



RMC Members Present: Miranda Stuart (BLM), Erin Phelps (USFS), Mack McFarland (NPS), Darryl Jones (NASF), Troy Phelps (BIA), Bill Troup (FEMA), Kelly Woods (NPS-LLC), Corey Butler (DOI), Tess McCarville (USFS), Mack McFarland (NPS), Molly West (USFS), Darci Drinkwater (Executive Secretary), Tim Blake (NWCG Coordinator), Eric Fransted (FWS, RMC Chair).

Guests: Katie Mergel, KJ Green, David Maclay-Schulte, Patricia O'Brien, Ody Anderson, Eric Pederson, Kaili McCray, Jennifer Myslivy, Erica Lamb, Holland Foshay, Pete Lahm, Cory Berkebile, Brian Burbidge, Logan Blankenship.

Topic & Notes	Decision
<p>Mental Health Subcommittee (MHSC) Update:</p> <ul style="list-style-type: none"> • Devil’s Creek Tasking: <ul style="list-style-type: none"> ○ Desk Reference was submitted and approved at the October NWCG Executive Board (EB) meeting. ○ Tasking directed MHSC to create a product to provide a basic overview of the CISM process, procedures, constraints, and capabilities for use by firefighters, fire managers, and agency administrators (AAs), that are unfamiliar with CISM. ○ Outlines what CISM is and is not, provides contacts. ○ Is an interim step while other products are being developed and aligned. • Current Priorities: <ul style="list-style-type: none"> ○ Expanding Capacity: <ul style="list-style-type: none"> ▪ Membership stabilization. ▪ Notetaker. ▪ Alternate membership models: liaison or advisor roles, developmental positions, and work groups to address specific projects. ○ Projects: <ul style="list-style-type: none"> ▪ Retirement brochure- target January 2023. ▪ Hot topics- quarterly for now. ▪ 6 Minutes for Safety (6MFS)- collab with 6MFS Subcommittee. ▪ Suicide Prevention Month- September. ▪ Consultation with JFSP on mental health research. • Accomplishments: <ul style="list-style-type: none"> ○ Hot Topics: <ul style="list-style-type: none"> ▪ Newsletters 2019-2022. ▪ Suicide Prevention Month materials 2020-2022. ▪ COVID and Mental Health. ○ Guides: <ul style="list-style-type: none"> ▪ <i>NWCG Preparedness Guide for Wildland Firefighters and Their Families</i>, PMS 600. ○ Videos: 	<p>N/A</p>

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<ul style="list-style-type: none"> ▪ WFSTAR Wildland Firefighter Mental Health Video- 9K views. 	
<p>Critical Incident Stress Management (CISM) Program Update:</p> <ul style="list-style-type: none"> • Interagency CISM: <ul style="list-style-type: none"> ○ Goal is to work as a network of the Mental Health Subcommittee, Interagency CISM Committee, and Wildland Fire Medical and Public Health Advisory Team (MPHAT) to cover topics such as CISM and how such topics are utilized and implemented effectively within the wildland fire community. ○ CISM Committee’s hope that the new joint program will lessen the burden on CISM to be a catch all for the mental health of our employees. ○ Primary purpose is to stabilize employees after a critical/traumatic event and be a conduit to a higher level of care and resources. ○ Fire Management Board (FMB) is chartering. • CISM Program: <ul style="list-style-type: none"> ○ Objectives: <ul style="list-style-type: none"> ▪ Promote resiliency to stress through training, skill-building, support, promoting cultural change. ▪ Support recovery after crisis through post-incident peer support, education, and access to clinical services. ○ Education: <ul style="list-style-type: none"> ▪ Mental health and wellness education. ▪ Resiliency skill building. ▪ Suicide awareness and prevention. ▪ Preparedness planning. ○ Critical Incident Response: <ul style="list-style-type: none"> ▪ Diverse network of trained peer supporters from across the wildland fire service. ▪ Critical incident peer support. ▪ Peer support training and competency program. ○ CISM response statistics: <ul style="list-style-type: none"> ▪ Responses- 40. Response within 24-72 hours. ▪ Pre-Incident Education- 151. • NWCG’s Roles: <ul style="list-style-type: none"> ○ MHSC: <ul style="list-style-type: none"> ▪ Conduit for responders and employees. ▪ Website for communications and resources. ▪ Mental Health Awareness Campaigns. ▪ Consultation. • Position Standards and Mobilization: 	N/A

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<ul style="list-style-type: none"> ○ All Federal Agencies have agreed to utilize the International Critical Stress Foundation courses as our standard. <ul style="list-style-type: none"> ▪ Critical Incident Stress Management Member (CISM) requires the Basic Individual and Group Crisis Intervention Courses. ▪ Critical Incident Stress Management Leader (CISL). ▪ BLM and FS require the Advanced Individual and Group Crisis Intervention Courses. ▪ AD Classification for CISM and CISL added in 2022. ▪ Utilizing IQCS and IROC will allow us to identify responders, response types, and provide the opportunity to show patterns of program use. 	
<p>Firefighter Wellness Initiatives:</p> <ul style="list-style-type: none"> ● Key Tenants: <ul style="list-style-type: none"> ○ Mental health cannot be addressed without considering other priority aspects of health and wellbeing. ○ EAP is a valuable resource but does not address all responder mental health support need. We aim to address these gaps. ○ Identified gaps include year-round prevention and training, treatment network. Trauma informed care and assurance of acute response capacity in each bureau and coordination across bureaus. ○ Ensure capacity to address current and future priority issues of firefighter wellbeing, a national coordinated program approach is required. ● Capacity Building: <ul style="list-style-type: none"> ○ Shared position between DOI and USFS, Clinical Admin. ○ DOI and USFS will each have a coordinator. ● Planning: <ul style="list-style-type: none"> ○ Wildland Firefighters Health and Wellbeing Strategic Action Planning Summit Confirmed for March 2023. ○ CDC NIOSH Wildland Firefighter Health and Wellbeing Survey preliminary results. ○ Series of pre-summit planning meetings FS, DOI, and collective. ○ DOI/Responder groups meeting. ● Bipartisan Infrastructure Law (BIL): <ul style="list-style-type: none"> ○ Establish programs for permanent, temporary, seasonal, and year-round wildland firefighters to recognize and address mental health needs, including post-traumatic stress disorder care. <ul style="list-style-type: none"> ▪ Recognize: education and screening. ▪ Address: Brief interventions, treatments, or referrals to treatments. ▪ Case management. ○ Mental (behavioral) health needs, including post-traumatic stress disorder: <ul style="list-style-type: none"> ▪ PTSD. ▪ Depression, including suicidality. 	N/A

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<ul style="list-style-type: none"> ▪ Substance use. • Sample behavioral health program: <ul style="list-style-type: none"> ○ Communication- Website, emails, publications, and announcements: <ul style="list-style-type: none"> ▪ News/perpetual updates. ▪ Information (subject matter and programs). ▪ Resources and services. ○ Needs Assessment: <ul style="list-style-type: none"> ▪ Key stakeholders. ▪ How to access/contact. ▪ How to assess? (Surveys and interviews) • Implementation: <ul style="list-style-type: none"> ○ Anticipated interventions, informed by needs assessment, literature review, and best practices. ○ Recognize: <ul style="list-style-type: none"> ▪ Medical standards health questionnaire. ▪ Periodic health assessments. ▪ Pre- and Post-Assessments. ▪ Peer support. ▪ Education ▪ Self-referral ○ Address: <ul style="list-style-type: none"> ▪ Pre- and Post-Assignment Briefs. ▪ Immediate/Acute Response. ▪ Treatment network. ▪ Case management. ○ Prevention: <ul style="list-style-type: none"> ▪ Wellness/wellbeing. ▪ Psychological resilience. ▪ Peer support/ suicide prevention. ▪ Education and training. ○ Program evaluation: <ul style="list-style-type: none"> ▪ Same clinical and non-clinical questions used in Needs Assessment of Wildland Firefighters. ▪ Satisfaction surveys. ▪ Utilization rates. 	
<p>Wildland Firefighter Health and Exposure to Smoke Study:</p> <ul style="list-style-type: none"> • Struggle with how to get data from the field. • Also a struggle to get information out to the field. 	<p>RMC desire to continue study in 2023 if NIOSH supports. Kat Navarro will provide options for Jan. RMC call.</p>

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<ul style="list-style-type: none"> ○ Set up Instagram. ○ So much information out there that important resources are overlooked. ○ Need to establish a personal approach. ○ Surveys provide the data to make change. <p>*RMC needs to decide how to vet and approve research requests, engage with Gov and NGO research groups/projects, and how to interact with JFSP and new MPHAT Research Subcommittee.</p>	<p>Fransted, Blake, Navarro and McCray will draft briefing paper/proposal for EB on research protocols.</p>
<p>Hazard Tree and Tree Felling Subcommittee (HTTFSC) Updates:</p> <ul style="list-style-type: none"> ● Advanced Faller Course, S-312. <ul style="list-style-type: none"> ○ Looking into alternative course layout workshops/faller camps. ○ Opportunity to tease out specialized skills. ○ Module base on endorsements. ● Hot topics: <ul style="list-style-type: none"> ○ Green tree failure safety warning. ○ Electric chainsaws. ○ Tree felling workshops. ○ Interagency felling taskbooks. ○ Certifying sawyers. ○ Submitted request for change for from FAL 3,2,1 to SAW 3,2,1. <ul style="list-style-type: none"> ▪ Word sawyer incorporates more of the actual duties performed. ● Plans for 2023: <ul style="list-style-type: none"> ○ Build succession plan. ○ Continue to build a roster. ○ Develop subject matter experts (SMEs) list. ○ Coordinate with NWCG training. ● Green Tree Failure Safety Warning: <ul style="list-style-type: none"> ○ Updated 72-hour report. ○ Valuable to have national message. ○ Quick response from NWCG. ○ Committee can issue without EB approval. ○ Directed a manager situational awareness. ○ Brief out to the field. 	<p>N/A</p>
<p>2022 Serious Accident Investigation (SAI) Factual Reports:</p> <ul style="list-style-type: none"> ● 45 days to complete (just increased to 60). ● Need to define avenues and process for consistency. ● Difficult to determine which agency takes the lead. ● Owe it to the families and coworkers to provide a quick response. 	<p>RMC to draft letter outline SAI products timeline and what learning documents need to be included. Will discuss at December RMC meeting.</p>

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<ul style="list-style-type: none"> • Rum Creek: <ul style="list-style-type: none"> ○ Accident Review Board. ○ Currently being reviewed by a solicitor. • Challenges: <ul style="list-style-type: none"> ○ Availability of team members. ○ Need more coordination with CISM. ○ Education needed for the field on process and what to expect. • SAI Process: <ul style="list-style-type: none"> ○ Do findings belong in public facing reports? <ul style="list-style-type: none"> ▪ Generally, are reported to the public. ▪ Big Swamp was not. ▪ Inconsistencies create confusion for the field. ○ Autopsy reports differ in each state. <ul style="list-style-type: none"> ▪ Must use USFA form to receive full benefits. ○ Define what underlying issues and if they are contributing factors is difficult. ○ Accident Review Board members are putting in long hours to do justice for the families. ○ Preseason discussions will create consistency. ○ Tease out hard conversations and create learning opportunities. 	
<p>Environmental Hazards Strategy (BIL Expectations):</p> <ul style="list-style-type: none"> • Need to define environmental hazards. <ul style="list-style-type: none"> ○ Develop a prioritized list. ○ Also list current initiatives and accomplishments in this area. 	<p>Create task group to define hazards. Wood and Stuart.</p>
<p>Days-Off Task Group:</p> <ul style="list-style-type: none"> • Goal is to establish definitions and how to study. • Discovered a large evidence base. • Research looking at multiple factors. • Develop a fatigue management system. • Evidence that three days off is still not enough to fully recover. <ul style="list-style-type: none"> ○ Sleep and cumulative fatigue play a huge role in recovery. • South Canyon Investigation Report recommendation: <ul style="list-style-type: none"> ○ The review should address the implementation of a work, rest, and rotation guideline. • Thirtymile Fire Accident Prevention Action Plan: <ul style="list-style-type: none"> ○ Directors should review policy, procedures, and performance expectations to reduce firefighter fatigue. • June 2002: 	<p>Discuss briefing paper at December meeting.</p>



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<ul style="list-style-type: none"> ○ Director of Human Resources will evaluate existing training in fatigue awareness, and other associated management training and make it available to all employees. ○ Modified <i>NWCG Incident Business Handbook</i> to include, Provide the opportunity for a minimum of 1-hour of rest for every 2-hours of work or travel regardless of work performed, incident type, time of incident or operational period, or regular work schedule. ● Task group developed recommendations: <ul style="list-style-type: none"> ○ Need to better manage hours, full day pay. ○ Length of assignment. ○ Move to three days off. ○ Focus on home unit assignment effects. ○ Pay for days off. ○ Revamp business rules. ● Challenges: <ul style="list-style-type: none"> ○ Do not have the depth of employees to make changes. <ul style="list-style-type: none"> ▪ Policy changes could increase capacity. ○ Break cultural barriers. 	
<p>Alert Meter Presentation:</p> <ul style="list-style-type: none"> ● Invented as a response to the Exxon Valdez incident. ● Based on science originally developed by NASA to assure that astronauts are fit for duty. ● Funded by the National Institute for Occupational Science and Health. ● Field tested for 10 years in South African mining environment. ● 11 patents and 4 more pending. ● Core design: <ul style="list-style-type: none"> ○ Not a medical test. ○ Non-discriminatory. ○ Not contain personally identifiable information. ○ Executed in under 90 seconds. ○ Low annoyance factor. ● Test design: <ul style="list-style-type: none"> ○ Number of shapes are finite. ○ Can get better at the test but you cannot memorize it. ○ As performance improves, the test gets better at recognizing abnormal behavior. ○ Minimum 10 test/4 days to establish a baseline. ○ Scores between individuals are never compared. ○ As people get better the baseline adjusts automatically. ● Policy and procedure: 	N/A

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<ul style="list-style-type: none"> ○ 60 second test at the start of the day. ○ Employee alertness levels compared to personal baselines. ○ In cases of severe deviation, employees score red. ○ Designated supervisor receives email or text. ○ Supervisor follows company protocol to address potential impairment. ○ Offers instant feedback to identify and address cognitive issues before an injury occurs, increases individual awareness. ○ Enable more effective leadership. ● Results: <ul style="list-style-type: none"> ○ Fatigue, illness, and emotional distress are the most common causes for scores in the red. ○ Allows opportunities for conversations. 	
<p>Strategic Risk Management:</p> <ul style="list-style-type: none"> ● Establish consistent National Interagency process for post-ignition risk conversations, planning, and communication between IMT and AA (NMAC 2017 tasking). ● Goal: <ul style="list-style-type: none"> ○ Provide comprehensive risk information to support decision makers in a condensed time frame, using the best available science, and collective knowledge of IMT, SME, and AAs. ● Strategic Risk Assessment (SRA) and Strategic Operations (StratOps): <ul style="list-style-type: none"> ○ Developed process to demonstrate a consistent methodology to make risk informed decisions at the strategic level in support of IMTs. ○ SRA and StratOps have undergone two years of field testing with 29 IMTs utilizing the process. ○ Socialization has included presentations to 3,300 participants. ○ Learning was captured throughout both fire seasons to further refine the process. ● Process: <ul style="list-style-type: none"> ○ Ongoing risk-based conversations assess and track risk evolution throughout the incident. ○ Consists of 4 pillars: <ul style="list-style-type: none"> ▪ Critical Values at Risk, values are identified and rated by host unit AAs in inform IMT actions. ▪ Strategy and Strategic Actions, developed and divided into 2-5 strategic actions that address the unique incident needs. ▪ Risks to Responders, six risk influencers of common denominator wildland fire mechanisms of injury are considered for each portion of the strategy. ▪ Probability of Success, defining success and understanding challenges and opportunities are a key component of informing the risk discussion. ● What we learned: <ul style="list-style-type: none"> ○ Synchronized information removed barriers to communication and fostered mutual understanding. ○ Improved alignment between AAs, IMTs, and partners. 	N/A

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<ul style="list-style-type: none"> ○ Improved alignment between WFDSS Course of Actions, Incident Objectives, and daily messaging with responders. ○ Informs the best strategy that doesn't change solely based on team transitions. ○ Reduce costs and natural resource impacts by planning resources where the likelihood of success is highest. ○ Right-sizes acceptable risk and assigns risk ownership at the appropriate levels. ○ Decision support tools: add insight and information into the conversations to validate the actions and help select alternatives. ○ Identified gaps in the use of available science/analytics. ○ Better communication at MAC level. ● AGOL: <ul style="list-style-type: none"> ○ Beta test next year. ○ Useful to continue to develop. 	
<p>Incident Risk Management Standards:</p> <ul style="list-style-type: none"> ● Incident Action Safety Plan, 215A: <ul style="list-style-type: none"> ○ Basic form, work well for emerging Type 3 incidents. ○ Inconsistent use. ● New form: <ul style="list-style-type: none"> ○ List hazards evaluate how to reduces the risks. ○ Short-term tactical plan. 	<p>Create a tiered standard: 215A baseline, 215R best practices, then SRA.</p> <p>More discussion needed include IMRR.</p>
<p>Greening Fire Team (GFT):</p> <ul style="list-style-type: none"> ● Federal sustainability requirements: <ul style="list-style-type: none"> ○ 100% carbon pollution-free electricity by 2030. ○ 100% zero-emissions from vehicle acquisitions by 2035. ○ Ne-zero emissions from federal procurement not later 2050. ○ Net-zero emissions from overall federal operations by 2050. ○ Annual waste diversion of at least 75% by 2030. ● Red Book was updated in 2022. Working with stakeholders to provide draft revisions to the Yellow Book in 2023. ● Sustainable operations in incident management leadership intent: <ul style="list-style-type: none"> ○ Line officers for implementing sustainability Best Management Practices on incidents. ○ Line officers provide on-forest assistance with identifying local sustainability resources. ○ Teams leverage on-site recycling. ● Trash and recycling on incidents: <ul style="list-style-type: none"> ○ May through June incidents in SWCC generated estimated 1.7 million pounds of trash. ○ 50% was food waste. 	<p>Work with Tim Blake and RMC to incorporate into RT training and start the process of setting a standard.</p>



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<ul style="list-style-type: none"> • Composting: <ul style="list-style-type: none"> ○ Recycling ordered to 17 incidents. ○ 449,000 pounds of material was diverted from landfills. ○ 15,241 pounds of waste was composted. • Mobile solar: <ul style="list-style-type: none"> ○ Self-sufficient with satellite phone and other critical electronics. ○ On 21-day assignment they estimate they saved 2,520 batteries. ○ Crew expects to eliminate 21,600 disposable batteries each season. • Vehicles and trailers with remote power: <ul style="list-style-type: none"> ○ Price Valley Rappelers used two trailers for remote helibase operations across the country. ○ Provided power for radios. • Fire hose recycle and reuse program: <ul style="list-style-type: none"> ○ 52,500 pounds of fire hose has been diverted from landfills so far. ○ Building and testing hose prototypes. • Diverting unrepairable Nomex from landfills with Nomex recycle project: <ul style="list-style-type: none"> ○ Total weight recycled 1,329 pounds. • On-site water system pilot: <ul style="list-style-type: none"> ○ White River fire achieved zero plastic water bottles. ○ Ability to treat nonportable water in remote locations. ○ Estimated savings of \$14,400 in only six days. ○ Benefits: <ul style="list-style-type: none"> ▪ Reduced plastic bottle consumption. ▪ Reduced impact on municipal water system. ▪ Increased safety through reduced vehicle traffic. ▪ Cost savings. ▪ Reduced carbon footprint. ▪ Reduced waste. • Solar light and power trailer pilot: <ul style="list-style-type: none"> ○ If all diesel light towers were replaced with solar light towers, the agency could save an estimated \$8.5 million per year and over 100,000 gallons of fuel. ○ No noise. ○ Less fumes. ○ Less heat. • Priorities for 2023: <ul style="list-style-type: none"> ○ Address requirements of EO 14057. ○ FY23-24 priorities: 	

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<ul style="list-style-type: none"> ▪ Increase efforts to reduce waste on incidents. ▪ Investigate low to no-carbon portable power solutions in ICP. ▪ Expand mobile water treatment. ▪ Increase engagement through education and outreach. ▪ Expand green procurement. 	
<p>6 Minutes for Safety (6MFS):</p> <ul style="list-style-type: none"> • Recruiting for BIA and State representative as well as a field liaison. • Evaluating topics for relevancy. <ul style="list-style-type: none"> ○ Updating topics with new information. ○ Adding more discussion topics. ○ Topics need to be meaningful to the field. ○ Having subcommittees review. • Facebook: <ul style="list-style-type: none"> ○ Moved 6MFS Facebook page under NWCG. • Week of Remembrance: <ul style="list-style-type: none"> ○ Requesting letter from leadership as kick off to the week. ○ Highlighting why Week of Remembrance is important. • Calendar review: <ul style="list-style-type: none"> ○ Coordinating with NWCG Webmaster. ○ Theme weeks. ○ January through March is completed. • New topics: <ul style="list-style-type: none"> ○ Type 1 Helicopter Operations. ○ Valley Fever ○ Rhabo ○ Pack Test readiness ○ UAS Operations ○ Active shooter ○ Vetting topics with SMEs, RMC, and then NWCG Publications. ○ Requesting input from the field. 	N/A
<p>SAFENET:</p> <ul style="list-style-type: none"> • Data for 2022 very similar to historical data. • Contributing factors: <ul style="list-style-type: none"> ○ Increase in communication submissions. ○ Human factors at 25%. ○ Decreased COVID submissions. 	<p>Support for improvements to SAFENET.</p> <p>Discuss at next RMC call.</p> <p>Blake to assist coordination with WFIT.</p>

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<ul style="list-style-type: none"> ○ Decreased food submissions. ○ No way to currently sort. ● Refusal of risk, no way to currently getting to the root of the issue. ● App development: <ul style="list-style-type: none"> ○ Easier to submit. ○ Accessibility increase. ○ Efficacy in identifying trends. ● Improvements: <ul style="list-style-type: none"> ○ Submit process cleanup. ○ Finalize decision tree. ○ Option to show corrective action taken. ● What is this program intended to do? <ul style="list-style-type: none"> ○ Requesting feedback. ○ Need infostructure to handle improvements. ○ Fails to have reporting functions and provide real time trends. ● Incorporating illness into SAFENET: <ul style="list-style-type: none"> ○ Direction to agency process. ○ Capture trends. ○ Could require a subcommittee. 	
<p>Safety Officer Improvement:</p> <ul style="list-style-type: none"> ● Request for change submitted to add new position to IPSC. <ul style="list-style-type: none"> ○ Still three levels. 	APPROVAL of changes.
<p>Safety Gram and Death Notification Criteria:</p> <ul style="list-style-type: none"> ● Now fully accessible. ● Suicide: <ul style="list-style-type: none"> ○ Lacking 24hr reports can link to media story. <ul style="list-style-type: none"> ▪ 24hr report important for co-workers and families. ○ Cause of death is PII. ● Safety Gram addition: <ul style="list-style-type: none"> ○ BLM Fuels Tech: <ul style="list-style-type: none"> ▪ Heart attack, no line of duty death. ● Important to find consistency with 24hr report. 	APPROVAL of Safety Gram addition.
<p>PMS 926 Agency Administrator’s Guide to Critical Incident Management:</p> <ul style="list-style-type: none"> ● Needs updated. 	Task Group created: Erin Phelps, Patty O’Brien, Kelly Woods, Darryl Jones