



NWCG Meeting Notes

June 17, 2025

Executive Board Primary Members (EB): Aitor Bidaburu (USFA) — Chair, Erik Litzenberg (IAFC) — Vice Chair, Brian Achziger (BLM), Heath Cota (USFS), Jim Durglo (ITC), Garth Fisher (BIA), Casey Teske (NPS), Anne Jewell (DoD), Greg Smith (NASF), Shane McDonald (FWS)

Associate Members: Annie Benoit (OWF), Heath Hockenberry (NWS), Parimal Kopardekar (NASA), Mike Rubenstein (IMTA)

NWCG Staff: Katie Wood (NWCG Program Manager), Sarah Lee (Deputy Program Manager), Erica Lamb (Coordinator), Dave Schultz (Coordinator), Toni Suminski (Training Program Manager), Chelsea McKinney (Publications Manager), Eric Coulter (Communications Lead), Darci Drinkwater (Executive Secretary)

Guests: Eric Fransted (FWS), Steve Weidner (NASA), Ryan Sundberg (DoD), Micheal Froelich (IPSC)

Topic & Notes	Decision/Action Item
<p>Incident Management Team Course Steering Committee (IMTSC) - Update:</p> <ul style="list-style-type: none">Completed Charlie S-320 test course in Reno.<ul style="list-style-type: none">Overwhelmingly positive feedback from students, cadre, and observers.Appropriate student and cadre levels in attendance.Minimal clarifications needed during the course.Only updates were to add leader's intent and to correct a few typos.Training materials are being finalized with the contractor, aiming for completion and submission for certification by this August.Began work with the contractor on the 'intermediate' course in April.<ul style="list-style-type: none">Alpha test course scheduled for December 1-5 in Tucson, AZ.<ul style="list-style-type: none">Many of the cadre will be teaching S-520 the week after and will stay after.Beta test course is planned for March or April.<ul style="list-style-type: none">Three geographic areas are currently interested in hosting. (Alaska, Great Basin, and North Ops).The beta test will most likely take place in North Ops.Incident Position and Standards Committee (IPSC) is working on the transition plan for S-320 in the <i>NWCG Standards for Wildland Fire Position Qualifications</i>, 310-1.Incident Strategic Alignment Process (ISAP) is woven into the IMT courses.<ul style="list-style-type: none">S-320 — an introduction to the four pillars and general concepts of ISAP.	N/A
<p>Alternate Pathways to Incident Commander Complex (ICCI):</p> <ul style="list-style-type: none">IPSC was not able to come to consensus, looking for a decision from the EB.	Decision moved to July meeting — Option 3, Option 3 with an agency

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<ul style="list-style-type: none">○ Most agree that alternate pathways must be identified to address the shortage of qualified personnel.○ The Incident Commander Type 2 (ICT2) pathway will be removed in January 2026.● The current pathway allows individuals to become an IC without necessarily having an operational background (such as Logistics, Plans, and/or Finance).<ul style="list-style-type: none">○ One agency has expressed concerns regarding the current and proposed pathways with the possible lack of operational fire experience for ICs.● Responders from FEMA qualification systems that are obtaining qualifications through endorsements also have a lack of wildland fire operational experience.● Discussion regarding the IC position as its own discipline; not necessarily an operational role but primarily a leadership role.● Responders without operational experience must still go through a training period to complete their Position Task Book with qualified evaluators.	supplement requiring IC Type 3, or no change.
<p>Incident Performance and Training Modernization (IPTM) - Monthly Update:</p> <ul style="list-style-type: none">● Training Program Priorities:<ul style="list-style-type: none">○ Staffing supervision, and leadership:<ul style="list-style-type: none">■ Addressing staff concerns due to ongoing changes and uncertainty.■ Re-emphasize the importance of the mission.■ Converted one Instruction System Specialist (ISS) to a Training Specialist.■ Hiring three more Training Specialist.■ Training Specialist are the critical for the success of IPTM.■ Once the Training Specialists are hired, we will start to focus on hiring the ISSs.○ Internal and external standard operating procedures (SOPs)<ul style="list-style-type: none">■ Deb Fleming is acting as the project manager.■ Develop SOPs for the entire training program, including the intake process.■ External SOPs for committees to leverage as course stewards.○ IPTM and Complex Incident Management (CIM) status<ul style="list-style-type: none">■ 69 more positions to go and 40% complete.■ Engaging on the intermediate Incident Management Teams (IMT) course and addressing finalization of S-320.○ Wildland Fire Learning Portal (WFLP) collaboration and best practices	N/A

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<ul style="list-style-type: none"><ul style="list-style-type: none">▪ Working to highlight the differences between delivery and development.▪ Collaborating on the best ways to leverage the WFLP for everyone.▪ Encourage the use of the help desk for any WFLP issues.○ Evaluation○ Maintenance○ All pieces of IPTM are dependent on a good data management system, working to integrate IPTM data with EDG database.• Current Training Development Program Projects:<ul style="list-style-type: none">○ Updated the video on how to fill out the updated Emergency Shift Ticket, OF-297.○ L-280, Field Leadership Assessment Course — completion dependent on externals due to NWCG staffing constraints.○ FI-110, Wildland Fire Observations, and Origin Scene Protection for First Responders and FI-310, Wildland Fire Investigation — Complete.• Achievements:<ul style="list-style-type: none">○ Currently 21 positions are in progress with 16 positions in the final phase.<ul style="list-style-type: none">▪ Expect Incident Position Standards (IPDs) and Next Gen Position Task Books (PTBs) out to the field by July (if not sooner).▪ Review periods are taking more time due to a reduced publications staff.○ S-219, Firing Operations field test course last week was a huge success.<ul style="list-style-type: none">▪ Instituted a new skills assessment that focuses on performance-based outcomes.▪ Considering a second field test course to gain more feedback.○ Potential Risks:<ul style="list-style-type: none">▪ Course name changes without proper impact assessment (references in publications, training, web pages, forms, etc.). Could cause potential qualifications issues.• Contracting:<ul style="list-style-type: none">○ Call Order 1 (2023, 10 Positions) — Period of performance (POP) extended to July 28, 2025.○ Call Order 2 (IMT Courses) — Modification awarded for S-320 Charlie test course.○ Call Order 3 (S-130) — Closed out.○ Call Order 4 (2024, 16 Positions) — Extension to POP through March 2026.	

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<ul style="list-style-type: none">○ Call Order 5 (S-390/S-490) – Potential delay due to editing content and name change impacts.○ Call Order 6 (Single Resource Boss) – Delayed.○ Call Order 7 (2025 Spring, 12 Positions) – On track.○ Faller 1/2/3 – Preparing to discuss a POP extension to FAL2 development.○ Call Order 8 (2025 Fall, 5 Positions) – Then will be leveraging remaining funds to complete last 69 positions (including the five positions in fall of 2025).○ Call Order 9 (Course Revision and Technical Support) – Currently in planning stages.• Positions with a low level of effort (no training redesign) have a 7–9 month completion window.• Upcoming Qualification Changes for 2026 from IPTM:<ul style="list-style-type: none">○ 137 upcoming changes for the NWCG Standards for Wildland Fire Position Qualifications, PMS 310-1.○ Requiring additional incident position specific training.○ Adding recommended training.○ Position pathway and currency changes.• Required Training:<ul style="list-style-type: none">○ Instructor-Led Training (ILT):<ul style="list-style-type: none">▪ Current hours: 1,280 (increase of 258 hours).○ Online Training:<ul style="list-style-type: none">▪ Current hours: 225.25 (increase of 8 hours).○ Subject Matter Experts (SMEs) and position stewards are requesting more required ILT.<ul style="list-style-type: none">▪ Concerns at the higher levels that online training is not effective.▪ Moving to a performance-based system is a culture shift. The increase in ILT could be due to SMEs and position stewards not fully understanding how to leverage the IPDs and Next Gen PTBs.▪ Additional training not only costs more for agencies but is also an increase in NWCG maintenance costs.○ Solutions:<ul style="list-style-type: none">▪ Exploring more engaging and innovating online training solutions.▪ Having “can we” versus “should we” discussions.▪ Consistent messaging for performance-based training.	

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