage of personal and Privacy Act information in an electronic system of record. A Privacy Information Assessment (PIA) was completed for the IMSP by Pam. The document gets filed with BLM after interagency directors sign it; Pam will be walking the document around for signature. The electronic system of record for the Medical Standards Program uses SSN to identify individuals, since the agencies HR departments have not developed any other unique identifier yet. The PIA document has been certified by BLM DC people and everything in medical standards complies with Privacy Act requirements for electronic data storage.

### **American Disability Act (ADA) Amendments and Impact to MSP**

Kevin and Michelle Ryerson attended a seminar on the new ADA amendments, put on by a private contractor. The amendment becomes effective January 1, 2009. It expands the definition of disabled individuals to include normal daily functions affected, e.g. eat, sleep, walk, and encompasses medical symptoms, e.g. diabetes, asthma. Supervisors should not assume an individual has a disability; employee must bring forth disability, medical treatment plan, and engage supervisor in the issue. Supervisors can request verification, but the burden of proof is still the employee's responsibility to provide a medical determination. Employees can request a waiver, waiver with accommodation, waiver with restriction, or no waiver. Post traumatic stress

disorder can be considered a disability for returning veterans; however, exact accommodations requested do not have to be granted to the employee if it is a direct threat, undue hardship, inability, etc to the agency. It would be good to get some input from Phil Spottswood at OPM on how these new ADA amendments might impact the Medical Standards Program as it is now implemented.

**Action Item: Place a link to ADA FAQs on IMSP website. Kevin to talk with Bob Garbe DOI Managing Risk and Public Safety Director, about bringing Phil Spottswood, OPM to Boise for a meeting. Dr. Jay Paulsen, FOH MD will participate in the February IMRB meeting via video teleconference.**

### **Round Robin**

#### **NPS Request for Exception – Al King**

The NPS is asking to allow an applicant for a seasonal position to take a medical exam in Australia. To date, all medical exams for the IMSP have been conducted at clinics contracted by Comprehensive Health Services. If certain conditions are met, Al feels it is ok to grant an exception. The exam would be conducted under contract to ensure individual cannot shop around for a favorable doctor. This is an exception not an exemption. Representatives of other agencies stated that this is an agency-specific decision and it is within the Park Service's authority to make this type of exception if they want to.

**Action Item: Al King to follow-up with documentation about program and clinics. Al to put criteria for an acceptable clinic and procedures to be used in an email to Kevin Jensen. Kevin to close the loop with approval but requiring additional information; clinic under contract with Victorian wildland fire service, exam request through Cape Cod, special instruction of scheduling to contact Alan Goodwin, Aussie liaison to NIFC. Alan to coordinate with the potential employee, Cape Cod to coordinate with Al King.**

#### **Medical Exams (How long are the good for) – Tony and Michelle**

Paying for missed exams; employees getting more than 1 exam in a year. There is some language in IMSP documents that says the exam is good for one year after you have cleared as long as there is no change in your medical condition. This language is not reflected in the Red Book or other agency policy. There is currently no language stating a required minimum or maximum time that should elapse between the exam or being cleared and taking the work capacity test. Any changes to agency policy need to be carefully considered, in order to avoid unintended consequences that could arise from policy that is too restrictive.

#### **IMSP Website Update - Michelle**

**Action Item: Customer Service Representative's contact information needs to be on current homepage.**

#### **Official Time for Working on Waivers Becoming Clear From Pending – Larry**

No policy; USFS union bringing the issue up. Sheri Kososik, BLM HR, is researching the issue.

**Action Item: If you get any information from your HR, please share it.**

### **Not Cleared or Following Up on Medical Issues – Larry**

An applicant was tentatively selected for a temporary/seasonal job, but subsequently not cleared for a hearing issue and therefore not selected. The individual then took a non-fire job somewhere else, and now the person wants to pursue a waiver even though they are not currently an applicant for a job or an employee. Last spring the Agency did everything they should have done, but the applicant failed to interact) provide more medical info) within prescribed timeframes. If the applicant can provide medical evidence that he-she meets standards for medical clearance later on, the door can be re-opened. Some standards apply for existing employees.

### **Review IMSP Action Log**

The FFAST and Kevin Jensen reviewed and updated the action log.

### **Wilson Fire Accident Corrective Action Plan**

Do these corrective actions apply only to NPS or should they be interagency? Fire Equipment Working Team involvement may be needed. Goal is to address big ticket items and contracts before upcoming fire season; go forward with everything except FUSEE inspection issue. FFAST will need to give guidance, e.g. transporting, how-to's, etc, on FUSEEs and chubbies, but will need manufacturers' information. Need to take pre-season safety advisory/action in a potential cover memo from fire directors. Need faster corrective action; 2 years is too long. Send information to fleet and engine committees and follow-up as needed; no formal corrective action. Put information on Lessons Learned website. AI contacted Wes Throop at MTDC to request a point of contact for a fuel handling guide for the field. Can put out warnings on potential dangers, but almost impossible to enforce this.

**Action Item: Wait until AI hears back from Wes. Information to be sent to all equipment leads and forward to Tory Henderson. AI to work on revision of corrective action plan and roll it out in February for NPS.**

### **6 Minutes for Safety Update (Jennifer Smith)**

To be addressed next meeting.

### **OSHA Report Questions (Michelle)**

To be addressed next meeting.

### **FWS AAR from Past Hurricane Assignments (Rod)**

To be addressed next meeting.

### **NIOSH Firefighter Fatality Investigation Seeks Input (Michelle)**

To be addressed next meeting.

### **FY-09 SOW Review (Larry)**

To be addressed next meeting.

**Coverage for NPS Safety Manager after AI's Retirement**

To be addressed next meeting.

**FFAST Action Log**

To be addressed next meeting.

**Bin Items**

To be addressed next meeting.

**Set Next Meeting Date**

The next monthly FFAST meeting will be January 12, at 0900 in the Old Admin Building in Workshop #1.