



**STATEWIDE TRAINING AND EDUCATION  
ADVISORY COMMITTEE (STEAC)  
OFFICE OF THE STATE FIRE MARSHAL**  
State Fire Training Division  
715 P Street, Sacramento, CA 95814  
Website: <https://osfm.fire.ca.gov/divisions/state-fire-training/>



## STEAC Meeting Minutes

October 11, 2024 – Teleconference Meeting

### I. Introductions and Welcome

#### **Members Present:**

John Bagala, California Professional Fire Fighters  
Gregory Barton, League of California Cities  
Richard Beckman, California Fire Technology Directors Association  
Taral Brideau, California Fire Fighter Joint Apprenticeship Committee  
Jaime Brown, Metro Chiefs  
Justin Chaplin, CAL FIRE Training Center  
Devin Flannery, CFCA  
Darren Hall, California Fire Technology Directors Association (alternate)  
Kyle Heggstrom, FDAC  
Donavan Lacy, Cal Chiefs - Training Officer Section, (North) (alternate)  
Javier Lara, CAL OES (alternate)  
Andrew Kibby, CAL FIRE  
Scott Lewis, FIRESCOPE  
Brian Marshall, CAL OES  
Chris Ottolini, California Fire Fighter Joint Apprenticeship Committee (alternate)  
Mike Richwine, STEAC Committee Chair  
Ken Sebastiani, California Fire Technology Directors Association (alternate)

#### **Members Absent:**

Keith Alexander, CFCA  
Geoff Belyea, FDAC (alternate)  
Jeff Boyles, League of California Cities (alternate)  
Tom Carlisle, California State Fire Fighters Association  
Bret Davidson, Cal Chiefs – Training Officer Section (South)  
Cat Frazer, CAL FIRE (alternate)  
Nicole Gissell, CAL FIRE Training Center (alternate)  
Jason Hosea, California State Fire Fighters Association (alternate)  
Andrew Kibby, Cal Chiefs – Training Officer Section, (South) (alternate)  
Kirk Noffsinger, Cal Chiefs - Training Officer Section, (North)  
Glen Pavlovsky, California Professional Fire Fighters (alternate)  
Jason Serrano, FIRESCOPE (alternate)  
Gail Warner, California Fire Technology Directors Association

## **State Fire Training Staff:**

Brandon Erickson, SFT, Staff Services Manager I  
Chris Fowler, SFT, Supervising Deputy State Fire Marshal III  
Dustin Franks, SFT, Staff Services Analyst  
Derek Lueth, SFT, Associate Governmental Program Analyst  
Caryn Petty, SFT, Deputy State Fire Marshal III (Specialist)  
Kris Rose, SFT, Staff Services Manager I  
Vickie Sakamoto, SFT, Assistant Deputy Director, Code Development and Analysis,  
Fire and Life Safety and State Fire Training

## **Welcome**

The meeting was called to order at 09:00 by Chief Richwine, STEAC Chair.

## **Roll Call/Quorum Established**

A quorum was established during introductions.

## **Member Appointment/Reappointment**

Andrew Kibby – CAL FIRE Appointment  
Justin Chaplin – CAL FIRE Training Center

## **Past Member Recognition**

Greg Belk - CAL FIRE  
Taral Brideau, California Fire Fighter Joint Apprenticeship Committee  
Jarrod Clinkenbeard – CAL FIRE Training Center

State Fire Marshal Chief Daniel Berlant and Chief Fowler expressed their appreciation for the three former members and their contributions to STEAC. Chief Fowler acknowledged Chief Belk's dedication to the State Fire curriculum cadres and Chief Clinkenbeard's support as State Fire Training expanded its certification and examination process. Chief Berlant congratulated Taral Brideau on her retirement and acknowledged her 10 years of representing Cal-JAC at STEAC. Chief Richwine also congratulated Taral Brideau on her retirement and thanked Chiefs Belk and Clinkenbeard for their contributions to STEAC.

Before continuing, Chief Berlant also acknowledged Chief Sakamoto, who recently stepped into the position of Assistant Deputy Director at CAL FIRE after many years of service in the organization. Chief Sakamoto oversees the Code Development and Analysis, Fire and Life Safety and State Fire Training (SFT) divisions. Chief Berlant thanked Chief Sakamoto for stepping into the position during a challenging time, with state budget constraints. Chief Berlant acknowledged that it is still unclear how budget constraints will affect special funds and the SFT fund but that the team will work hard to ensure that these constraints are not felt by stakeholders. Chief Sakamoto will work to support SFT and to minimize the impacts of the budget deficit.

## II. Agenda Review

Presenter: Chief Richwine

## III. Approval of the July 12, 2024, Minutes

Presenter: Chief Richwine

**Motion:** *Richard Beckman moved to accept the minutes from April 12<sup>th</sup>, 2024.  
Scott Lewis seconded the motion.*

**Action:** *All members voted unanimously.*

## IV. State Board of Fire Services (SBFS) Update

Presenter: Chief Fowler

Chief Fowler stated that the State Board of Fire Services (SBFS) meetings were cancelled in August and September due to a lack of quorum. Chief Berlant is working with the governor's office to have the vacancies filled before the November meeting so they can achieve a quorum. They will discuss all topics and consent items dating back to April at the next meeting for review and approval.

## V. Consent Items

### A. NFA Course Reciprocity Update

Presenter: Dustin Franks

Dustin Franks stated that several National Fire Academy courses were outdated in the State Fire Training Procedures Manual's Approved Courses table (Table 9.1.2). Dustin reviewed the contents of the table and spoke with the National Fire Academy to update the names and course codes of these courses. The table is now complete and available on the SFT website and will be included in the updated State Fire Training Procedures Manual.

### B. Fremont Fire Department Accredited Local Academy Reaccreditation

Presenter: Chief Petty

Chief Petty talked about the reaccreditation process for Fremont Fire Department, which had its site evaluation on August 29, 2024. Fremont is coming back for reaccreditation after a splendid five-year cycle and revisit. This is a well-rounded and experienced agency that is constantly adapting to better serve its area and its unique challenges. Chief Petty explained that Fremont's growth is complimented by its progressive, innovative leadership and its tradition of excellence. This department had demonstrated a devotion to fire safety, training and standardization. Fremont is an eager participant in the statewide system and has engaged in many state work groups. The self-assessment review report and site evaluation went very well. State Fire Training recommends continued recognition of the Fremont Fire Department as an Accredited Local Academy in the State Fire Training system for a

Reaccreditation period of five (5) years.

The floor was given to Chief Heather Mozdean to speak on behalf of the Fremont Fire Department. Chief Mozdean shared Fremont Fire Department's goals of continuing to uphold good, consistent training and expanding their training to include the Company Officer and Driver Operator series. They plan to hold an academy in 2025 or 2026. Fremont Fire Department will strive to reflect Fremont's community by continuing to hire diverse staff.

### **C. El Camino College Accredited Regional Training Academy Reaccreditation**

Presenter: Chief Petty

Chief Petty described how El Camino College maintains an energetic and intensive approach to program enhancement through diverse student populations. Its students and staff eagerly participate in the State Fire Training system and seek opportunities to maintain good communication with SFT through instructional delivery, academy enhancement and instructor development. This academy is a great partner for their region and serves many smaller agencies by ensuring that they have access to training. El Camino College's self-assessment review report and site evaluation went very well. State Fire Training recommends continued designation of El Camino College as an ARTP for a period of five years.

The floor was given to Jeffrey Baumunk to speak on behalf of El Camino College. J. Baumunk spoke about El Camino's history, serving as a fire academy since the 1960s. J. Baumunk said that El Camino College is eager to move into a new training center in near future. They are currently in their 163<sup>rd</sup> fire academy and are looking forward to seeing future firefighter's graduate. J. Baumunk concluded by thanking State Fire Training for its support of community colleges.

### **D. Prerequisites for Regional Instructor Orientation (RIO) and Certification Examinations Evaluator Training (CEET)**

Presenter: Chief Petty

Chief Petty explained that this proposal is an amendment to the existing course prerequisite for the Regional Instructor Orientation (RIO) and Certification Examination Evaluator Training (CEET) courses. Currently, prospective Registered Instructors and Registered Evaluators are required to take a series of courses to obtain that qualification in the State Fire Training system. Registered Instructors must complete the RIO course, and Registered Evaluators must complete the CEET course. To meet the needs of stakeholders, SFT reduced both courses to 4 hours so each course could be delivered in a single day.

State Fire Training's intent was to deliver one RIO and one CEET course per month. SFT has met and exceeded these expectations, offering two to three courses each month. Unfortunately, many students are enrolling in these courses without completing any other instructor or evaluator training. Because of this, many students have to retake their RIO and CEET courses and miss their two-year application window. It is being proposed that students attend the Instructor 1 methodology course, at a minimum, prior

to attending RIO and CEET. Instructor 1 would now be the course prerequisite for RIO and CEET.

Richard Beckman asked if there are any metrics to show the number of students who enroll in RIO and CEET and go on to become registered instructors and evaluators. Chief Petty replied that she could look into exact numbers but knows that there are far less certifications than the number of students enrolling in RIO and CEET courses.

Devin Flannery asked if this requirement would impact the completion of instructor and evaluator task books or just the RIO and CEET courses. Chief Petty replied that this amendment will only impact the RIO and CEET courses. The goal is to expose students to instructor training before beginning a RIO or CEET course.

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|----------------|-------------------------------------------------------------------------------------------------------|
| <b>Motion:</b> | <i>John Bagala moved to accept the motion for all consent items. Jaime Brown seconded the motion.</i> |
| <b>Action:</b> | <i>All members voted unanimously.</i>                                                                 |

## **VI. New Accredited Academies**

### **A. Merced College Accreditation**

Presenter: Chief Petty

Chief Petty stated Merced College is coming to STEAC for a conditional accreditation of one year. Merced College's evaluation occurred on May 28<sup>th</sup>. The program coordinators recognize that this part of California has an underserved population and a need for standardized fire service and training. One of the goals of this program is to partner with small and midsize agencies in the region to improve access to fire training. The foundation of this program is its focus on providing education to all students. Merced College is proactively building cooperative relationships throughout the region to develop well-rounded fire service professionals that are employable and will maintain a safe, long career.

Merced College's site team members included Chief Peter Cacossa (Fresno State), Battalion Chief Chad Decker (Fresno Fire Department), Captain Tanisha Tucker (Oakland Fire Department), and Chief Justin Chaplin (CALFIRE). Chief Cacossa represented STEAC on behalf of California Fire Tech Directors. Battalion Chief Decker, Chief Chaplin, and Captain Tucker all represented accredited academies respectively.

Chief Chaplin was given the floor to share his experience working with Merced College. He explained that the college has been answering a call in California's Central Valley, where access to formal ARTF is very far from students in Merced and the surrounding areas. Because of this, many potential firefighters do not have access to trainings and the full firefighter academy experience. Establishing Merced College's accreditation could benefit the region and lessen the burden on surrounding areas. Chief Chaplin is confident that Merced college has a good amount of energy, a clear understanding of the task ahead, and has prepared its program to be successful.

In compliance with California Code of Regulations Title 19 and the State Fire Training Procedures Manual, the site team agreed upon a one-year conditional accreditation in

lieu of an initial three-year accreditation. Chief Petty explained that this program has growth to do in establishing its staff model, curriculum catalog and training spaces that are secured for the duration of their academy. Merced College is aware of this and in understanding that the conditional accreditation means they'll be revisiting STEAC next year for their full official accreditation at that time. The site team was unanimous in this recommendation. State Fire Training will be partnering with Merced College for the first year to get the program running and to prepare them for their first official accreditation.

Chief Donnie Roe of Merced College was given the floor to speak more about his plans for the program over the next year. Chief Roe explained that the program plans to focus on "hot training sites," where they can prepare students at nearby colleges, high schools, and junior high schools to eventually join the program. They are also planning to hire additional staff for the fire program. Chief Roe and his team have revamped the course catalog from 3 pages to 23 pages, now including FSTEP and CFSTES courses and degree tracks for Fire Academy, Fire Tech, Fire Science, and certificate programs. The program's budget has also increased to \$350,000, which has allowed them to spend money on new equipment and decrease costs for students. This is a positive development because Merced is an area with high economic need, and students will no longer have to pay for their own axes and other rental equipment.

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|----------------|-------------------------------------------------------------------------------------|
| <b>Motion:</b> | <i>Justin Chaplin moved to accept the motion. Donovan Lacy seconded the motion.</i> |
| <b>Action:</b> | <i>All members voted unanimously.</i>                                               |

## VII. Curriculum Development & Delivery

### A. Fire Officer 4 (2020)

Presenter: Chief Bisbee

Chief Bisbee introduced changes to Fire Officer 4 curriculum, which is formerly known as the Executive Chief Fire Officer Series. The Fire Officer 4 course plan has been collapsed from 5 courses to 3 courses. All three courses are 54 hours each, so they align with semester units. Activities from the courses are all based on task book deliverables. The purpose of this change is so students will complete their task books as they are getting the information and feedback from their course instructors. After completing their task books, students will then create a portfolio and send it to their chief for quality assurance and sign-off. This process allows for people to become qualified prior to assuming the position of a Fire Officer 4.

Chief Bisbee notes that there is not much change in the curriculum itself but rather in how it is delivered. Staff recommends approval for the updated Fire Officer curriculum.

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|----------------|-------------------------------------------------------------------------------------|
| <b>Motion:</b> | <i>Devin Flannery moved to accept the motion. Andrew Kibby seconded the motion.</i> |
| <b>Action:</b> | <i>All members voted unanimously.</i>                                               |

## **B. Fire Officer 3 (2020)**

Presenter: Chief Bisbee

Chief Bisbee explained proposed changes to Fire Officer 3 curriculum, formerly known as the Chief Fire Officer series. These changes follow the same template as the updated Fire Officer 4 curriculum, with the course plan being collapsed into 3 courses. However, Chief Bisbee points out that not all courses are 54 hours. Course 3A is currently only 40 hours due to the amount of course material. Courses 3B and 3C are 54 hours. Course 3C is being proposed as an in-person laboratory course. This course focuses on managing interpersonal group dynamics during a large, expanding incident. Chief Bisbee noted that the class does not lend itself to distance learning since the in-person experience is essential for developing the required skills.

Chief Bisbee notes that he is only presenting information about the proposed changes to Fire Officer 3. This curriculum will go to a vote at the next STEAC meeting.

## **VIII. State Fire Training Updates**

Presenter: Chief Fowler

Chief Fowler shared that structural curriculum updates to Fire Fighter 1A and 2A are currently in editorial review. All cadre work for these courses is complete. Chief Fowler explained that the changes to these courses are minimal. The curriculum changes include the addition of a thermal imaging demonstrated job performance requirement and new lecture topics on energy storage systems and diversity, equity, and inclusion. Chief Fowler thanked Chief Chaplin and SFT staff members Brandon Erickson and Jill Bennetts for their hard work and leadership on the test bank validation process.

State Fire Training submitted applications to expand IFSAC accreditation for Fire and Emergency Services Instructor 1 and 2 certifications. Chief Fowler is anticipating the review process to take several weeks. Brandon Erickson is working on the Pro Board application. SFT is looking forward to feedback from IFSAC and Pro Board on the next steps as SFT expands to include additional certification exams.

The 2023 State Fire Training Annual Report is under review by agency. Chief Fowler anticipates sharing a summary of work by the SFT team and stakeholders before the holidays.

The State Fire Training Strategic Plan Blueprint 2030 is in review by executive. State Fire Training is looking forward to executive's recommendations for SFT's next steps over the next 5-7 years.

### **A. California Incident Command Certification System (CICCS) Guide – Update 2024**

Presenter: Scott Vail

Chief Vail, Deputy Chief of the California Office of Emergency Services Fire and Rescue shared updates on the California Incident Command Certification System (CICCS) Qualifications guide. The changes are being driven by National Wildfire Coordinating

Group (NWCG)'s decision to reduce multiple position types to single type called Complex Incident Management. The CICCIS Task Force disagrees with this decision because the experience and training requirements have been reduced, evaluations of performance are insufficient, and the approval process is lacking in oversight. The CICCIS Task Force believes that the current guide leads to more experienced, better performing, and safer incident managers and have not agreed to go along with this. CICCIS will not change their Type 1 and 2 positions but instead add a Complex Incident Management qualification to their Type 1 positions. Information has been added to the CICCIS guide explaining how Type 1 and 2 position applications should be submitted with the additional complexity analysis requirement.

Chief Vail also explained the latest revisions to the Technical Search and Rescue Incident Operational System Description FIREScope ISD 162. The 2022 ISD 162 requirements for US&R are currently not accurate and need further work to incorporate the latest positions, training and other requirements. The FIREScope Technical Rescue subcommittee has agreed to correct them at their November meeting. Chief Vail will have a list of these changes at the next STEAC meeting.

The CICCIS Qualification guide has been modified with updated formatting and hyperlinks. Some positions have been removed from the guide, while others been added – including several Swiftwater/Flood organization positions.

Chief Vail also shared several Appendix A: Course Equivalency Matrix changes. The Command 2E course has been removed because it does not match or meet the required seventy five percent of objectives and content to be considered equivalent. The S-219 Firing Operations course was mistakenly left in the 2022 Equivalency Matrix and has now been removed.

Chief Vail added the Appendix G has now been updated with current hyperlinks.

Chief Richwine opened the floor to questions. Chief Lewis wanted to clarify that, as of July 2024, the FIREScope ISD162 document does not go into full effect for three years. Chief Vail said that that is correct. Chief Lewis added that he wanted to ensure that FIREScope and STEAC are all on the same timeline. He shared that the FIREScope working group is meeting on October 11<sup>th</sup> and hopes to get more information on those ISD 162 corrections.

Chief Fowler concluded the report on State Fire Training updates but shared that there was a request to go back to a curriculum development topic. Chief Richwine permitted this request. Chief Fowler explained that she received a request from CAL FIRE BEU to deliver a Fire Officer 3 pilot class. She wanted to memorialize this request in the minutes so those students can receive course completion diplomas. All feedback from students and instructors will be brought back to STEAC. Since the course is not officially approved, Chief Fowler will work with CAL FIRE BEU internally and take any information back to the cadre.

## **IX. Public Comment**

No Public Comments.



## **X. Roundtable/Announcements/Correspondence**

Chief Richwine utilized this time to check in with each of the organizations present for any updates and current projects.

Devin Flannery, from California Fire Chiefs Association (CFCA), shared that he had an email correspondence with one of his members who was concerned about the complexities of Driver 1B components at their volunteer agency. D. Flannery is reaching out to stakeholders and Keith Alexander to speak with this individual. He will follow up with Chief Fowler to see what they can do to assist them with their issues.

Jaime Brown shared that LAFD is focusing on budget challenges and looking at ways to meet department objectives while shifting operational models, if needed. J. Brown also recently represented STEAC in a meeting with Metro Chiefs.

John Bagala told the committee that California Professional Fire Fighters (CPF) is busy with the current political season and wrapping up the end of fire season. He shared information about the California Firefighters memorial held in Sacramento on October 12. All members of STEAC were invited to this event. Chief Richwine shared his support for the memorial along with his respects for firefighters who have lost their lives.

Kyle Heggstrom shared that FDAC has a lot going on politically and is working with legislators. The board has filled all its current positions, and they are trying to stay engaged with volunteer fire departments and their needs.

Brian Marshall shared that Cal OES sent 354 people through FEMA to assist cities on the east coast with hurricane relief. In light of the tragic accident with San Diego Fire Department, FEMA changed their response policy to include firefighters stopping and spending the night in a hotel to get good quality rest. B. Marshall emphasized that a lot of local government firefighters have been deployed to the east coast on incident management teams and that California supports many parts of the United States in fire response. Like other departments, OES is also dealing with budget issues and trying to keep critical positions to maintain the mutual aid system. B. Marshall concluded his report by saying that he attended a FIREScope meeting the previous week and that a lot of work is being done in that space.

Chief Richwine gave the floor back to John Bagala who wanted to tell the committee about CPF's health and wellness initiative. The International Agency for Research on Cancer (IARC)'s 2022 report classified firefighting as a Type 1 carcinogen with 75% firefighters dying of cancer. With this clear connection between firefighting and cancer, CPF is working on efforts to reduce cancer risks for firefighters. State Fire Training has cancer awareness courses that are accessible. Bagala wants community colleges, ARTPs, and ALAs to evaluate the necessity of putting people into protective ensembles. He recommended that everyone watch and spread the word about the documentary film *Burned*, which investigates how firefighters' protective ensembles have cancer causing chemicals. The current protective gear for firefighters is dangerous and the more time spent wearing it increases potential cancer load.

Darren Hall from the California Fire Technology Directors Association (CFTDA) spoke about community colleges being approved to offer bachelor's degrees in high-demand areas. San Diego Miramar College was recently approved to issue bachelor's degrees in public safety management, with applications starting in fall 2025. Hall notes that several other community colleges are interested in this program, and he is working on course details with Cal-OES and CSTI. He feels that this is a great opportunity to get existing students into affordable bachelor's degrees. A big initiative for CFTDA is providing community college credits for prior learning and State Fire Training courses.

Gregory Barton from League of California Cities shared that there will be a Fire Chiefs Leadership Seminar in Napa on December 11-12. He also notes that it is important for people to get involved in legislature to get legislation passed and improve fire service issues.

Andrew Kibby from CAL FIRE shared that he is working on curriculum and policy rewrites. CAL FIRE's goal is to bring their policies back up to standard and to ensure that their curriculum is aligned with State Fire Training. The organization is also working on implementing a minimum standard for hire which would require that all new hires are Firefighter 1 IFSAC and Pro Board certified before going to floor on Fire Apparatus.

Justin Chaplin shared that CAL FIRE is getting ready to develop their fourth training center in the Atwater area of Merced County. CAL FIRE is moving to formal education, a formal training academy, and requiring IFSAC and Pro Board certifications for all entry level classifications and seasonal firefighters. J. Chaplin stated that this is positive progress for the organization, and that they plan to continue alignment with State Fire Training's standards.

Chief Brideau announced that Firefighter 1 behavioral health curriculum is now up on Cal-JAC's LearnWorld platform. Course information has been sent out to all training divisions of participating fire departments and they are working to get this sent out to ARTPs. Cal-JAC currently has two EMS classes and a paramedic academy in progress in Los Angeles. Chief Richwine congratulated Chief Brideau once again on her retirement and wished her all the best.

Richard Beckman of CFTDA shared that Gail Warner will be replaced by Jason Hemler from Sierra College. He recently attended a meeting in Coronado which discussed the issue of federal funding (FAFSA) and its applicability to Fire Technology programs. He also wants to work on providing community college credit for prior learning, particularly wildland firefighting. He explained that many wildland firefighters in California might have already accomplished some core classes in a Wildland Fire Technology program through their work. He wants to provide firefighters with the opportunity to pursue an associate's degree in Wildland Firefighting, like structural firefighters who get job training before attending college.

Ken Sebastiani from CFTDA talked about Santa Rosa Junior College's experience with cancer awareness courses and efforts to reduce cancer risks for students. The college recently purchased solar venting containers, so students don't have to take their turnout gear home with them. K. Sebastiani thanked John Bagala for sharing information about the cancer risks associate with firefighters' protective ensemble.

Chief Richwine also acknowledged the information shared by John Bagala. J. Bagala once again shared that *Burned* is licensed by CFR and can be distributed to community colleges and departments as needed. CFR is also happy to share further PowerPoints and information on this topic. J. Bagala also explained more about the problems with current protective ensembles, stating that many companies withheld information about the presence of PFAS and cancer-causing agents in protective turnouts. Many community colleges and organizations are looking into a good viable alternative. J. Bagala estimates that alternative protective gear is about 3-5 years out but will be heavily scrutinized and likely lead to initial supply chain-and logistics issues.

## **XI. Future Meeting Dates**

**January 10, 2025; April 11, 2025; July 11, 2025**

Presenter: Chief Richwine

## **XII. Adjournment**

Meeting was adjourned at 10:16 AM.