

**FMB Members in Attendance:** Sarah Fisher (USFS), Aaron Baldwin (BIA), Jason Fallon (NPS), Thad Herzberger (Acting FWS), Meagan Conry (BLM), Erin Horsburgh (OWF), Aitor Bidaburu (USFA/FEMA)

**Staff:** Karma Hope (Executive Secretary)

**Guests:** Jesse Bender, Derek Hartman, Nick Nauslar, Aaron Thompson, Jacqueline Martin, Cheryl Bright, Adam Mendonca, Steven Miller

**FMB 2023 Topics of Focus**

- IWDG
- IFPM
- PSOG
- Workforce Development
- Health & Wellbeing

Topic & Notes	Decision
<p><b>IMT/AA Evaluation:</b> Steven Miller briefed FMB on the details of the proposed, three-part IMT/AA evaluation process looking for feedback. Forest Service is currently using a similar process and this would engage the DOI agencies for consistency across fire.</p> <p>Points of discussion:</p> <ul style="list-style-type: none"> <li>• NMAC will need to provide input before moving forward.</li> <li>• Inclusion in the redbook will need to be requested by Oct./Nov.</li> </ul>	<p>FMB representatives will bring proposed process to their agencies for review. Feedback due by the August FMB meeting. <b>Decision item will be included in the August agenda.</b></p>
<p><b>Draft IWDG Memo:</b> Points of discussion:</p> <ul style="list-style-type: none"> <li>• Is this necessary given the incentives already available? Creates an inherent pay disparity when 2<sup>nd</sup>/3<sup>rd</sup> year fire fighters are earning more than senior level IC positions. Reduces motivation to volunteer when taking on greater responsibility without corresponding pay increases.</li> <li>• Could create consistency issues as each unit may implement differently.</li> <li>• There is a need to encourage participation on IC teams while still expecting regular day to day duties being taken care of. There is often higher priority obligations/pressure for employees to accomplish tasks on the home unit lowering motivation to volunteer for fire</li> </ul>	<p>FMB could not provide resounding support.</p> <p>Group members will review most current <i>DRAFT-CIM_AAR_Fall2023</i> (Sarah emailed to FMB) and bring more feedback to August meeting.</p> <p>Jesse will repackage as a bulletin and bring back to FMB.</p> <p><b>Topic added to August agenda.</b></p>

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<p>response. On the other side of the coin, employees may want to be on fire assignment all summer, but supervisors need them to complete primary workload.</p> <ul style="list-style-type: none"> <li>• Use of ADs increases resource availability for teams. Over reliance on ADs works against the goal of creating a larger, permanent workforce. Hiring ADs isn't simply a payment method, it also creates a large agency liability issue should anyone be injured, etc. while on assignment.</li> <li>• Desire for work/life balance among employees is affecting the appeal of participating on teams.</li> <li>• Whose responsibility is this? Which group will move this forward?</li> <li>• Emphasis on increasing individuals with IC quals is positive but may not correspond to an increase in IC team participation.</li> <li>• This is what we do, we put out fires. Some positions include mandatory fire response/engagement with IC teams. Cannot 'require' someone to volunteer?</li> <li>• Many of these issues are being resolved elsewhere. Probable need to see how other efforts and proposed legislation plays out.</li> </ul>	
<p><b>PSOG Update:</b> In response to FMB feedback from June meeting, PSOG added a director position to the proposed national group – PSOG was fully supportive. Some multi-graded positions were included/created to bring more field level participation and create career ladders. A Next Gen IT Business Lead position was proposed.</p> <p>Points of discussion:</p> <ul style="list-style-type: none"> <li>• FMB needs a clearer picture of the ask before support can be given and governance decisions made.</li> <li>• There is a need to avoid getting in the weeds regarding lower level positions, how those will work with/coordinate with the GACCs and how this will tie in with current staffing. General FMB consensus is these issues will be figured out as the upper level of the predictive services national group is created and staffed.</li> </ul>	<p>PSOG will provide several different org charts to give FMB a clearer idea of what they are approving and explore various implementation options, how the unit will be designed, pros/cons and a more definable organization structure.</p> <p><b>FMB support/decision making added to August agenda.</b></p>
<p><b>IFPM Leader's Intent Memo:</b></p>	<p>Meagan will draft a memo and response to IFPM.</p>