



PREDICTIVE SERVICES OVERSIGHT GROUP

PSOG NOTES

July 28, 2023

1300-1500

Attendees:

<input checked="" type="checkbox"/> Facilitator: Kephart	<input checked="" type="checkbox"/> Chair/NICC: Hartman	<input checked="" type="checkbox"/> NMAC: Mcdonald
<input type="checkbox"/> Co-Chair/ Fire Management: Hinckley	<input checked="" type="checkbox"/> CGAC: Nuttall	<input checked="" type="checkbox"/> Fire Management: Achziger
<input type="checkbox"/> GACC: Tomaselli	<input checked="" type="checkbox"/> OWF: Majewski	<input type="checkbox"/> FMB: Fallon
<input type="checkbox"/> PS FA: Gardunio	<input checked="" type="checkbox"/> PS Intel: SeLegue	<input checked="" type="checkbox"/> PS Met: Strader
<input checked="" type="checkbox"/> LTP: Nauslar	<input checked="" type="checkbox"/> Admin: Johnston	<input type="checkbox"/>

Additional Attendees: Chuck Maxwell, Cheryl Bright, Jennifer Anderson, Marco Perea

Topic	Presenter(s)	Purpose
Bucket 2/3 Org Chart Proposals	Derrek	Discussion
Bucket 2 Tasking Memo	Derrek	Information
Bin Items and Wrap Up	Megan	Discussion

Schedule:

NEXT MEETING: August 11, 2023, 1300-1500

Agenda:

Current PS Organization

DOI Encumbered: 23 (82%)

Mets – 17

BLM – 8

NPS – 5

FWS – 3

BIA – 1

Analysts – 3

NPS – 1

BIA – 2

Intel – 3

BLM – 2

NPS – 1

FS Total: 28 (50%)

-Region 5 – 20 (70%)

FS Encumbered: 26

Mets – 9

NMAC – 1

R5/CWCG – 8

Analysts – 4 (all R5/CWCG)

Intel – 13 (60% R5/CWCG)

FS Vacant: 2 (both Intel)

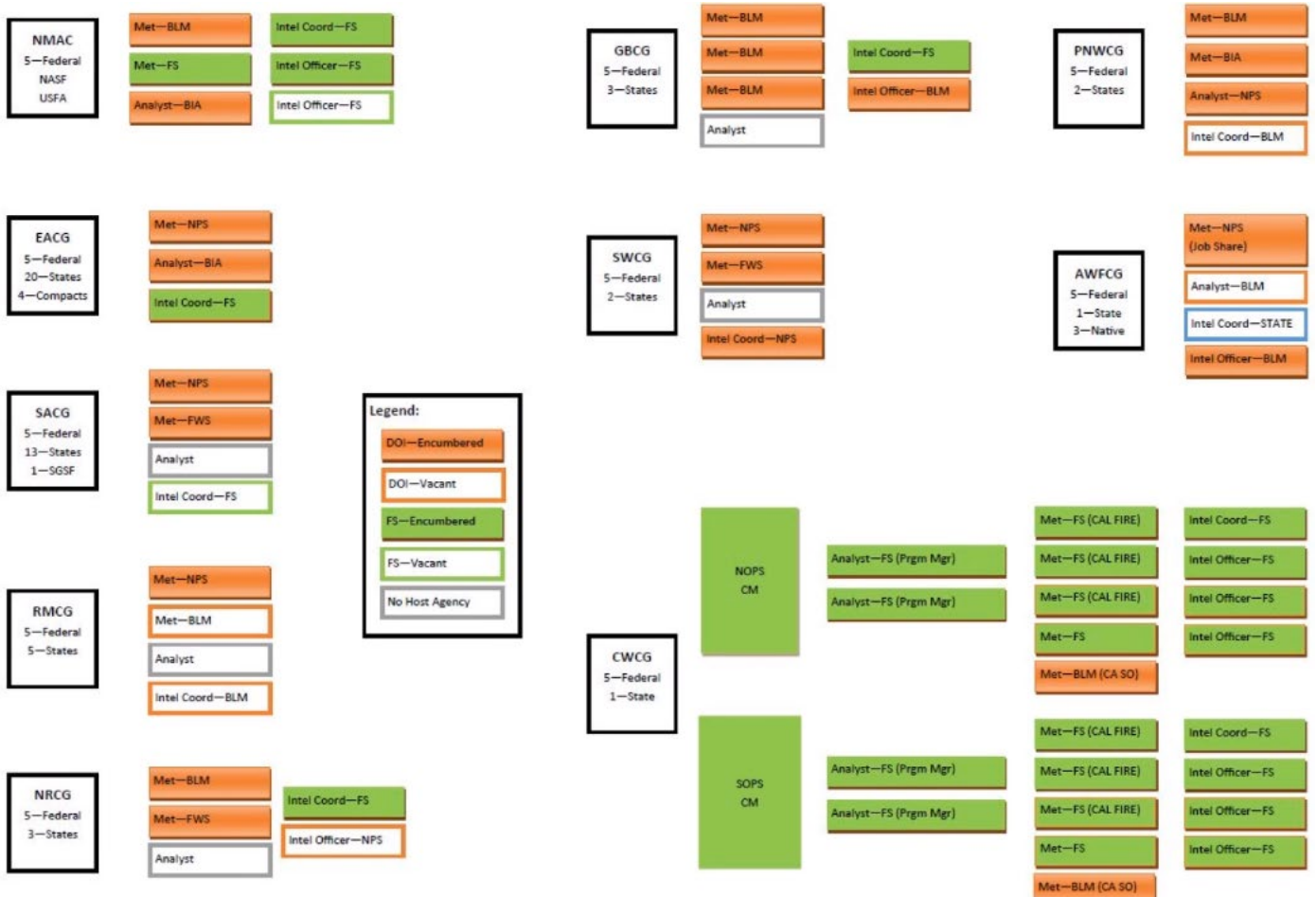
-Minus R5, FS Total = 8 (all Intel except for 1 NMAC Met)

No Host Agency: 5 Analysts





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FMB wants detailed options on host agency, potential GS-levels, and visuals to look through.

FMB wants to know what the program what currently looks like, what it could look like, and how the future program could fit into the current one including the GA positions.

Would like to give this PS breakdown to FMB as there isn't another breakdown that shows the agency positions.

FMB needs to have an internal discussion and determine who will be hosting the positions.

PSOG could make general suggestions such as keeping a 50/50 agency split for positions but at the end of the day, doesn't have the decision-making space to decide which agencies should host positions.

Funding will be a major factor in where the positions go.

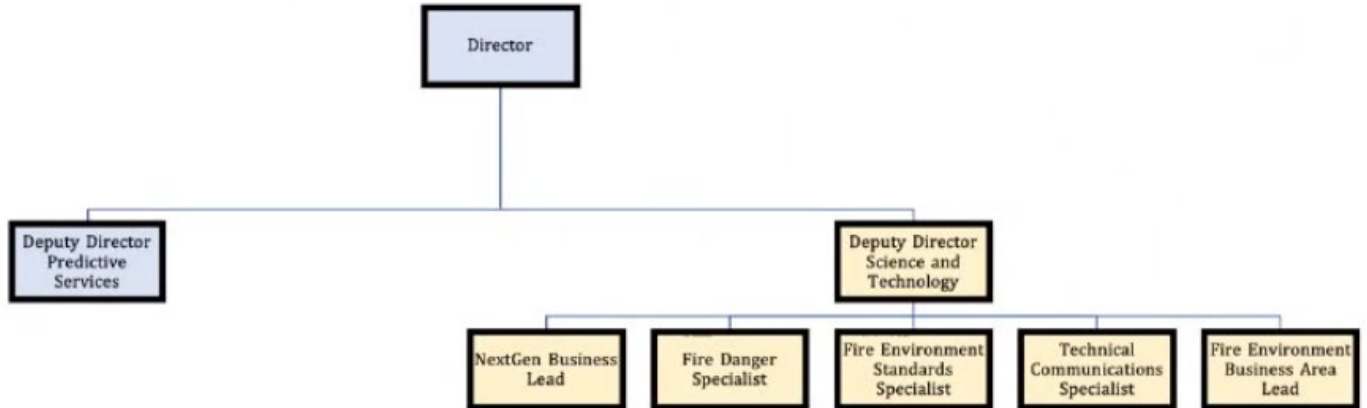
This diagram gives insight on agency split showing that PS truly is an interagency program.

PSOG shouldn't be identifying who is paying for what but can provide potential variances or PDs, grades, etc. for consideration so FMB can make an informed decision.

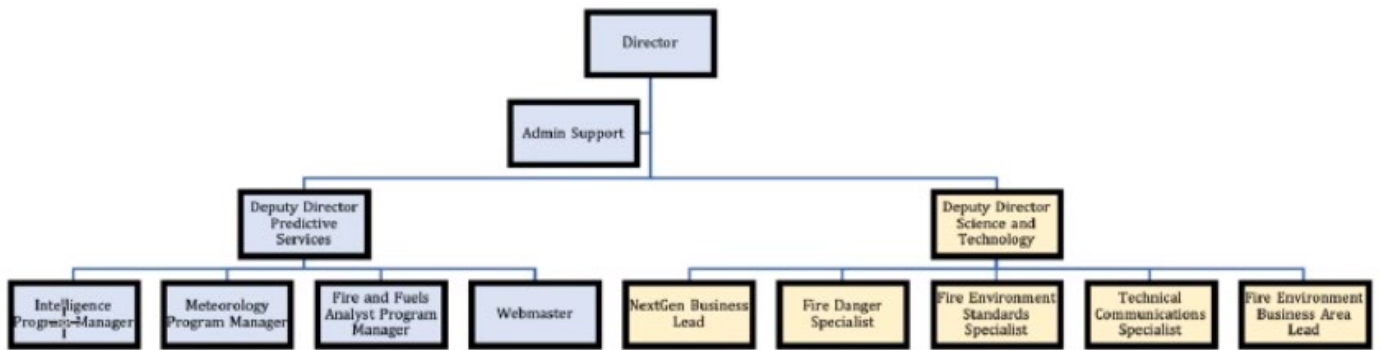
PSOG should agree on an overall structure for the PS program before getting into discussing the details.



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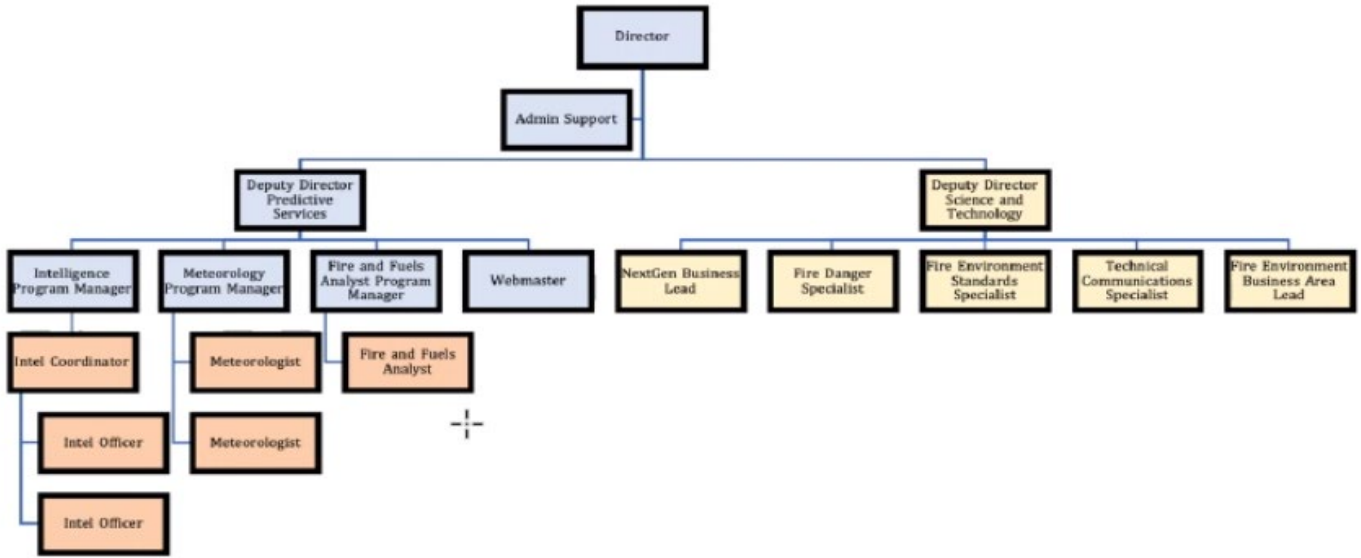
These 6 yellow blocks are the Bucket 2 positions are the 6 that went to FMB for approval. This chart shows the connection between PS (operational branch) and the science and technology branch positions which is currently missing. The Director could potentially be a GS-15 or SES position.



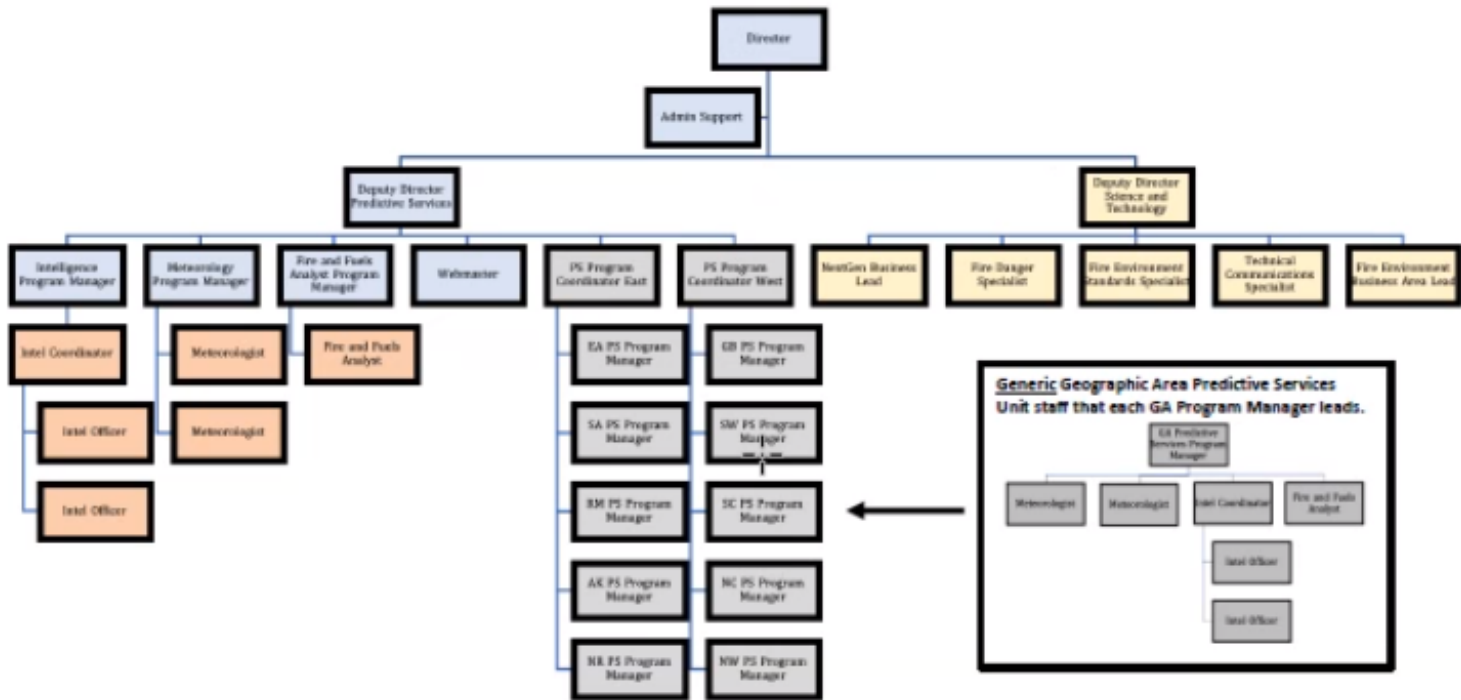
The added Program Managers on this diagram would each manage the functional area program that falls under them. PSOG would need more time to figure out what the program managers would be doing.



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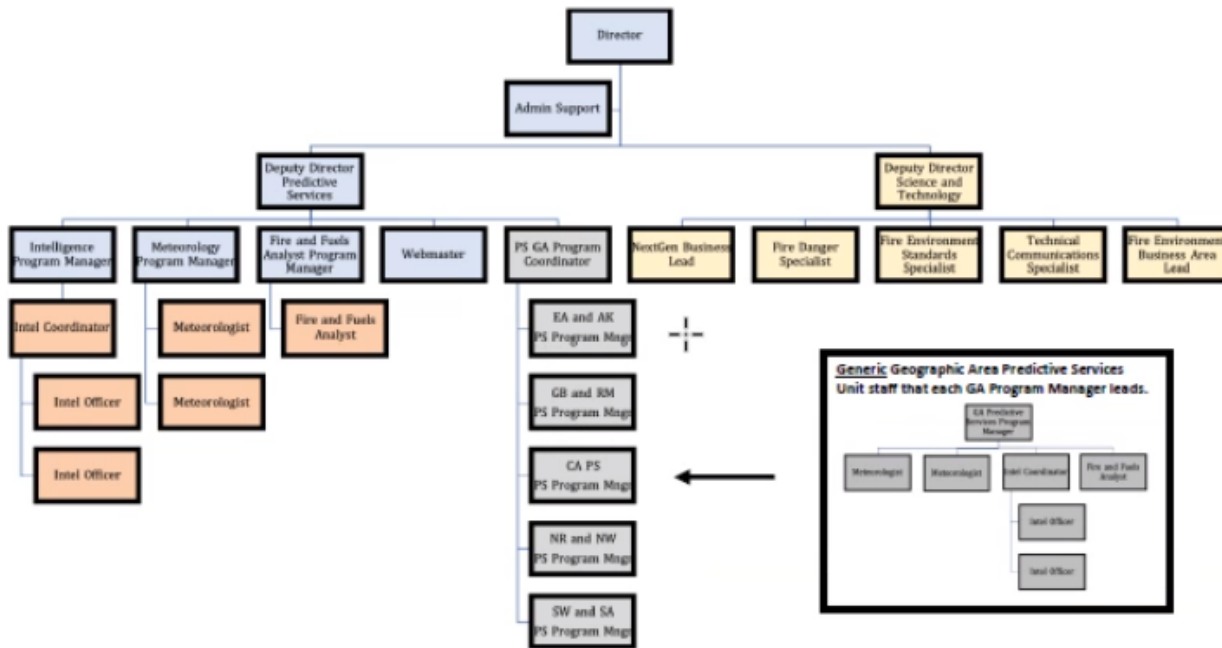


This would be the next step where the NICC staff would be shifted out from under the NICC center manager (dispatch side) and moved under a new PS program at the national level.

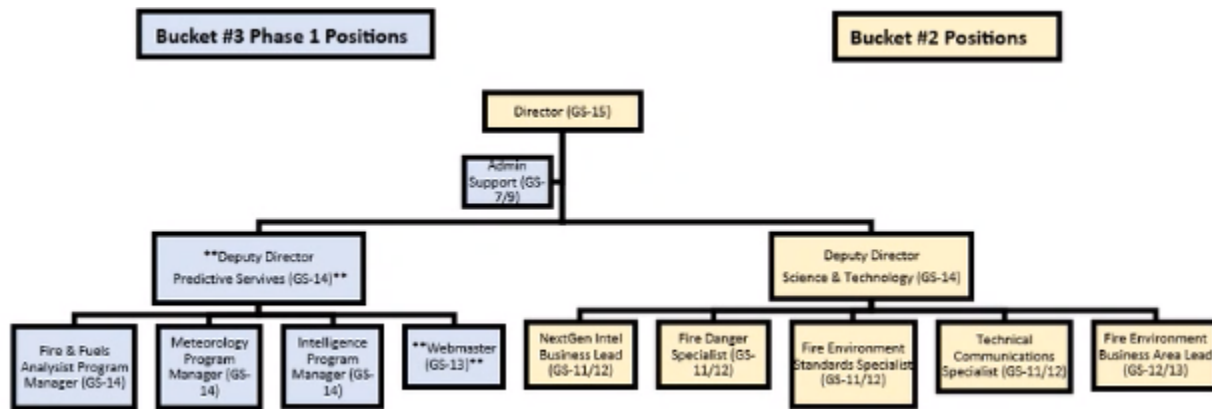




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There are several ways we could go with the GACCs, with joint Program Managers overseeing 2 GAs, or a Program Manager for each GA.



1. Make Bucket 2 positions one agency and Bucket 3 positions another agency.
2. "Rainbow" method with positions occupied by different agencies but set up as Service First.
3. Make all one agency, recommend BLM or NPS, but set up cost share with USFS and other DOI agencies (i.e., NWCG model).
4. Director/Deputy Director would have direct oversight and supervision and Program Managers would have direct supervision and oversight of current NICC staff.
5. **Deputy Director PS could be delayed/not necessary depending on decision for National/GA PS structure and Webmaster could go under Deputy Director S&T**
6. Current NICC positions would remain at same GS grades.



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7. Eventual organization to include RSFWU and USRS RMRS Fire, Fuel, and Smoke Science Program under the Director.
8. Get Bucket 2 positions approved and move quickly (in place this winter). Then work on Bucket 3 Phase 1 positions (in place by next summer) but that could be too ambitious.

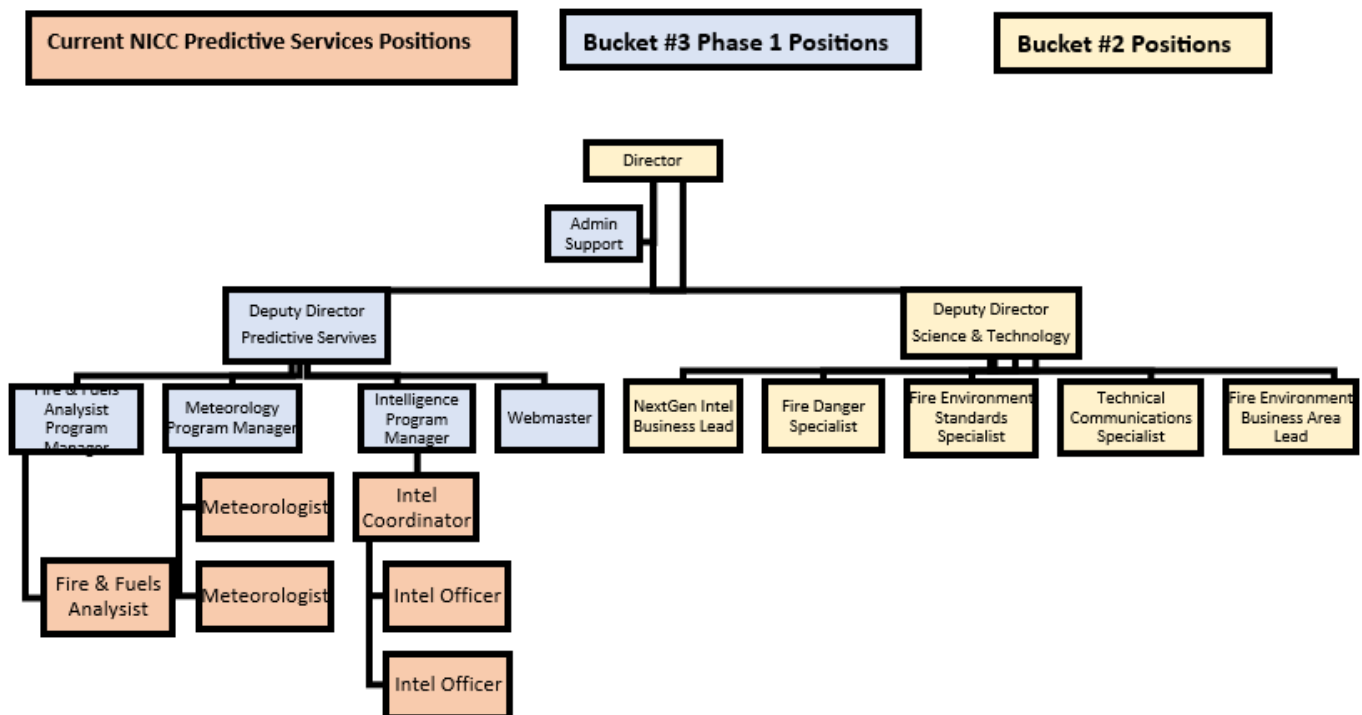
Major difference is the included details for Bucket 2 that have been submitted to FMB already.

The left shows how we could start boosting the national program at the NICC without things becoming too centralized or national-centric.

Perhaps things could be one agency with cost sharing,

These positions would have direct supervision over those under them.

Webmaster might make more sense under the Deputy Director for Science and Technology.



There needs to be the ability to expand or inherit other programs into the national PS program from the fire environment system.

Nick and Cheryl did look through some of the PDs at these levels from NWCG and the Data Management Program to potentially borrow.

FMB wants more ladder positions making some of the positions lower to incorporate the multi-steps.

We had a lengthy discussion for management vs operational pieces.

Operational options might be that personnel at the GACCs work for the national level management or remain under the GACC level management.

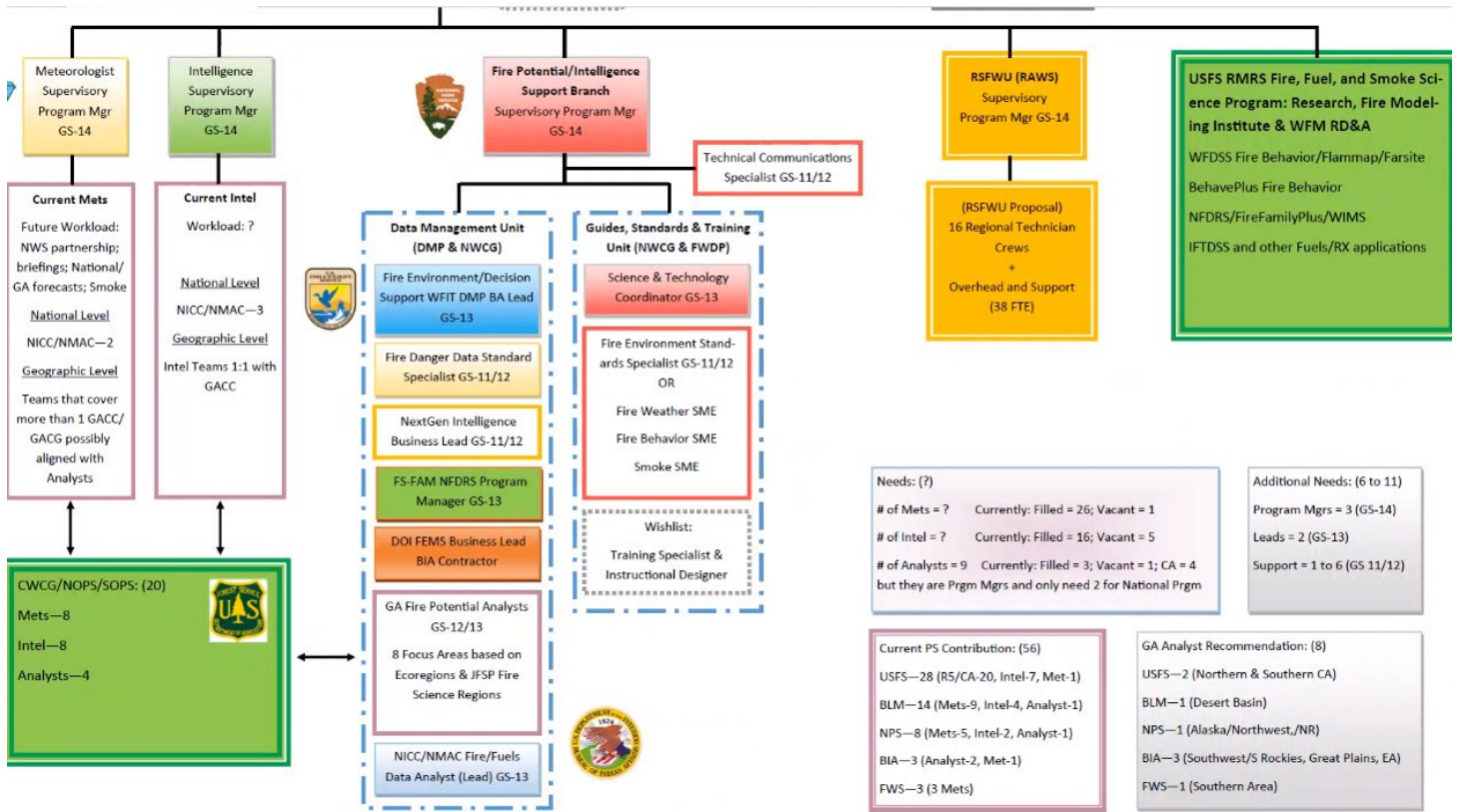
FMB first wants to see additional details on the Bucket 2 positions and how it fits in the current system as well as the potential system.

It's important on the upper grades to ensure there is a natural progression for operational PS personnel at the GACCs.



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If the NICC staff isn't incorporated under the PS national program management group, and we don't want to keep them under the center manager, there would need to be an additional Program Manager for the NICC staff.



We are currently in a PD quandary and have nothing that we can currently send to classification. When looking at filling the Bucket 2 positions, we are talking about only a handful of people that have the capability to do the things that need to be done. Where do they currently fit and what is the easiest way to move them into these proposed positions?

The focus is on blue outlined Bucket 2. The data system will need all the people listed to stand up the branch. There is no analyst support program in this version as they will be incorporated in the Fire Potential Support Branch.

BA Lead, Data Standard, S&T Coordinator have been approved and a Director was requested by FMB. Who will be responsible for these people?

The Supervisory Program Manager will be the "Director" with the below people as program managers. The Intel Support Branch Program Manager will need some sort of intel background with a data systems analysis background to be able to lead the program efficiently.

The analysts were also moved over because they will be needed to support the data management, change of systems, change of capability, and increasing amount of science and technology we deal with.

All the things managed within this branch will take responsibilities off the mets.

The Fire Environment/Decision Support WFIT DMP BA Lead realistically only has one person that could fulfill the work and position as needed.



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Science & Technology Coordinator is essentially the same as other NWCG Branch Coordinators with the only difference being that they will also be focusing on the new federal workforce development program. These pieces are needed to collaborate and function together and support each other for a better program. Adding CFFDRS to the furthest green box on the right could be an option but that's not currently what that group does. Realistically, CFFDRS will be under the Support Branch.

The Fire Danger Subcommittee is going to be looking at both systems so hopefully the two operational interagency systems, especially the ones that PS uses, will be represented within the Fire Potential/Fire Danger Support Branch.

Instead of having a separate Program Manager and Analyst on the left with Intel and Mets, they would be included in the Support Branch.

A Science and Technology Coordinator is a good idea as we should have someone focusing on the fire specific sciences and technologies bringing them to some sort of body that can start figuring out which ones we're going to use and are applicable to us.

Recommend:

Nick and Derrek join their proposals to create one option for the overall Bucket 2 positions. 1st slide would have the Bucket 2 positions and second slide would be the next phase with the Program Manager positions. Cheryl will create a second option with 2 slides. One would be the above slide with all the detail incorporated with a second less-detailed, transitional version that has what's been approved and positions that could be implemented in the next couple of months so there is a transitional path.

The "Bucket write-ups" for each of the proposed positions would be included with the charts.

These will be presented for discussion on August 11.

Bucket 2 Task Group

Proposed to give FMB a Bucket 2 implementation task group that could focus solely on the Bucket 2 positions. The task group could work directly with FMB without needing to come to PSOG for continuous approval but would still provide periodic progress reports to PSOG.

Would like to provide this recommendation to FMB at the August meeting.

There should be people dedicated to work through implementing the Bucket 2 positions and getting them hired. One of the PSOG members could act as a liaison with the task group.

Support

Meeting Schedule

There is an in-person meeting scheduled for Sept. 6-7 in Denver.

The in-person meeting would be a good opportunity to discuss the Bucket 3 positions and potential org charts.

Bucket 2 needs to be the focus before beginning work on Bucket 3 details.

October will be the earliest timeframe for getting the data architecture operational.

If we get a task group in place to help implement Bucket 2 positions and work directly with FMB, what will the rest of the PSOG group be doing? If we get the task group of SMEs up and running, PSOG can start diving into Bucket 3. This group doesn't necessarily have the skillset needed to focus on the details of Bucket 2 and shouldn't be putting Bucket 3 off until Bucket 2 is fully operational.

The process for Bucket 3 might shift as Bucket 2 is implemented as Bucket 2 creates some extra technological data capability for Intel which might create new opportunities for the Intel workload.





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Fire Danger will be taken care of by Bucket 2 which will shift things.

There are several things that could happen and change what the organization looks like and the workload planning analysis project that needs to occur.

What do we do in the interim with Bucket 2 being implemented since there are GAs that have little to no staffing and their operational functions are suffering?

Bucket 2 could take several years to be fully implemented so what do we do in the meantime?

Bucket 3 doesn't just cover staffing, but also covers leadership that could help support PS throughout the GAs.

Megan will work with Ox to find a room for the Sept 6-7.

PSOG members should send Megan back-up meeting dates.

PS Handbook and Charter

Megan will get the PS Handbook over to Derrek for signature then will post to the website.

Discuss the Charter at the meeting on August 11.

Upcoming DOI direction regarding changes in telework and remote positions could be concerning.

Many of the positions we are looking to build could likely be remote depending on where the positions are.

Is there a way we can as a group make it clear that remote positions aren't necessarily negative, and it may be the only way to fill positions with qualified positions?

Some of the positions should be in person, like the Director who would be on the NIFC campus and have the capability to interact with other management.

Most of the positions should be as flexible as we can make them to reach a larger applicant pool.