

**BLM Fire Training Committee (BFTC)**  
**Meeting Notes – Boise, ID**  
**October 17-19, 2016**

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**ROLL CALL:**

AK – Steve Theisen	NV – Cindy Savoie	NIFC – Mike Ellsworth
AZ – Shawn Jaca	NM – Charley Luevano	NIFC – Pam McDonald
CA – James Gannon	OR/WA – Brian Rindlisbacher	Aviation – Kirk Rothwell (W)
CO/WY – Joel Peters	UT – Cherie Ausgotharp	Fuels – Angie Simpson (M/TU)
EA – Lamar Liddell	NIFC – Marlene Eno-Hendren	SMJ –
ID – Eric Fransted (M)		
MT – John Thompson		

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**MONDAY, OCTOBER 17**

**Welcome/Introductions/Charter (HO #1) (Eno-Hendren)**

Marlene Eno-Hendren welcomed members and guests to the meeting. Introductions were made, the agenda presented, and the charter with mission shared. Members were asked to present any revisions to the charter as a bin item at the end of the day. (The charter was accepted as presented.)

**Action Item Review (McDonald)**

Pam McDonald facilitated a review of outstanding action items. All actions were registered as completed.

**Round Robin**

- **Alaska**
  - Just completed the fall fire review and the interagency review; no major issues.
  - AFS Training is fully staffed; expecting a heavier training season than last year.
- **Arizona**
  - Received funding for cooperator assistance. Will provide PMS 419 to cooperators and provide support to the AZ Wildfire Academy.
- **California**
  - Developing a state training plan; will include a person to represent CA on the BFTC.
  - Working on the Federal Priority Trainee Program.
  - Will host an engine academy the middle of May.

- **Colorado/Wyoming**
  - Researching ways to streamline mandatory training.
  - Trying to get individuals into PFTC.
  - Hosting an engine academy in 2017.
  - Recruiting operations personnel for Training Specialists on IMTs.  
Experiencing a backlog for AADM training since NFML does not meet BLM requirements.
- **Eastern Area**
  - Training of Washington D.C. and EA personnel was successful.
  - Trained 28 Americorps high-caliber students who are highly motivated and would make great hires through the non-competitive hiring authority. The Americorps students have fire training and experience and will continue training and development. Many students were hired for Nevada's engine program.
- **Idaho**
  - Priority Trainee Program went well.
  - GBTC has had their share of challenges facilitating FEMA courses.
  - Have over 40 courses scheduled for the upcoming training season.
  - GBTC will have two detailers this season.
- **Montana**
  - The Northern Rockies Training Center is finalizing their training schedule.
  - The NRTC long-term vacancy has been filled for the short term with an NTE position.
  - Experienced a few bumps implementing the Priority Trainee Program. Worked well within the geographic area (GA); less so outside the area as mobilization processes vary from GA to GA.
- **Nevada**
  - Nothing to report.
- **New Mexico**
  - Charley will be retiring in December 2016. The state will distribute his duties. BFTC members thanked Charley for a job well-done.
- **Oregon/Washington**
  - Nothing to report.
- **Utah**
  - Preparing for the 2017 ENOP Academy; lead instructor replacement.

## GATR Meeting Updates

(Theisen)

- Priority Trainee Program
  - Went well by most accounts.
  - Held monthly calls throughout the summer.
- S-420 Revision
  - Alpha test in January; beta in March.
- Finalizing and implementing training schedules.
- Still seeing individuals going around the GATR for national courses. (Gannon)
- Fall GATR meeting will be held on the East Coast in November.

## OTC Updates/Leadership Training Implementation

(Ellsworth)

- Fall OTC meeting in November.
- Monitoring the S-420 revision; discussions about what an S-320 might look like.
- Reminded BFTC members that the BLM required leadership training implementation will occur on January 13, 2017. **(HO #3)**

**ACTION: Analyze BLM Type 3 organizations and develop a recommendation for potential required leadership training and report progress on the January 2017 conference call. (Shawn Jaca – Lead and Mike Ellsworth)**

- Presented revisions to the 310-1. **(HO #2)**
- Continue to assess training needs for AA and FMOs; result will be an NWCG product.
- Presented the NWCG memo **(HO #4)** and NAFRI briefing paper **(HO #5)** regarding changes to S-520.
- Leadership Subcommittee Update
  - Campaign ends November 30.
  - Lead by Example submissions due by December 31.
- IQCS
  - Annual account reviews are due by November 14. Access to inactive accounts will be removed.
  - Discussed the licensing feature.

## FLT Leadership Presentation

(Pollet/Madrid)

Hector Madrid (FLT Liaison to the FOG) and Jolie Pollet (Deputy Assistant Director, Acting) thanked the BFTC for their dedication and contributions. Challenged the group to not give up on ideas, to use people in accordance with their talents and abilities—get them out of their comfort zone—and to maintain the professionalism for which our organization is known. The BFTC asked questions regarding:

- Location of the FEED Grant IB. **(Jolie will determine.)**
- Deep Water Horizon settlement. **(Lamar will forward contact information to Jolie.)**
- Diversity and inclusion detail. **(Closes 10/21/16; other agencies can apply.)**

## NWCG Training Update (HO #6)

(Fleming/Haney)

- NWCG Training Reorganization
  - Position descriptions are being analyzed and classified.
  - Getting back to a full staff as positions are classified, flown and filled.
- Annual Fireline Safety Refresher
  - Vice-Anderson position is in the classification stage.
  - Two detailers and one individual on a shared position with NICC have been brought in to assist.
  - Six new modules developed in 2016; pushing towards continual development.
  - Working collaboratively with other partners, including academia (e.g., NYU, NAU, and BSU).
- Course Revisions
  - S-131 and S-262, certified; next up, RX-310 (Iverson). Six courses on hold.
  - NWCG Training will be working with OTC to develop a process for identifying SMEs for course revisions.
- FEMA
  - Phase I – Completed. Went relatively well; GATRs experienced the most impact. State relationships are critical. There is no “next phase” plan at the moment.
  - Endorsements – Waiting until the NQS Guide is completed.
  - Assisting with the revision of courses transferred to FEMA.
  - Added requirements for NWCG-delivered courses (ICS, IC, and PIO) into the FMCG.
  - The open period for instructors is over. Notify NWCG Training of needs for future instructors; they will assist.
- Monitoring the efforts of the All-Hazard IMT Association and providing assistance.
- Training System Assessment
  - Providing recommendations for efficiency (PTBs, guides, courses, materials)
  - Working in phases.

## FOG Updates

(Delaney)

- Provided agenda highlights.
  - Physical Fitness Standard – Reviewing USFS study. Possible changes to the SMJ, IHC, and Helicopter Rappeller standard
  - Fatalities Review – Conducting an LODD AAR and putting together a panel
  - Recruitment and Retention – Possible impact of USFS PFT hiring
  - Engine Type 6 Staffing
  - Water Tender – Discussing potential increase in fitness level  
*[Moderate level approved by the FOG]*
  - Mental Health and Suicide Prevention

- Non-fire Mandatory Training
- FEED Grant
- Equipment Inspection Job Aid

**Equipment Inspection Job Aid**

**(Eno-Hendren)**

The decision was made to move from a video to a job aid focused on the OF-296 and a mechanical inspection and not a contracting inspection. Marlene is working collaboratively with the Department of Transportation and their CVSA inspections and with the Heavy Equipment Group. Marlene discussed the potential training opportunity to be trained by DOT for wheeled vehicles and then create a similar document for tracked equipment.

## TUESDAY, OCTOBER 17

### **National Fire Management Leadership (NFML)**

**(Arnberger)**

- Background
  - Course was not meeting BLM needs.
  - Focused at a high-complexity level.
- Ownership
  - Predominately USFS product in the past.
  - NFML will become an NWCG course.
- BLM Position on NFML
  - NFML does not meet the BLM requirement for Agency Administrators (AA).  
*[FOG Discussion – An AA may take NFML, but it will not be creditable as training. AAs having a difficult time getting into NFML are highly encouraged to utilize the OJT option.]*
  - Training options for BLM Agency Administrators can be found in [FA IM-2016-007](#).

### **Fuels Management Update**

**(Simpson)**

- Agreement Reviews
    - Found agreements that weren't being used and others that were being misused.
    - Contact State Fuels Leads or Angie Simpson for a current list of agreements and opportunities.
    - The Eastern Area is willing to take trainees. Contact Lamar Lidell.
  - Funding
    - National funding does not exist to fully resurrect the RX-OJT Program.
    - The Fuels Subcommittee has some funding to partially support training opportunities like PFTC.
  - Prioritizing Fuels Training Needs
    - Burning opportunities are limited because of the sage grouse endangerment issue.
    - The Fuels Subcommittee developed a prioritization mechanism that ranks individuals on a weighted point system.
    - The latest solicitation for training resulted in 93 responses.
    - The prioritization list will be used to assess training opportunities.
    - The Fuels Subcommittee will make final prioritizations.
    - The BFTC concurs with the new process.
- ACTION: Contact State Fuels Leads to ensure that local priorities are accurate before they make selections the last week of October 2016. (All BFTC members)**
- Is it time to consider removing BLM barriers to RX qualifications? The issue is on the Fuels Subcommittee radar.

**ACTION: Draft an issue paper that the BLM adopt the 310-1 qualifications for RXB1 and RXB2 and allow DIVS to maintain currency; report progress on the December conference call. (Shawn Jaca – lead and Mike Ellsworth)**

- PFTC
  - Angie Simpson will be the focal point for communications with PFTC.
  - All BLM applicants will go through the Fuels Subcommittee process to prioritize fuels training needs and not through the GATR or geographic training processes. PFTC will forward all BLM applicants who come through the PFTC application process to Angie. The BFTC concurs with the process.
  - Hoping to have five to seven slots for BLM students.
  - BLM PFTC Coordinators will be Cheryl Bright and Brad Sawyer.
- Prescribed Burn Funding
  - \$100K exists in the 2018 budget for RX burning. Business rules are forthcoming.

**Red Book Update**

**(Eno-Hendren)**

Marlene presented proposed edits to 2017 *Interagency Standards for Fire and Fire Aviation Operations* (Red Book). The BIA will be coming into the 2017 publication. The Red Book Revision Committee continues to remove “how-to” information from the publication.

**Federal Wildland Fire Qualifications Supplement (HO #7)**

**(Ellsworth)**

Mike Ellsworth reviewed changes to the *Federal Wildland Fire Qualifications Supplement* for 2017. Few changes are warranted. The Federal Training Officers continue their quest to minimize qualification requirements.

**BLM Standards for Fire Training and Workforce Development (HO #8)**

**(Eno-Hendren)**

Marlene presented the proposed edits to the *BLM Standards for Fire Training and Workforce* for 2017. Notable changes include:

- Angie will work with Marlene to incorporate the PFTC application process into the *BLM Standards for Fire Training and Workforce Development*.
- The OTC section will be updated to reflect changes to primary objectives and location under the Training Branch Manager.
- BLM leadership training requirements will be added.
- Additional BLM requirements for Procurement Unit Leader will be included.
- Change of terminology: “engine” to “vehicle.”
- BFTC members agreed to a formatting change to consecutive numbering of pages.

**Training Preparedness Review Feedback and Checklist Maintenance (Eno-Hendren)**

- BFTC members see the need for Training Officers to participate in reviews, but individuals are not coming forward voluntarily. BFTC members are challenged to engage in the process before the opportunity no longer exists.
- The BFTC revised the Training Preparedness Checklist.

**Aviation Update (Rothwell)**

- Safety
  - Have had a couple of really good aviation safety years.
  - 3.97 accidents/100,000 flight hours.
- Aviation Leadership Development Initiative (ALDI)
  - Started in 2009; are on the fourth announcement.
  - Seeing positive results.
  - Selectees are receiving great education and experience as well as building networks within and outside the BLM.
- Aviation Training Policy
  - *Interagency Aviation Training Guide*
  - *National Aviation Plan* (Chapter 6)
- Aviation Reviews
  - Fire reviews are every 3 years.
  - Non-fire reviews should be every 5 years.
  - Trying to stagger to reach a relevant and sustainable schedule.
- Aviation Centered Education (ACE)
  - Resurrecting ACE opportunities; next conference is in San Diego, CA in March 2017.

**BLM Fire Training Website (McDonald)**

- New BLM web support program is forthcoming.
- Audience of the external BLM website is the public. May need to reevaluate the location of documents.
- BFTC members find value in the website and want continued support.

**FOG/Subcommittee Joint Session (Shaw)**

BLM Fire and Aviation Division Chiefs, FOG Committee members, and FOG Subcommittee members participate in a team building and leadership development session.

## **WEDNESDAY, OCTOBER 19**

### **Resilience**

**(Iverson)**

Ben Iverson, NWCG Training Specialist, facilitated a session on resiliency. The BFTC found the session very useful and would like to see such activities incorporated into future face-to-face meetings.

**ACTION: Forward BFTC continuing education recommendations to Marlene Eno-Hendren by the December 2016 BFTC conference call. (All members)**

### **FEED Grant Program**

**(Eno-Hendren)**

The FEED Grant Program will be funded for \$50K with a maximum individual award of \$2,500. The IB seems to be hung up in the signature process. Jolie Pollet will check into the matter.

### **Training Folders and IQCS Master Record Audits**

**(Peters)**

Joel Peters briefed the BFTC on recent efforts in Wyoming to standardize training files and perform IQCS master record audits and proposed the BFTC consider a standard.

- Found major inconsistencies and fraudulent entries for 300-level courses.
- Thought their new process was good until they have their National Preparedness Review. What is the standard? What are review teams looking for?
- BFTC will speak more on the training folders and IQCS master records audits on their next conference call.

**ACTION: Submit training folder standardization examples and IQCS master record audit processes to Marlene Eno-Hendren for distribution to other BFTC members by the December 2016 conference call. (All members)**

### **BFTC Alignment**

**(Eno-Hendren)**

The concern of whether or not the BFTC was properly aligned under the FOG was raised on the pre-meeting conference call. The discussion was postponed until the next conference call.

**ACTION: Review the BFTC charter and mission and present recommendations for alignment on the December BFTC conference call. (All members)**

### **Meeting Closeout**

**(Eno-Hendren)**

Members discussed the value of having FOG members in the meeting. BFTC is fortunate to have a FOG member on their committee. Members would like to ensure at least one FOG representative attends meetings or participates on calls.

### **Next Conference Call**

The next conference call will be **December 7, 2016**, at 10:30 Mountain. Marlene will send out a Google invitation prior to the meeting. Items to discuss include:

- BFTC alignment
- Training folders and audits
- Meeting/conference call schedules:
  - Date of the next face-to-face meeting
  - Best day/time for conference calls