



THE GREEN LINE

SUMMER 2017



WORKFORCE DEVELOPMENT AND TRAINING REACHES ALL FACETS OF THE FIRE & AVIATION ORGANIZATION

Workforce Development and Training (WD&T) has built a reputation of being innovative, pioneering ways to improve the lives and careers of Forest Service employees. During their semi annual meeting at NAFRI in May, the group identified their mission and motivation as “Relevant, Responsive, Innovative, Continuous.” Staff members recognize the need for both persistence and patience when influencing change, and they rely on strong relationships built on trust. This team dynamic allows the space for creative problem solving.

A key element of WD&T is to build a workforce that can successfully carry-out the Forest Service mission now and into the future. Here are a few updates on some of the group’s major projects.

The Human Performance Initiative is dedicated to improving the health, safety, performance, and resilience of Forest Service personnel. This project continues to work on three focus areas: build understanding of Human Performance, resilience and learning; determine how best to enhance comprehensive skills; and assist in integrating effective practices to transform culture. After a recent meeting in Boise, WD&T partnered with RD&A to continue current efforts and develop a unified action plan.

National Advanced Fire and Resource Institute (NAFRI) is a national level training center serving the interagency wildland fire community through the development and implementation of fire, fuels, resource, and incident management skills and educational processes. The facility is being modernized with new technology. NAFRI is leading the way with the Stress First Aid “train-the-trainer,” extending the course to three days, creating a steering

committee, and identifying several instructors in order to increase capacity.



The WD&T group hikes in Sabino Canyon in Tucson in June. The group works a hike into each semi-annual meeting, which allows time to get to know distant colleagues and share a free-flow of ideas.

The Apprenticeship Program provides early career employees with the knowledge and basic skills necessary to work as a wildland firefighter. The Program recently transitioned from 2010 to 2016 standards and completed a National Incident Management Organization program review. They stood-up a committee to examine curriculum and implemented an IDIQ contract for a Leadership series. A new “career day” assists academy students with resume writing, access to the fire director, and

Banner photo: USFS Tanker 116 was captured on a web cam on Santa Ynez Peak (CA) while battling the Whittier Fire in July. The camera is part of an extensive network of research equipment operated by UC San Diego's [HPWREN program](#).

information on the Thrift Savings Program.

Job Corps programs prepare students for jobs like firefighting, carpentry, welding, and nursing. The Job Corps also trains crews to provide logistics and firefighting support on incidents. Two Job Corps academies have been established, and staff rides are being developed for advanced program graduates with the goal of making this part of the curriculum.

Workplace Environment is one of the Director's focus areas. The WD&T group follows the mantra, "We can select the culture we want," and strives to implement new and effective approaches to old problems. Examples include creating marketing materials that appeal to firefighter core values to encourage a safe and inclusive workplace; partnering with the National Recruitment Team on a series of videos featuring fire personnel across the country; and unique civil rights learning opportunities, such as new staff rides and a facilitated visit to the National African American History Museum.

MORE PROGRAM HIGHLIGHTS:

BUDGET & PLANNING

Fire Base Time Will Go to "B-Code" in FY18

Beginning on October 1, 2017, the first eight hours of an employee's time spent each day on incident (Base 8) will be charged to a regional Preparedness "B-code." Any overtime beyond the first eight hours of each day will be charged against the incident Suppression 'P-code."

This change affects employees who normally charge 50% of their time or more to PR or SU codes. Other employees will continue to charge their base time to a P-code while on incidents. This addresses the concern about availability of militia to support fires.

Our current business practice of charging Base 8 to a P-code differs from the Department of the Interior, where Base 8 is charged to Preparedness, even when working a wildland fire. Our change will align the USFS with our

DIRECTOR'S CORNER

As we continue to work through a very busy fire season, I want each and everyone of you to know that I very much appreciate the work you do. We have a dangerous job, and everyday we must continue to do our very best, knowing some days will be more challenging than others. I am very humbled to be your Fire and Aviation Director and continue to look forward on working with these challenges with you. Please practice self-leadership - take care of yourself so you can effectively lead others. Take care of your family and thank them for the support.

- *Shawna*

Shawna's upcoming travels include:

- September 12-15-San Diego, CA- Wildland Fire Leadership Council
- September 18-21 Charleston, West Virginia- National Association State Foresters Annual Meeting
- October 6-8 Emmetsburg, MD - National Fallen Firefighters Memorial

federal partners and create a more transparent system for tracking the cost of fighting wildfires.

To implement this new construct, all employee base salaries will be fully funded. Fully funding base salaries eliminates the reliance on the Suppression BLI to support firefighter base pay. The B-code that individuals charge to will be specific to their home Region. This shift also enables the Agency to differentiate between base pay and overtime charges against each incident, allowing for full cost reimbursement when USFS resources are utilized on non-federal fires.

WO Fire and Aviation staff will update the Incident Business Management Handbook, the Wildland Fire Appropriation Use Handbook and other agency directives to reflect this policy change.

LANDSCAPES & PARTNERSHIPS

France's Fire Commander Visits U.S.



Christophe Frerson, Fire Commander from France, and Gordy Sachs at the Orleans Complex on the Six Rivers National Forest in Northern California.

Christophe Frerson, Fire Commander for the French Government, visited Forest Service National Headquarters and NIFC during a 10-day study tour with the Forest Service. On July 24, Commander Frerson met with several FAM and International Programs officials to discuss the wildfire programs and processes in Southern France. At NIFC, he attended a National Multi-Agency Coordinating Group (NMAC)



Director Shawna Legarza with France's Fire Commander Christophe Frerson in Washington, D.C. Photos courtesy of Gordy Sachs.

briefing and toured parts of the facility. During the rest of Commander Frerson's study tour, he was embedded with an incident management team.

NIMO hosts Ukrainian Study Tour

The Ukrainian Study Tour included ten ground firefighters, agency administrators, and legislators for the Chernobyl Exclusion Zone (CEZ). The intent of the Tour was to provide the group a view of how we address wildland fire management in the US, including our interagency system, use of predictive services, and how several of our documents such as the Red Book and Interagency Response Pocket Guide, (IRPG) are used at the different levels of the organization.

The tour started in Boise, ID with a visit to the NMAC morning briefing where the group was able to see how resources are allocated nationally, as well as and the use of predictive services such as weather and fire outlooks. The group then visited several offices in Montana, including the Northern Rockies Coordination Center, MTDC, the Fire Lab, Lolo and Kootenai National Forests, and Glacier National Park. This provided the visitors the opportunity to connect with fire management professionals from different levels of the organization and observe development of information and equipment.

Finally, the active fire season provided the Tour with an opportunity to see ICS in action with a visit to a fire camp. At the Sunrise Fire camp on Lolo NF, they observed a planning meeting and toured each of the sections on the team.

At the conclusion of the tour, a commitment was made by the Ukrainians to develop several products, including their own IRPG, legislative direction for the CEZ, training similar to our Basic Firefighter Training, additional fire prevention materials, and communication systems. They were particularly impressed with the level of interagency coordination and how seamless it appears, noting increased efficiencies at all levels, from management to the firefighter on the ground. This level of interagency cooperation is another improvement they have committed to pursuing.

CAPABILITY, DEVELOPMENT & INTEGRATION

AFF Gets Major Upgrade

Over the last two years, [Automated Flight Following](#) (AFF) has been upgrading core services and data formats, and testing emerging web technologies for this next generation application.

In early July, AFF rolled out a new client application adding new data, features, and tools.

This version adds the ability to display new and critical map layer data for aircraft and initial attack dispatchers, such as interagency dispatch boundaries. Dynamic data like Temporary Flight Restrictions and WildWeb Initial Attack dispatch data can now be displayed in near-real time, typically refreshed within 15 minutes of updates being available.

Users now have the option to display asset ID's on the map. Enhanced search capabilities were added to allow users to find aircraft by make, model, owner/operator, tail number and call-sign. A distance-and-bearing tool was also added.

Custom maps can be created so users can pre-build map views with data layers they need for day to day operations, as well as emerging large incidents. Users can rapidly switch between those views with a click of the mouse.

OPERATIONS

85% of Job Corps Centers Mobilized for Fire Support

As of mid-August, nearly 1000 Job Corps firefighters and camp crew members had already supported over 120 wildfire incidents this year, most in the western U.S. These students have come from 22 of the 26 Forest Service Job Corps Civilian Conservation Centers.

About half of the students deployed have been rostered as firefighters on about 50 different hand

MENTAL HEALTH IN THE WILDLAND FIRE SERVICE

Our organization has a long history of addressing physical readiness and endurance. Increasingly, we are recognizing that mental fitness and well-being are also important factors in our stressful careers. Numerous on-going efforts within WO FAM, as well as the research stations, interagency partners, and non profit organizations are working to improve the fire organization's capacity to prepare and care for our employees.

Here are a few recent articles and resources.

[Wildland Fire Lessons Learned Center: Suicide in the Wildland Fire Service \(articles and resources\)](#)

[NIFC CISM Website](#)

[Firefighters Helping Firefighters—peer support resources](#)

[NFFF- Everyone Goes Home Initiative: Psychological Support](#)

[American Addiction Center's First Responder Specialist Helpline](#)



crews, engine crews, and helitack crews. The others have worked on the 50+ camp crews that have been mobilized thus far. Several crews have been formed from students and staffs from multiple Centers. This includes a crew from the eastern U.S. that was comprised from students from four Centers. In addition to the fire and camp crews, others students and staff have worked on kitchen crews, dispatch offices, fire caches, and the Moses Lake Air Tank Base. Several Centers have provided lunches and hot meals for a number of Type 3/4/5 incidents.

WO FAM staff have also been supporting the Job Corps mobilization. Michaela Hall detailed to the national Job Corps office in Denver to assist the Public Affairs Officer, and DeVante Lockamy was assigned to a fire crew from the Angell Job Corps Center in Oregon. Greg Sanders has spent several weeks in Montana as a liaison for fire- and camp crews from 10 different centers, and coordinating with IMTs to improve the program for the future.

Thank you to all of the Job Corps Center students and staff for this great support!



Boxelder Camp Crew filling cubies at the Rice Ridge Fire in Seeley Lake, MT Photo courtesy of Greg Sanders.

Right: Visitors to AirVenture OshKosh (Wisconsin) check out Forest Service aircraft DeHavilland Beaver (top) and Sherpa C-23B.

Photos courtesy of Timothy McClintock and Shane Bak.

AVIATION

FS on Display at AirVenture Oshkosh 2017

[AirVenture Osh Kosh](#), one of the premier air shows in the world, continues to be a critical opportunity for the USFS to remain a relevant part of the global aviation conversation, both in demonstrating our capabilities



and as a means to reach potential employees. The venue draws close to 500,000 aviation enthusiasts and 10,000 aircraft every year, and many attendees are ideal candidates for future Forest Service employment both in the cockpit and other aspects of the organization.

Our own Sherpa C-23B Smokejumper aircraft was a primary static display, and our [de Havilland Beaver DHC-2](#) sat right next to the approach end of Runway 18R (click link for a feature article). 15 Forest Service employees took shifts sharing the USFS mission with thousands of visitors.



PROUD TO BE IN THE CIRCUS

Acting WO FAM PAO Kerry Greene reflects on the “Forest Circus” during the summer Smithsonian Folk Life Festival, which in 2017 featured Circus Arts. Kerry is the Public Affairs Officer for [ONCC](#) in Redding, CA, and detailed with WO FAM June - August.

Ever hear our agency called the “Forest Circus”? Usually the expression that something is a circus invokes a picture of disorder, disorganization and chaos. In both instances this impression is misleading, because both organizations can teach us a lot about discipline, physical fitness/ literacy, logistics and teamwork.



Edith, aka Kerry Greene, performs with the Siskiyou County Fire Pals.

The circus originated in Europe. When it came to America, it morphed into a traveling show, the first of its

kind. In European cities the term Circus refers to a physical building, and in most cities there was a permanent structure where the public could go to view circus acts much like a theater for drama or a concert hall for music. In contrast, American circuses were itinerant productions; they traveled to the widely scattered US populace as opposed to the population traveling to them.

American railroad circuses became expert at moving and supporting performers and crew as they traveled across the country, setting up highly functional and efficient tent cities every place they went. The American military followed the circus studying their logistics processes. During WWI, the Germans got their ideas for rolling field kitchens and loading equipment lengthwise on railroad flatcars from Buffalo Bill's Wild West Show touring Germany in 1891, and from Barnum & Bailey's Circus touring Germany and Austria-Hungary in 1900-1901.

Much like the tent cities that spring up around project fires, it takes an entire team of support personnel to make the circus happen. There are tent masters, cooks, riggers, coaches and costume makers, not unlike the support personnel who travel with an incident management team. Today the Forest Service

is routinely consulted as the lead agency in the development of the incident management system for emergency response, of which logistics is a key function.

And that's not all that the circus has in common with the wildland fire organization. Let us consider the ways that circus performers and wildland firefighters are alike. It takes great physical fitness and discipline in both professions. Performers train for hours a day, rehearsing routines with their teams, training their bodies and minds so they are in top shape to execute daring feats. Sound familiar?

Both fire crews and circus troupes become a family away from home, and in many regards know fellow members in more personal and challenging ways than kin. The element of danger is real in both worlds, with safety relying on the balance of physical training, good communications and a preternatural understanding of the task at hand, risks involved and strengths and weaknesses of their team members.



The Flying Wallendas perform on the National Mall during the Smithsonian Folk Life Festival.

Many circus acts are a family legacy, for instance the Flying Wallendas high wire act. Many performers are literally born into the circus and carry on the family traditions and way of life. That's not far off the mark for many Forest Service or firefighter legacies we find in our own families.

So next time you hear someone say “Forest Circus” consider it a compliment. Both traditions are steeped in excellence, life on the road logistics, physical fitness and teamwork - and that's something to be proud of.

ON THE MOVE

NEWLY HIRED

Steve Holdsambeck, from Region 8 to National Risk Management Officer.

John "Kent" Hamilton, from Enterprise to Aviation Risk Management Branch Chief.

Eric Bush, from the Malheur NF to National Rappel Specialist.

DETAILS

Frank Guzman, from WO-FAM as Deputy Director Av/Ops/Risk Mgmt.

Beatra Wilson, from S & PF Cooperative Forestry to Assistant Director, Workforce Development.

Ben Butler from WFMRD & A as NICC Data Integrator.

Shane Ralston from MSO Smokejumpers as Risk Management Program Specialist.

Kevin Maier from AFUE as Mobile Tech IT Specialist.

Scott Sugg from Region 2 as National Risk Management Officer.

Wendy Tresouthick from Midewin National Grassland as Training Specialist for the Fuels Center of Practice (NAFRI).

Scott McDermid from Region 2 as Qualifications and Standards Program Manager.

Matt Ziegler from the Boise NF as Training Coordinator (WFAP).

Julie Smith from NAFRI as Administrative Support Specialist (NAFRI).

Eleanor Molina from the Los Padres NF as Budget Analyst.

Leonard Dimaculangan from the Angeles NF to Training Operations Specialist (WFAP).

James Klungness Mshoi from the

Fremont-Winema NF as Fire Management Specialist (WFMRD & A).

Eric Lathrop from the Coronado NF as Asst Air Station Manager (McClellan).

Jessica Roosevelt from the Willamette NF as Budget Analyst.

Melissa Wegner from Region 1 as Director, National Wildland Fire Training Centers.

Khrystle Bullock, intern with Conservation Ed to Landscapes & Partnerships.

MOVING ON

David Christensen, from Planning & Budget to State of Utah.

Ingrid Sather, retired from NWCG Training Development.

PARTING SHOT



The Forest Service crew got a kick out of this little guy at the Osh Kosh AirVenture air show. He was transfixed watching videos of aerial firefighting, and hollered out "Dusty Crophopper!" when he saw the single engine airtanker. (Thanks to R6 pilot Mary Verry for the photo.)