

## National Coordination System Committee 2024 Annual Meeting

February 6-7, 2024

Time: 0830 MST

**Facilitator:** NCSC Chair (Sean Peterson)

**Participants:** Sean Peterson, Shauna McIntosh Harris, Jerilynne Hayes, Katie Williamson, Jerald Naugle, Barry Wallace, Dustin Kingwell, Richard Wilson, Andrew Robertson, Jeremy Mckellar, Kymberli Hoffman, Jeff Walther, Jennifer Humphrey, Ryan Tippetts, Maegan Maughan, David Lee, Gina Dingman, Katy O'Hara, Gina Dingman, Andrea Lannen-Littlefield, Nicki Johnston (admin)

Agenda Items & Notes	Presenter
NCSC February 6, 2024 <ul style="list-style-type: none"><li>• Introductions and Icebreaker</li><li>• NWCG Executive Board Leaders Intent</li><li>• NWCG Coordinator Update</li><li>• NCSC Past, Present and Future</li><li>• NICADS Subcommittee Update</li><li>• Dispatch Position and Curriculum Subcommittee Update</li><li>• NCSC Website Review</li><li>• National Website Redevelopment Update</li><li>• Dispatch Qualifications Name Change Proposal</li><li>• Prescribed Fire TFR Proposal</li><li>• International Incidents &amp; Resource Mobilization</li><li>• Bin Items</li></ul>	All Aitor Bidaburu Katy O'Hara Sean Peterson David Lee Gina Dingman Sean Peterson Ryan Tippetts Jeff Lee Kim Owczarzak Kara Stringer

### NWCG Executive Board Leaders Intent

NWCG, NMAC, and FMB have spent much time lately on IMTs and CIM.

Basic and advanced CIM courses are underway.

Dispatch and support coordination positions are the next major workload for the system.

The situation is critical for developing and creating the training and qualification systems for dispatch.

There will be workforce challenges in all facets of wildland fire moving forward.

The skillset requirements are increasing while the workforce is decreasing making this an area the parenting bodies will probably start focusing on more.

Last year, DOD was formally added to the Executive Board and could possibly be leveraged for dispatchers in the future.

This year, NASA was formally added to the Executive Board but their orientation is new technologies and how to disseminate those through research and development pathways.

IPTM will remain a high-profile focus.

SME participation to identify correct courses, task books, and balance will be key for the contractors.

Mental health programs are currently a focus area, pushing work-life balance.

NWCG is engaging in national conversations surrounding support and qualifications that are included in the Commission Report and how we will need to navigate those recommendations.

The program needs to move away from "just in time" solutions and ensure more long-term solutions.

A significant portion of the Wildfire Commission Report is surrounding support positions and the coordination system.

### NWCG Coordinator Update

One of the biggest things on NWCG's plate is CIM, basic and advanced IMT courses and T1 pathways which have become more of a background focus.

Committee Tool Kit is now included on the NWCG website with SOPs, chair rotations, various how-tos, etc.

NWCG is asking committee folks to look at how to implement a chair rotation most committees are a collateral duty.

Discuss chair rotation at All Chairs meeting.

IPTM (Incident Performance Training Modernization) is the number one priority for NWCG work.

Dispatch has 6 positions going through IPTM with 2 already through the analysis phase.

The next four positions for dispatch will get started in April with Gina already working on a list of SMEs.

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By 2025, all six of the dispatch positions will have new incident position descriptions, new incident position standards, and new task books.

On the job training will be emphasized above classroom training.

EDRC and EDSD were put together to build on each other, eliminating the clunkiness.

IA and aircraft positions and supervisory and coordinator positions will be grouped together for weeklong sessions each.

Task books are going to be more concise and focused on the specific job duties.

Next steps will be to pull up the recommendation report for EDRC and EDSD to review for potential edit suggestions.

Once approved, the positions will go into Phase 2 to create the training design plan and develop identified job aids.

After that, NCSC wouldn't see anything until the course certification process and approval of the PTB.

IPTM training focuses on NWCG standards and red card duties, not GS and job PDs.

**Sean will forward recommendation email to group for review and discussion by February 26.**

The mission statement in the Charter can be updated.

NCSC chair was initially set up to be the NICC Center Manager but could be rotated to GA and local center managers.

It's ideal to have the chair be someone at the national office to communicate with other departmental personnel more easily.

NICC facility and personnel commitment is set up better for chair and facilitator duties.

NICC Center Manager can maintain NCSC chair position and rotate vice chair as they see fit as long as the plan is documented.

**Create documentation for vice chair rotation.**

### NCSC Past, Present and Future

There is more support now for the dispatch and coordination system than ever before.

The FAM-12 meeting last year outlined dispatch as the number one priority for FS.

A CAD committee was created to ensure state partners were hand in hand and all CADs were on the same page.

Dispatch academy is extremely important to finish.

IDOPP published 20+ years ago discussed training standards, interagency dispatch positions and descriptions, workload analysis, etc.

2015 reports included projects outlining computer-aided dispatch, SOP guides, governance and staffing, agreements and MOUs, IROC staffing, software packages for fair share costs, website standardization, and requested establishing a coordination committee.

Duties and responsibilities have been separated appropriately between NCSC and NCCM.

**Review NCSC membership.**

The training and steering committee and NICADS tackle several of the projects.

Create an avenue on the website for folks from local centers and fire management to submit recommendations and feedback. -**Support**

Most GAs are completing some sort of complexity analysis but a unified voice for submission would be beneficial.

Equipment Technology Committee has a good example of a feedback button.

NWCG has a robust feedback system but it's a substantial workload for the NWCG coordinator and team.

NWCG's new website will go live February 29 and should be easier to update. URLs should stay the same.

There are difficulties keeping swim lanes separate between for training/standards and daily job PDs.

### NICADS Subcommittee Update

NICADS was initially created in 2018.

Original intent was to work up WildCAD-e.

All federal sites except for AK BLM have converted to WildCAD-e.

OR, WA, AK state sites have all been brought on.

Working on putting together units to discuss and solicit feedback.

FireResponse is utilized by several of the southern states so will be looking into including user representatives from that group.

FireCloud is being utilized by WI.

All sites are tied back to IRWIN.

Brought Hannah Page and Anna Jones in from NCCM's Dispatch Technology Working Group as representatives.

Looking at bringing in representatives from the Fire Subcommittee.

Feds cannot agree on a national standard and data layers.

There's ongoing conversation focusing on GIS boundaries and creating one authoritative standard layer.

Should tap into the Boundary Working Group under GIS.

Dispatch boundary vs frequency boundary is a continuous concern and discussion point.

Altaris CAD is a legacy CAD program that is integrated throughout CA with 23 different, uniquely built CAD systems within it. Each of the GIS and road layers are different and they're working on standardizing those programs.

CA working on a state-wide geo database system and implementing a geofence for all AVL resources that don't specifically belong to a unit.

GIS staff will maintain boundaries while each unit will only have to manage their own maps.

Ivy chairs the FireScope CAD to CAD Subcommittee that is working on creating a baseline data and geoshare piece with one standard for all government and local agencies.

Cal OES is looking at building a data lake off the 911 emergency system database. The data lake is utilized to send the calls to a different center and CAD if one unit goes down.

There will have to be a morph of address and range-based for rural areas to avoid gaps.

A new CAD integration for the entire state that maintains current integrations across all units would cost around \$2M and take 7 years to complete.

The ultimate vision ought to include the private sector to develop more robust solutions.

NICADS should develop the standards of integration with GIS/IRWIN and address the problems but allow the units to provide potential solutions.

NICADS is under NCSC and should pull standards back before agreeing to those of a county or city to ensure everything is in lockstep.

Initially NICADS was working with IRWIN and the data committee to make sure all the programs were talking and following the standards.

In all the US, regardless of ownership, there needs to be standards that represent the one incident/one record in reality that virtuality matches.

We must build a standard that we know works and meets the needs of the field.

NIMIS is about to create a new standard but needs additional input.

Oftentimes CAD as the inputting tool and the final report don't match and there are difficulties deciphering which option trumps.

T3 helicopters and light fixed-wing are now being ordered through NICC.

CWN and MATOC contracts are based on best determination value.

Often, best determination and closest forces crosses GA boundaries which is not built in most CADs.

T3 helicopters will probably be funded through WildCAD by the FS and will probably be pushed back to the GAs once a system is in place.

DOI will not be following suit with contracts moving to NICC.

Unit sharing with resources has the potential to cause some issue due to the duplicative standards.

### **Dispatch Position and Curriculum Subcommittee Update**

D-110 has been rewritten for IROC and is good to go for classroom deployment.

It's on the GB page but not yet on the NWCG learning portal.

Suggestion was made to provide a delivery system that allows a self-taught option.

The self-taught option would require the student to have a dispatch host person to answer questions in some capacity.

Some course material on the final exam is not emphasized through the course but comes out through discussions which could cause issue with the self-taught option.

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Material states passing is only based on the final exam so would need to figure out a grading system with course work inclusion.

D-310 has gone through the process during which they discovered incorrect procedures throughout.

Reviewed and updated scenarios with SME input to update simulations for VIPR and IROC.

SW will be running through simulations to provide feedback this spring.

Reorganized units to match simulations for better course flow.

CA D-310 being held this spring will provide the first true beta test of 2024.

Materials will be updated through the GB website.

All changes will be pushed through the NWCG certification process in 2025.

D-311 (IA) is outdated, working to update the CAD portion including a unit on law enforcement.

Working with Big Horn to include a 4-6 hour CAD platform but have yet to hear back.

Within the classroom section, even with each student having their own log in, there's difficulty with students overwriting each other in OAT as everyone is working in one database.

Having each student work in a different GA testing environment also poses problems as there are currently no CAD standards so the centers have different options.

The intent for CAD and the user stories was to have a standalone training environment which hasn't been delivered.

D-311 instructor guides and user guides have been updated.

CA will be putting on D-311 and D-312 in March.

Focus should be on the standards and objectives to ensure we are meeting those under NWCG guidance regardless of potential for on-the-job training.

Right now, none of the D courses are required for the dispatch positions as day jobs.

Is there an additional barrier to qualification by requiring the courses? It seems to do a disservice to personnel by not requiring the courses.

D-312 is currently a 32-hour course but waiting to start updating it until D-311 is complete.

The course should be more concise and focus on aircraft contracts, TFRs, etc.

ACDP requirement for tier 3 centers has been removed.

D-510 continues to be updated every other year in April and October to include business rules as they change.

Steering Committee includes federal, state, national, GACC, and local representatives.

### NCSC Website Review

Changes will be submitted once the new NWCG site goes live.

Replace Kelli Haggerty with Christopher St. Pierre (USDA) for OSCC Intel.

Replace AICC with Ray Crowe as contact and list the coordinator as vacant.

Update 2023 Dispatch Job Aid. Currently posted to the NICC website.

Remove Kathy Pipkin and add Andrea Lannen-Littlefield to roster.

Revisit membership and roster.

Update expanded Dispatch Job Aid on Subgroup page.

Subcommittee Jeff Jasberg misspelled.

D-312 remove Kephart add Jasberg.

D-510 Walther – no S.

Intel Support Add Kephart.

Subgroups D-510 remove National Intelligence from useful resources and add job aid.

D-510 meeting notes needed for 2020, 2021, 2022, 2023, 2024.

NICADS add correspondence.

NCSC correspondence add 2020-2024.

NCSC meeting notes add 2023 and 2024.

Positions - add INTS.

Publications – add flight strip, discuss extension request form.

Training courses add D-510.

### **National Website Redevelopment Update**

WFFIT put out a bulletin requiring website modernization and an enterprise solution after performing an extensive analysis.

FAM-IM currently has funding set aside for interagency websites though they must have a FS component.

NICC flew a 120-day detail for the modernization in fall 2023 and FAM-IM will be taking it forward.

Microsoft PowerPages will be utilized for the websites moving forward due to the extensive use of other Microsoft apps.

Weekly meetings will be established to look at the website base template including naming, dropdowns, etc.

The template will be sent to the developers and demonstrated on the FireNet infrastructure in the Cloud.

It should integrate seamlessly with USDA's and DOI's versions of the Microsoft apps eliminating interoperability issues.

Editing documents and memos should be easy to do in FireNet rather than extracting them to a drive before posting to the website.

Ryan has been taking the information off the current GACC sites and migrating it to the current template to compare them and decide on what the standard should look like more easily.

The template can be created and updated in real time.

All current website content will be migrated and integrated into the new sites fall 2024.

Each GACC will have 2 full licenses to designate to people for editing and building their websites.

Once the template is established, it will allow more standardization among all websites with the ability for some divergence.

Need to figure out domain names for each site.

Once GACC sites have a standardized template, it should be relatively simple to create sites for the local centers.

The goal is to have all GACC site templates created in PowerPages before fire season 2024.

After the EACC site is demoed over the summer, other GACC sites will be activated based on feedback.

Once several of the GACC sites are ready for implementation, Ryan can travel and train other SMEs on website management.

FAM-IM needs to be engaged to create a communication plan to be shared with the field and the developer.

There is currently a program manager identified for the websites though there is no appetite to add an additional position box for a webmaster.

Ryan has a GACC template to be reviewed and agreed upon for testing.

If a GACC decides they don't want to go with the template, the local centers may still be able to take advantage of the opportunity.

This platform allows for easy evolution and could mitigate the need for webmasters across all GACCs.

Ryan will facilitate the workload of creating content or moving existing content from the current site to the new template.

### **Dispatch Qualifications Name Change Proposal**

A white paper was created to address the cultural change of the name of the dispatch qualifications and to accurately depict the current utilization of the dispatch positions.

Propose removing "expanded" in CORD, EDSD, EDSP, and EDRC and replacing it with "emergency."

This change would allow the 4-letter designations to remain unchanged and more accurately reflect the current duties of the positions.

These positions are on both sides of the house, expanded and IA, and the nomenclature is causing issue.

Is there concern with ordering an "emergency" resource for a planned event such as RX or other projects? -No

The Chief of the FS has already designated RX as an emergency.

People are pushing back on supervisory and coordinator positions going anywhere other than an expanded dispatch as that's what the title designates.

Will changing the semantics change the mindset? It will help.

Suggest adding specific duties for IA aircraft in the special needs rather than creating a new position.

Planned events can become unplanned events quickly regardless of which side you're on which helps justify adding "emergency" to all positions.



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The concern is with someone currently qualified as an expanded dispatcher being expected to complete emergency IA duties.

Where does this leave the militia if the mindset changes?

When an expanded is set up, the people being brought in to fill those roles work for the AA running the incident even though the center manager is the local SME and should also be providing support.

Does everyone need to be sent back to training to learn how to fill requests correctly?

Despite changing the name, it will take time for a system mindset change.

With a recorder and support dispatcher, those individuals can be invaluable in an IA setting and should be harnessed when possible.

As this is launched, most of the time a supervisory dispatcher is ordered, they also get placed in expanded.

**Revisit at next month's meeting, provide any feedback from represented groups, and vote.**

It could be beneficial to have a dispatch floor lead qualification or center manager type qualification for the IA/AC side of things.

The model hasn't necessarily changed, but the positions are being utilized in additional capacities.

### Prescribed Fire TFR Proposal

Interagency subcommittee has a tasking from NIAC to establish TFRs for RX with an aerial ignition component.

Kim Owczarzak will be presenting this proposal to NIAC for approval.

Part of the tasking is to address errant TFR requests.

If the TFR does not meet established criteria, it will not be submitted.

Trying to keep tight parameters on these RX TFRs so we don't inundate dispatch centers. They must meet one of the following four criteria: RX Ai Ops within the dimensions of a Special Use Airspace, RX Ai Ops within 4NM of a published airport, RX Ai Ops within 1/2NM of VFR charted Energy Infrastructure, or RX Ai Ops requiring 3 or more aircraft to meet burn objectives.

Known Low Altitude Tactical Navigation Areas (LATNs) specified by the US Air Force and noted on Aviation Hazard Maps are the only exception.

Lateral and vertical dimensions must be reasonable and not expand without reason.

RX TFRs should only be for the duration of the air operation period.

Reiterate SUA to be clear so there are no misconceptions.

Working through the dispatch liaison, it was determined there doesn't need to be additional information added to Chapter 50 in the national mob guide.

The MTR or MOA does not have to be active as they have the potential to become active at any time.

Taking into consideration that even though the MOA is at a certain altitude, the aircraft will dip below that at some point.

There will be an increased workload on dispatchers, but it will decrease the number of close mid-air collisions.

Suggest ordering an airspace coordinator with a trainee during high burn times.

Once NIAC approves the proposed language, it could be pushed out by April.

The enhancement of this regarding having an improved safety environment is a huge win that also decreases the time it takes to complete missions.

There are going to be rare occurrences an RX TFR is needed in Bravo, Charlie, or Delta airspace.

An RX TFR won't be a requirement.

Typically, a TFR can be put in place in about an hour after being placed through the NOTEM site.

Consider putting a TFR in the night before a burn is scheduled to have it come active in the morning.

It takes about 4 hours for an air-to-air frequency to come back once requested.

Proposed changes to the TFR request form will include check boxes for the criteria, degrees minutes and seconds, radius (NM), and incident duration estimate.

Once the approved request form makes it to the GAs, ask that it does not get changed for the sake of standardization.

Participating aircraft in the incident TFRs bulletin captures standard deviations and pressure from the FAA to allow other aircraft.

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Liability was discussed at various levels and agreed that aerial supervisors or the official in charge would not be held liable if there were an accident.

The aerial supervisor has the final decision on participating aircraft approval.

Additional language could be added to the national mob guide after official policy is created.

There are 5 exceptions to participating aircraft.

### **International Incidents & Resource Mobilization**

There will be standards created and an International Mob Guide is currently being worked on to be posted June 1, 2024.

### **Bin Items**

#### **CDAT**

Last year in Reno there were over 400 people in attendance.

USFS contracting put a halt to going into contract with a private vendor with CDAT in Denver for 2024 as there's a 6 month process.

Big Horn and IROC both need an avenue to complete annual training.

OWF will be paying for CDAT via the Bighorn contract once again but the USDA will be paying it through a transfer of funds process between USDA and DOI. To be held in Reno in 2024.

CDAT will be April 23-25.

IAT classes will not be held on Monday and Friday.

Registration will open February 20<sup>th</sup> on the IAT website. Sean will be the point of contact for registration.

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NCSC February 7, 2024	
<ul style="list-style-type: none"><li>Dispatch Cost Analysis Tool Demonstration and Next Steps</li></ul>	Kara Stringer and Katie Williamson
<ul style="list-style-type: none"><li>Dispatch PDs and the Wildland Fire Series Update</li></ul>	Brian Rhodes OWF
<ul style="list-style-type: none"><li>Dispatch Academy Task Group Overview and Review</li></ul>	Sean Peterson
<ul style="list-style-type: none"><li>Intent of the Dispatch Academy (Finalize Vetting and Structure)</li></ul>	All
<ul style="list-style-type: none"><li>Review and Finalize Basic and Intermediate Curriculum</li></ul>	All
<ul style="list-style-type: none"><li>Review and Finalize Advanced Curriculum</li></ul>	All
<ul style="list-style-type: none"><li>Review Facilities</li></ul>	All
<ul style="list-style-type: none"><li>Review Issue Paper for Funding</li></ul>	All
<ul style="list-style-type: none"><li>Bin Items</li></ul>	All

### Dispatch Cost Analysis Tool (DCAT) Demonstration and Next Steps

In 2015, IDIP compiled a working group to work on a “fair share” dispatch cost analysis tool.

In 2018, several people developed the tool that has been somewhat adopted today but not fully implemented in any GA.

RM is utilizing the tool across all 9 centers and would like to fully adopt it across all tier 3 centers.

The tool is being piloted in the 3 northern centers and RM is already seeing that funding allocated to the center isn't actually making it to the centers.

IROC reports can pull all DCAT information and they've been “truthing” them to ensure correct data is being pulled.

DCAT 1 only pulls data that has been fed into IRWIN.

When utilizing DCAT 1, best practice is to continue to manually pull the data from WildCAD to ensure correct data.

In the future, IRWIN capabilities should be able to pull accurate data to compile the report automatically.

The tool doesn't currently have the capability to give a full year's worth of data for resources assigned, it can only provide a snapshot. Recommend running a resource report during fire season when a high volume of resources is being used to get the most accurate data available.

RM created a tool where you enter your dispatch zones and unit IDs as well as total number of DCAT data. People can then look at true workload and cost.

Running a report in the tool after entering the data shows how much each of the centers owe though most of the counties cannot afford it despite being heavily relied on for most responses. That dollar amount is used as a starting point for negotiations.

The tool can break down the cost by agency as well as unit IDs.

The coordinating group will be in charge of leading the discussions with each county to decide how much they can afford.

Currently, the federal agencies are picking up most of the extra costs.

This tool may help cut down on the number of agreements and help save money as finances are more thoroughly discussed.

The tool doesn't capture the non-fire workload at many of the tier 3 centers such as law enforcement or recreation.

Non-fire workload should be excluded from DCAT and those programs should be providing funding and personnel.

Is AD workload captured? It was added to the cost analysis for some centers. ADs would be captured in number of total resources.

Heavy RX centers are about to become busier with a heavier workload as NMAC will be requiring every single RX incident and resource be entered into IROC.

Tracking individuals (rostering engines, etc.) on RX is important when they cross boundaries.

Centers should assign resources to RX the same way they complete IA.

**Next steps: Tool needs to go through OWF to WFFIT for approval.** Sean and Kara are meeting with the WFFIT Chair next week.

Katie W has been permanently converted to work on dispatch efficiencies and guides.

If you attach someone to an RX and they want to be available for the national fire effort, they won't appear. There needs to be some sort of business change with IROC that can display the fact that someone is committed to something but still



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available. Maybe RX can be built as a staging type of incident or something? -There needs to be clear communication with the center.

RM coordinating group is writing a memo to standardize what constitutes dispatch costs so they can be tracked accurately in the GA.

### **Dispatch PDs and the Wildland Fire Series Update**

All PDs are being looked at in 2 groups.

The 1<sup>st</sup> group, GS-11 and above (non-bargaining unit PDs), are at the Office of Human Resource Management going through the analysis for fire retirement review process. There are 94 PDs with the Center Manager included.

The internal review process has been completed and is going to the Associate Secretary for Administration for fire retirement coverage approval.

Hope to get those PDs back with ASA signature next week so FS HR can start working through the staffing process and continue with transition to the 456 series.

Unsure if center manager positions will come back as 456 series at this time.

The 2<sup>nd</sup> group, which includes the vast majority of PDs (bargaining unit PDs) at GS-9 and below, is with union partners to ensure the language in the PDs is as accurate as possible.

Continuing to have conversations to make sure all major duties and responsibilities are included in the PDs.

The union wants classification to look at fire qualifications to make sure the classifying staff fully understand those positions.

At the end of the day, if it wasn't being considered before but the qualifications are being considered now, does it change the classification of those positions?

If everything goes as planned, FS HRM is hoping to advertise those positions by Fire Hire.

With DOI SPDs, Joe has been coordinating with the DOI Office of Human Capital and Brian with FS to ensure things are remaining on track.

Dept Office of Human Capital is talking to USDA and FAM HRs during SPD update process.

Aviation, SMKJ, upper canopy positions (state level), and dispatch positions are still being worked on.

In the OPM released qualification standards, dispatch wasn't specifically named though there is a bullet in the specialized experience that outlines IA dispatching.

The job analysis group met February 2023 to review and validate job duties and roles of dispatch PDs.

DOI has been developing a good case to include dispatch in the 456 series.

DOI is waiting on OPM before working on any other SPDs.

OPM is hung up on logistical dispatching being included in the 456.

DOI is still moving forward with recommending that all dispatch positions should be under one series.

There has been frustration with the pace and the need for pause with the DOI SPD group but there's a hopeful outlook.

Speculatively, the hope is the departments are already having discussions with OPM.

The reality of the new classification standards is that OPM usually takes 2 years to establish a new series and the 456 series was created in 6 months. There will be issues that come up and groups that need to be added as they gain clarity.

Worst case scenario, there may be a minor difference between IA dispatchers (456 series) and the logistical dispatchers (2151 series).

If IA and overhead end up in the 456 series, there should still be a way for logistical positions to gain the fire experience and transition over.

DOI has waived the 90-day primary fire experience, and the FS is following suit though the process is taking longer.

There will be requirements for previous experience though it will not be as cut and dry as having 90 days or not.

Concern is at the local center level and there haven't been discussions yet regarding regional (GACC) and NICC (national) levels.

At the regional level, most will transition to SPDs.

Supplemental pay was originally authorized through BIL which is currently being paid through CRs due to lack of funding.

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Most likely outcome will be to extend short-term supplemental pay through the fiscal year though the administrative proposal was to increase the special base rate for wildland firefighters.

Administrative proposal also included premium pay to include half your base rate when you're off the clock which was countered and made into a daily rate though they are approximately the same. It has passed through the committee and can be taken to the floor at any time.

Special base rate (SBR) is included in the fire retirement calculations.

Under the permanent pay solution, FS and DOI had to negotiate with OPM and initially looked at starting at \$20k for the SBR but that significantly increases the cost and changes the whole dynamic. OPM must deal with creating inequity across government agencies.

The administration proposal is better covering approximately 75-80% of the workforce.

FS has discussed bumping center manager positions up a grade but DOI has only looked at SPDs through GS-8/9.

NEFI is asking FS to look at incident position descriptions and where applicable, do those additional duties change the outcome of the grades?

Is having split level positions or career ladder position PDs causing issue with SPDs?

At local centers, ACM PDs do not outline supervisory duties.

Can DOI advertise supervisory split-level positions? -No, due to Office of Human Capital policy.

Engine Captain is a GS-8 and depending on organization, the next level is a GS-10 in the normal chain of progression.

First or second line supervision has been the biggest thing that has pushed a PD change.

In career ladder positions for supervisors, there is a difference between FS and DOI though that will change in about 30 days due to new department regulations that will limit supervisory positions to single grade positions.

FS center manager positions are not being increased to GS-12 at this time. The focus is series implementation first.

What competency expectations was having 90 days of fire experience filling to make someone qualified? -The requirement was arbitrary and created a lot of ambiguity as to what constitutes "enough" experience.

The 90 days initially came from the 1970s and what constituted as one full fire season.

Want folks in the local centers to have fire experience but don't want to cut out everyone that doesn't have primary experience.

As the new series was created, specialized job experience was pulled from the other series and added as hiring qualifiers.

Ultimately eliminating 90-day fire experience gave more decision space to the hiring authority.

All-risk in the fire program management is trying to show complexity though the sensitivity around that takes the specialized wildland firefighter and moves it into a completely different series.

There should be some credit given to the fact that there is more complexity but adding all-risk could have unintended consequences.

### Dispatch Academy Task Group Overview and Review

The task group looked at how to gain more entry-level dispatchers to fill the staffing gap with the necessary training.

GACCs are also looking at putting together academies and training courses so there could be some duplicate efforts.

Consider if the people who complete academy will go straight to promised positions.

Eliminating the 90-days of fire experience will broaden the pool of applicants but where do we recruit from?

### NWCG IPTM EDRC and EDSD Position Update

Six SMEs met with the contractors to take a deep dive look at the tasks being completed by each position.

Looked at duties, risks, responsibilities, etc. to compile a list of recommendations for training and standards.

Completed the EDRC position then the EDSD.

A lot of work has been put into D-110, 310, 311, 312, and 510 and the groups wants to ensure the training we have is reflects what the job entails.

IPTM has finished the analysis phase for EDRC and EDSD.

Another group will look at IADP and aircraft dispatcher at the end of April.

The third group will look at the supervisory position and then the CORD.

NCSC will review the final four dispatch positions in June/July.

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Ideally, once the positions are in the new system, updating the training and standards will be much easier on a 2-5 year maintenance schedule.

Current D-110 wording says 70% or higher is needed on the final exam but that doesn't consider the classwork. Some of the exam questions are also based on in-class conversation which will need to be included in other modems.

Prefer D-110 continue as an in-person class.

NWCG Executive Board will push having a single modality rather than having multiple versions of the training. Choose online or in-person or virtual instructor led or a blended option with only part of the course being online.

The focus is reducing the barriers for qualification which could mean IPC does not support making D-110 required if a class is harder to attend as an in-person class.

The dispatch community is unlike any other and relies on the ability to have folks signed in online in training/testing environments which is difficult to do in an online course.

Training materials still need to be moved to the current NWCG templates.

Instructor led in the portal could be left up to the home unit to decide if that's physically in person or led online.

The current curriculum could be a self-paced training course but would be less effective.

In considering a blended course, how much of those things can be completed ahead of time in the portal as pre-work and quizzes to reduce travel time, costs, and classroom time?

Could say in the par that we want ILT but could potentially request the contractor evaluate turning it into a blended.

If we go through a blended, there must be NWCG contractor involvement any time an update is needed.

WFLP documents can be updated by trainer-designated personnel at any time.

Recommended changes for EDRC:

- Develop an online version of D-110.

- Proposal for EDRC to be left as instructor led. -Support

- Change D-110 from a recommended course to a requirement. -Support

- Convert Job Aid to an official PMS document. -Support

- It would have the NWCG pretzel and would come through NCSC in a yearly review process then back through NWCG publications. -Support

The D-310 coursework has been changed to have more emphasis on the student's completion.

D-310 updates still need to go through NWCG certification.

When looking at the baseline for dispatch, making D-310 a requirement will ensure well-rounded personnel.

These classes should be required though there is difficulty hosting courses. Will they be able to host them often enough to ensure we aren't creating a barrier to qualification?

GAs will need to put on each of these classes each year.

If we can find people to put on the extra classes, will we be able to find the funding? -Depends on the agency.

Some GAs already host the courses each year and are able to open it up to other attendees if it's not filled within GA.

Putting on the courses could be done in the pod concept by region to limit extensive travel.

As you move through the units, it's about building the team and there is a lot that is missed through an online course.

Recommended changes for EDSD:

- Will keep D-310 in-person (instructor led) training. -Support

- Change D-310 from a recommended course to a requirement. -Support

- Convert Job Aid to an official PMS document. -Support

Both EDRC and EDSD will be noted as approved by NCSC with conditions.

Next check in for these 2 positions will be September/October 2024 for task books review.

### Intent of the Dispatch Academy (Finalize Vetting and Structure)

Goal is to get people qualified with base level dispatch experience through curriculum and a mentorship/networking program.

More dispatchers need to be trained more efficiently and effectively to be a beneficial part of the workforce with the ability to move up the ladder into leadership positions.

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Don't want to create an apprenticeship like the Wildland Fire Apprenticeship Program in Fire Operations.

We need to find deficiencies within the current business process that can be altered for better efficiencies and higher capabilities.

There's potential for utilizing automation and an algorithm to fill overhead requests with closest available resource.

This academy isn't so we can hire people in, it's for a developing workforce and an education for the people we want to be able to get through the system.

How do we address the core staffing problem if we aren't accepting and training new people off the street?

The academy would have to be put on by people who are not completing it as collateral but rather as a main duty.

Can potential students be vetted to decide which academy levels should be put on each year based on nominations?

Based on number of nominations, go through pre-course/pre-qualifying exam and then look through the nominations left.

Depending on the nominations left, would then look at equitability of GAs.

Some GAs don't have the same amount of dispatchers or centers but it should still be an equitable distribution where each GA is represented by students.

There should be a steering committee to decide how to choose students based on nominations by GA.

Are there steering committees within other NWCG committees?

Each GA should be given 2 slots each with the last 4 being random.

GATRs should present their nominations ranked.

**Kat draft nomination process to review in March.**

### Review and Finalize Basic and Intermediate Curriculum

Curriculum will drive the number of people that can be accommodated at each academy level.

Students need agency support and have a minimum of EDRC qualifications to participate in the academy.

The academy should be viewed as a tool to help fill vacancies.

If we are requiring needing EDRCs, the position is already filled.

Becoming an EDRC prior to attending basic academy is the vetting process.

If D-110 is going to be a requirement, would that delay people from joining the academy until they take those in-person classes?

Each basic academy will need to be capped at 24 students as that's how many can be included in D-310 and D-311.

Academy will not give the students a guarantee of a job, but that they will be able to compete.

Intermediate curriculum students are who will be targeted for ACM positions.

Must be fully qualified as an IADP to be accepted into intermediate academy.

If 90-days of fire experience isn't required, RT130 may be able to be replaced with 129.

The basic and intermediate academies would need to be offered every year.

### Review and Finalize Advanced Curriculum

Students going into Advance Academy I must be fully qualified as an EDSD.

How do we lump D-510 into this, as it's only offered every 2 years? How do we allow people to still access this class in addition to catering to an academy?

Do we earmark positions and limit the number of people that could be put in the D-510 academy?

D-510 is a great course but it's not a requirement so maybe it's included as a recommended course.

The concern is that there are some people who will not send their personnel to trainings if they are not required.

The courses in the advanced curriculum that have been agreed upon are solid.

EDSP-T would need to be removed from Advanced Academy I with the removal of D-510 as a requirement.

Since D-510 isn't a requirement to open an EDSP task book, its removal wouldn't impact opening the book.

EDSD and S-491 are the only requirements for a center manager position.

The 24 students coming into Advanced Academy I would feed into Advanced Academy II together as a group.

Those that complete Advanced Academy II would be competitive for a center manager position.

Should there just be one Advanced Academy?

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It's extremely difficult for dispatchers to get into L-380 and S-491 so this would be the opportunity for those personnel to get the training necessary for advancement.

Advanced Academy was broken into two sections since 3 weeks is already a major commitment for training away from the home unit and 6 would be asking too much.

When talking about doing a dispatcher-specific academy, this is our chance to put 24 folks back into the dispatch world with the training and qualifications needed to fill the position and experience gaps.

Support keeping the positions such as RADO and PIOT as they add support for approval of the funding request.

Keep S-491 in Advanced Academy I. -Support

If S-491 is left in Advanced Academy I, then at the end you are meeting qualification requirements for a center manager.

With limited budget, it makes sense to have a fully qualified CM after Advanced Academy I.

Must be a fully qualified supervisor to be a qualified CORD.

Are there other courses that would be beneficial to add to Advanced Academy II that would help someone stepping into a CORD or MAC group role? M-480 or M-581.

Realistically, one dispatch academy could be delivered each year which would roll one full academy every three years.

Advanced I should be offered yearly until trainings are caught up then could potentially transition to every other year.

Advanced II could be offered every other year.

### Review Facilities

Need to support 24 individuals for 3 weeks at a time.

As long as there's capability in the facility, the academy can be held anywhere.

Consider hosting one academy in the east and one in the west.

Instructors should be mixed up to avoid staffing gaps in one center.

### Review Issue Paper for Funding

There are issues filling qualified dispatch positions in 250 local dispatch centers.

There has been at least one center that was closed due to staffing issues.

Dispatch positions have some of the highest UTF rates nationally.

Students completing academy would return as mentors.

Sean will send paper to NCSC, task group, and both subcommittees for review.

Add statement regarding direction academy is going support NWCG IPTM efforts.

### Bin Items

#### NCSC membership

Maintain all current members.

Sean P moves to have a second GACC representative. -Support

As of October 2024, Gina will be standing down from the D-510 cadre but would like to remain a member. -Support

Kara and Katie Williamson are no longer at the local or GACC center levels. Convert both to liaisons. -Support

Kara will be OWF liaison.

Katie W will be dispatch workforce development liaison.

Add additional local center member. -Support

Vice Chair position. -Support Jeff Lee

Rotate vice chair every 2 years beginning at the annual meeting..

NCSC will put together a correspondence requesting members from a local center and the GACC level to be distributed.

### Flight Strip

Survey going around for feedback to modernize flight strip. Closes 2/9. Kat will send to NCSC.

Revisit next meeting.

### Extension Form

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Katy O will ask NWCG what next steps are and report back.

Revisit next meeting.