

National Line Officer Team Meeting

Sacramento, CA
October 30, 2015

WELCOME & INTRODUCTIONS

Attendance: Becki Heath, Dana Reid, Lisa Northrop, Dale Deiter, Ralph Rau, Tom Montoya, Tawnya Brummett, Patty Grantham, Judy Schutza, Scott Russell, Deana Wall, Sherry Tune (phone)

Defining Success with the Chief's Letter (Tom Johnston/NIMO)

Tom Johnston with NIMO shared a project that NIMO has been assigned regarding "defining success" as a result of the Chief's Letter of Intent. After discussion, it was realized that this is a similar project that was discussed at great lengths during the meeting this week. Dana will tie in with Tom and Dan Olsen to determine the next step.

RFD/NLOT/WO FAM MEETING SUMMARY/REFLECTION

Notes for the meeting will be sent to the facilitators and out soon. Patty will be working with Becki as the "Exec Group" for the NLOT/RFD/WO-FAM group

Discussion groups:

Caring for Our People
Serving the Land
Risk & Landscape Management
Reducing Casualty
Leader's Intent Letter

The topics were narrowed down to three and teams identified to develop the ideas/work items; specifically what can be accomplished before fire season.

- Will likely receive a charter from the Exec group
- Look at overlap of groups - Add to monthly NLOT calls

1. Caring for Our People

- Looking at all things related to employees (ie. boot stipend); look at simple and long term solutions.
- PTSD
- Leadership concepts presented by one of the apprentice crew bosses - use as a tickler list to branch out from
- Seasonal workforce - is that concept archaic?
- Defining "Our" people
- Reach out to all levels for what they think "caring for our people" is
- Caution in separating out "groups of people"
- Where is the break between on and off duty
- Output: Identify what's been done and what needs to be done; who's involved and what "committees" are currently in place.
- Include firefighter exposure; what are roles and responsibilities (appropriate training)
- Clarify which group will be taking this on; i.e. Caring for Our People, Chief's Intent, RM

2. Chief's Intent

- Judy Palmer added to the group
- What is our role and responsibilities
- Common understanding with our partners

- Reframing the fire problem - How do we think about fire and fire occurrence; where fire occurs and the effort to change that “fire is the problem” to the “values are the issue”; what role do we want fire to play in the future?
 - Coordinate with NIMO Cohesive Strategy group
- R5 (Shawna) will send out letter and this could provide a short term solution of understanding to the ground level
- How do you take the Chief’s Intent and make it real to people; all inclusive
- Do pre-season work now, preventative measures to re-frame the problem instead of when there is smoke in the air
- Look at the Chief’s Intent Letter to see what’s missing

3. Risk

- Larry Sutton is the lead of the group
- Thursday of the Risk Summit will be spent reflecting on risk and look to see whether partners will be there
- We need an understanding with partners about what risk we are going to share or not share and make decisions about risk being assumed
- Overlaps leader’s intent and ‘being in our lane’
- Remember that message to the work force, consistent message to work force about risk we are willing to take on; is it understood at all levels with all partners
- Identify values at risk
- Work force is everybody
- Transfer of risk is to everyone
- Not on the same page about risk leading to personnel changing actions on the fire line (FS firefighters pulling off line due to risk, vs. state etc. staying engaged)
- Different missions and different acceptance
- No previous sharing of that in the past
- Some partners are well-versed in risk, certain circumstances its acknowledgement of risk, concern with partners where don’t even see conversations about risk
- People on the ground seeing risk as one scale when other scales of risk going on in the same place on the same fire
- The need to get tactical to inform what risk is to the on the ground firefighters
- Early risk decisions made can funnel to risk we can no longer control
- Every action has a re-action
- Relationships are a ‘value’
- NLOT Reps for other groups and where we are at with that representation

PROGRAM OF WORK TOPICS REVIEW

NLOT Orientation Package, Sherry is Lead

- Content List:
 - The Charter
 - The most current membership roster
 - The work of the NLOT is to:
 - Further excellence in the engagement of Forest Supervisors and District Rangers in fire management across the agency
 - Accomplished through the administration..... (see notes)
 - POW
 - Committee Participation
 - NLOT History PowerPoint
 - NLOT Meeting and Call Notes
- Where does package reside? On the website, living documents
- Ed is connection to the site, few updates to the website, like the most recent notes
- Ed can work with Sherry on what it should look like
 - Can be embedded, can add as a section to current page

- Important part of orientation package is for new members incoming to help understand what NLOT is all about
- Sherry can continue to take lead, once complete, shouldn't take much to maintain, Ed concurs
 - Could reach out to Patti Grantham, Dan Dallas, Jon Regelbrugge or Kevin Martin for some historic info and updates to Powerpoint
- Provide links on multiple documents so that the website gets out there
- Communication protocols once complete
- Target date for completion- January/March 2016

S-520

- No changes

NFML

- Tawnya as member, no changes
- Committee is looking for coaches for NFML at Santa Fe, end of March, with an associated Staff Ride; if interested, let Tawna know

Prescribed Fire Certification, Mark/Ralph are leads

- Re-read the Redbook, body of work exists
- Agency administrator work load is the same prescribed versus wildfire
- At what level does someone get signed off, is there other training that we think is necessary?
- What issues are we having around prescribed fire driving a need for change?
 - The reason this is coming up is interest in looking at this while considering wildland fire certification due to inconsistencies in how prescribed fire quals are being certified
- Concerns about how the Redbook reads and confusion
- How do we move forward in getting folks up to speed
 - NFML or
 - Rx Fire Training Center
 - May not be sufficient- is there a need for more robust qualifications
- Needs to be a part where you are managing a work force, involved in planning projects, involved in hiring work force, not just implementation but all the elements to a safe, productive program
- If you are Advanced AA for fire then you need to also be involved with prescribed fire
- Shelve this topic until we follow-up with Mark as possible lead
- Perhaps has a need for a small team
- See prepared paper from Mark on where we are at with current qualifications

Fire Fatalities/Serious Injuries, Allen/Lisa are leads

- Keep until further look at the subject
- Add meat to bones a bit and what it looks like, whether it needs to dove-tail into one of three buckets

Effectiveness of the Utilization of AAs; Advance and Journey Level, Sherry is lead

- Revised the role
 - Really important as season went on and mobbing resources that primary contacts for each of the regions had weekly conference call which was helpful
 - Establish SOP, put contacts out up-front so we can support each other much easier
 - No continuity who status-ed in ROSS, inconsistent, when we were mobilizing outside the region then the need to status in ROSS was necessary, whether or not the order was there, line officers mobilized
 - Internally within region, status in ROSS didn't necessarily happen
 - Times when we need to be thoughtful for who needs the support and who is available to pair up with that need
 - Statusing in ROSS wouldn't necessarily need to happen
 - Not concerned about next step of status-ing in ROSS
 - Other understanding looks like you need to be status-ed
 - Necessary from region to region

- Un-necessary within region
- Until a system exists to accommodate the need of status-ing a line officer properly, why status in the existing system
 - Changing ROSS- is there a potential to do that?
 - Current work around, but that is cumbersome
- Lots of Pros and Cons of it
- If you are in training as a shadow, if you are coaching someone- don't go through ROSS, but if you are ordered up specifically by a fire for a specific incident, then status-ing in ROSS is appropriate
- Still an item, still outcome is SOPs for AAs, ROSS is just a piece of that
- Next step- synthesize the information and bring recommendations for necessary changes
- Keep Sherry as lead, and Jon Regelbrugge as support
- Target date is May 2016

Line Officer Awards, Ed is the Lead

- Will be continued
- Revising criteria is necessary, Ed will continue lead on this piece
 - Is there a need still to revise criteria in order to incorporate new direction from the chief
 - Would have to start working on this soon
- Previously Ed, Patty, Tawnya, Paul assigned
 - Patty will stay, Ed to stay
- Should line officer awards be changed to Agency Administrator awards; discussion for committee

Risk Management

- This topic is covered under 'risk' group, as well as Risk Summit
- December 8-10, Risk Summit II, NAFRI, Tucson, Arizona
- If you have recommendations for attendance at the Risk Summit, provide names to Becki ASAP

Communication and Information Sharing

- Not a POW item, but discussion
- Put item on a future call

Website

- Ongoing item
- Ed to maintain

AACT

- Completed but will provide edits as needed

NLOT Participation Requests

- Reminder on NLOT requests to meet the requirements of the charter

Other Comments

- Provide any role/outcomes/dates changes to Dana so she can update POW
- Tom Osen, R3 Rep for NLOT retired, Region is in the process of determining a replacement
 - Focus on reaching out to folks that can really meet time commitments

SUMMARY/CLOSEOUT

Follow-up Items

- Dana will tie in with NIMO and WO FAM about the "Defining Success" project
- Dana will include a note about the NFML Coach in the email with notes and updated POW
- Dana will add communication topic to the next call

Next Conference Call

- Friday, November 20th, 0900 Pacific