



STEAC Meeting Minutes

October 11, 2019 – Sacramento, California

I. Introductions and Welcome

Members Present

John Bagala, California Professional Fire Fighters
David Baldwin, FIREScope (alternate)
John Binaski, League of California Cities and STEAC Vice Chair
Taral Brideau, California Fire Fighter Joint Apprenticeship Committee
Ron Coleman, STEAC Chair
Randy Collins, California Fire Technology Directors Association (North)
Kyle Heggstrom, FIREScope
Matthew Jewett, California Fire Technology Directors Association (North) (alternate)
Gaudenz Panholzer, California Fire Chiefs Association
Richard Rideout, California Metropolitan Fire Chiefs Inc.
Brent Stangeland, CAL FIRE
Gail Warner, California Fire Technology Directors Association (South)
Bertral Washington, League of California Cities (alternate)

Members Absent

Bradley Arganbright, Nor Cal Training Officers (alternate)
Tony Bowden, Fire Districts Association of California (alternate)
Tom Carlisle, California State Fire Fighters Association
Chris Coates, So Cal Training Officers (alternate)
Bret Davidson, So Cal Training Officers
Gareth Harris, Fire District Association of California
Sam Hoffman, California State Fire Fighters Association (alternate)
Scott Jaeggi, California Fire Technology Directors Association (South) (alternate)
Javier Lara, Cal OES
Jeremy Lawson, Cal Fire Training Center
Brian Marshall, CAL OES
Ann Rosales, CAL FIRE Training Center (alternate)
Rich Thomas, California Professional Fire Fighters (alternate)
John Walsh, Nor Cal Training Officers
David Winnacker, California Fire Chiefs Association

State Fire Training Staff

Mark Bisbee, SFT, Fire Service Training Specialist
Wendy Collins, Assistant Deputy Director
Kevin Conant, SFT, Fire Service Training Specialist III
Jim Eastman, SFT, Fire Service Training Specialist III
Brandon Erickson, SFT
Kristahna Fiattarone, SFT
Chris Fowler, SFT, Deputy State Fire Marshal Supervisor
Andrew Henning, State Fire Training Division Chief
Caryn Petty, SFT, Deputy State Fire Marshal I
Marisol Ramos, SFT
Mike Richwine, Acting State Fire Marshal
Kris Rose, Staff Services Manager I
Kirsten Fonseca, SFT

Guests

Jeff Baumunk, El Camino College
Carl Hansen, Humboldt State University
Brian Hicks, Oakland Fire
Mike Massone, Captain, San Diego Federal Firefighters
Sergio Morrow, Fremont Fire Department
Brendan O'Leary, City College of San Francisco
Brian Preciado, Solano Community College
Mike Thomas, Fremont Fire Department

Welcome

The meeting was called to order at 9 A.M. by Chief Ron Coleman.

Roll Call/Quorum Established

A quorum was established during introductions.

Member Appointment/Reappointment

David Baldwin-Alternate Appointment-FIRESCOPE

II. Agenda Review

Presenter: Chief Ron Coleman

Andrew Henning introduced an agenda item. He advised that State Fire Training received a notice from Mike Bryant stating that he is withdrawing his Statewide Training

and Education Advisory Committee (STEAC) appeal, and the process is being dismissed.

Ron Coleman advised STEAC considers the hearing closed.

III. Approval of the October 11, 2019 Minutes

Presenter: Chief Ron Coleman

Motion:	<i>Randy Collins moved to accept the minutes from July 12, 2019. Brent Stangeland seconded the motion.</i>
Action:	<i>All members voted unanimously.</i>

IV. State Board of Fire Services (SBFS) Update

Presenter: Andrew Henning

Andrew Henning advised that State Board of Fire Services (SBFS) met on September 12, 2019. They approved the State Fire Training (SFT) fee report, which is now posted on the SFT webpage. They approved the Accredited Local Academies (ALAs) testing on non-employees and the open task book with a requested roll out of January 1, 2020 due to staff workload. A. Henning advised the task books will be Americans With Disabilities Act (ADA) compliant, and non-ADA documents and power points will be pulled from the SFT webpage. He advised the ICS-300 and ICS-400 roll out will be delayed as well. He advised SBFS approved the Community Risk curriculum prerequisites, Fire Inspector 1 curriculum and qualification update, CA-219, the River and Flood Technician course, and the Ethical Leadership for Instructors course.

V. Consent Items

A. Fire Fighter I (2013) & Fire Fighter 2 (2013) Update

Presenter: Chris Fowler

Attachment: 1

Randy Collins asked if Accredited Regional Training Programs (ARTP) will be able to print the Fire Fighter certificates. He is concerned if they can print their own certificates they will not attend the graduation ceremony.

Andrew Henning advised students are required to meet all the training requirements of the Fire Fighter I (FFI) before testing, and the ARTP needs to ensure the students are obtaining the testing for that module. He advised the ARTPs will not be able to print certificates due to Acadis only allowing a student or State Fire Training staff member to print the certificate. He advised if students are on the 2013 curriculum they should be issued a 2013 FFI task book that is not required to be submitted at the time of application for FFI certification, but if they are seeking to obtain the 2013 Fire Fighter II (FFII) they will be required to submit their FFI 2013 task book and FFII 2013 task book. If the candidate transitions from the 2013 FFI curriculum to the 2019 FFII curriculum

they must complete the 2019 Fire Fighter task book. If they start on a 2013 FFI task book and aren't sure if they are going to seek the 2013 or 2019 FFII, their fire chief or authorized designee can transition information from their 2013 FFI task book to the new 2019 Fire Fighter task book.

Chris Fowler advised they want to retroactively extend the benefits of the new 2019 curriculum and task books to any student participating in the 2013 curriculum through 2021 because they don't want it to be harder for those students, so they have made procedure manual changes that reflect the experience in the task book alignment with the 2019 curriculum and it still allows them to achieve their International Fire Service Accreditation Congress (IFSAC) and National Board on Fire Service Professional Qualifications (ProBoard) certification.

R. Collins asked if there is any harm in issuing the 2019 task book now.

A. Henning answered yes, if they are seeking the 2013 FFII because the requirements are a 2013 FFI and FFII task book. Although, if they have the 2013 task book they can transition it into a 2019 task book if the fire chief chooses to do so. He advised if they want to get their FFII before December 31, 2020 they should be issued the current task book.

Jim Eastman advised the 2013 FFII will not have IFSAC/ProBoard seals.

Motion:	<i>Randy Collins moved to accept the motion. Gaudenz Panholzer seconded the motion.</i>
Action:	<i>All members voted unanimously.</i>

B. Digital Certification Issuance

Presenter: Brandon Erickson

Attachment: 2

Brandon Erickson advised SFT has always issued paper certificates, but acquiring Acadis in 2017 has allowed them to issue digital certificates. Digital diplomas were implemented January 1st, 2019 for course completion and for FFI IFSAC/Proboard professional certifications, but not for other levels of professional certifications. He advised there have been very little issues since the implementation of digital certificates in January, and the process has become more efficient and streamlined while reducing variable costs for State Fire Training and for students. The goal of this proposal is to start issuing all professional certifications digitally starting January 1st, 2020, except for California Incident Command Certification System (CICCS) and Fire Chief. He advised this was noted in Blueprint 2020 as one of the 5 key goals to upgrade processing and delivery.

Taral Brideau asked what is being done to prevent forgery. B. Erickson advised SFT relies heavily on transcripts. He explained students can log onto their portal and send a professional history report to a recipient that will come directly from the Acadis system. He advised SFT also offers an official transcript report printed on security paper for a fee. Public certifications can also be looked up through Acadis if the name and SFT ID are known.

Andrew Henning advised that International Fire Service Accreditation Congress (IFSAC) and ProBoard also offer look up tools.

Brendan O'Leary asked if students will be able to retroactively print certificates.

B. Erickson advised the goal is to move over any record that exists in the system now, but the challenge will be records that are not digital currently. He advised SFT is still migrating records from paper to digital, but if a student notices a professional certification or diploma missing from their portal SFT can add it to their Acadis record. This request and copies of the missing items should be emailed to the Acadis online email and will be processed as time permits.

Motion: *Randy Collins moved to accept the motion. John Bagala seconded the motion.*

Action: *All members voted unanimously.*

C. El Camino College ARTP Reaccreditation

Presenter: Caryn Petty

Attachment: 3

Caryn Petty introduced Chief Jeff Baumunk from El Camino College. She advised a site evaluation was conducted September 11, 2019, and the facility met all the regulations for reaccreditation. She advised they are energetic with an intensive approach to program enhancement. They have a very diverse student population and are active in their recruiting, with a strong devotion to complete student development. She advised State Fire Training recommends reaccreditation for another 5 years.

Jeff Baumunk thanked C. Petty for her time and efforts, and acknowledged that the process was very smooth and easy with open communication.

D. Fremont Fire Department ALA Reaccreditation

Presenter: Caryn Petty

Attachment: 4

Caryn Petty introduced Chief Mike Thomas and Sergio Morrow. She advised a site evaluation was conducted on August 27, 2019. She advised they are a unique and diverse department with training crafted around their community, with a strong focus on safety and standardization in alignment with SFT. She recommended another 5-year reaccreditation.

Mike Thomas thanked the room, and thanked Sergio Morrow for his hard work. He advised this is the second reaccreditation that he has been a part of, and he has seen the growth in SFT. He advised C. Petty worked well with them and provided great support.

Motion: *Gaudenz Panholzer moved to accept the motion. Bertral Washington seconded the motion.*

Action: *All members voted unanimously.*

E. Skills Coach Instructor Type

Presenter: Andrew Henning

Attachment: 5

Randy Collins expressed concerns regarding the use of skills coaches when an instructor is unexpectedly out. He advised section 6.8.1 needs to be looked at.

Andrew Henning advised the package aims to add skills coach as an instructor type so there is a process SFT can use with different curriculums as SFT identifies through the steering committee. Phase one is the Fire Fighter I and Fire Control 3 curriculum, and phase two will be anything the steering committee deems a high priority course including CA-219, and phase three will be to look at the rest of the SFT curriculum catalog.

Kevin Conant advised this was intended to address the instructor to student ratio and to ensure incumbents that have the skills necessary to assist with skills mastery. A skills coach is not intended to substitute for a registered instructor, and does not sign off a task book. The registered instructor will also be the one to demonstrate the necessary skill. He advised there are many people that are subject matter experts in Fire Control 3 that don't want to be registered instructors that can now be used to assist through the role of skills coach without violating the procedures manual. He advised Cal Fire has many mastery level people in their C-234 cadre that don't want to be registered instructors that SFT would like to use on the field during live burns in CA-219. This would give SFT the ability to get them in and identify them at a level and know that it's up to the registered individual instructor to determine what level of expertise they have using the equivalency matrix as a template. He advised the ratio of students to skills coaches and skills coaches to instructors must be determined. They were thinking of using Incident Command System (ICS) because they have identified it as an industry standard for appropriate levels of chain of command and span of control to being a 5:1, so five skills coaches supervised by one instructor.

R. Collins asked if a fire fighter that has taken a Fire Control 3 class can serve as a skills coach in a Fire Control 3 class. K. Conant answered yes.

Matt Jewett advised the skills coach instructor type is beneficial and they appreciate the work on it. He advised when they have people in these positions they are usually trying to develop them into registered instructors. He asked why the time spent as a skills coach cannot apply to the requirement for a fire instructor task book, as they are demonstrating the applicable Job Performance Requirements (JPR). K. Conant advised they will review this.

Gail Warner advised she is concerned we are adding another level of bureaucracy. One reason is not knowing if they can use the hours to meet their task book requirements, and another is that Accredited Regional Training Programs (ARTP) have a lot of different terminology that Education Code is going to play a huge role in their title, compensation etc. She asked why create a title for something that is already occurring.

K. Conant advised the ARTPs and CFTDA asked that we look at this. This is also a way to effectively address that it's cost prohibitive to have a 5:1 instructor ratio. This proposal provides a way for skills coach to become official.

A. Henning advised it is a new instructor assistant type that is unregistered with the state.

Randy Collins advised he supports the skills coach, he just wants to make sure they aren't creating unintended consequences. He advised it would be helpful to have an information bulletin.

Motion: *Randy Collins moved to accept the motion. Brent Stangeland seconded the motion.*

Action: *All members voted unanimously.*

VI. Accredited Academies

Chief Ron Coleman asked how many Accredited Local Academies (ALA) & Accredited Regional Training Programs (ARTP) State Fire Training (SFT) has.

Chris Fowler advised there are 34 ARTPs and 26 ALAs.

A. No Report

VII. Curriculum Development & Delivery

A. Fire Fighter I & 2 (2019) Curriculum & Certification

Presenter: Jim Eastman/Chris Fowler

Attachment: 6

Chris Fowler advised they made clarifications in the staff report since the last meeting. She clarified Fire Fighter I (FFI) can be delivered as a standalone or in conjunction with Fire Fighter II (FFII), and there is a recommended teaching order if you choose to combine the material. She advised they also have clarified the skills sheets for technical decontamination. The course plan does not have specific training that link back to that skill, therefore they have removed that skill from the state exam and will be using the skills sheet as an option for agencies that want to train to the technical level.

Randy Collins asked if it has to do with the removal of the mass decontamination sheet. Jim Eastman answered yes, it is both mass and technical.

C. Fowler clarified IS 200 and 800 are the co-requisites for the course because they are the minimum standard for state employment for most agencies. They incorporated the Federal Emergency Management Agency (FEMA) courses so they better align with California Office of Emergency Services (CAL OES), California Incident Command and

the Certification System (CICCS) qualifications. She advised the academy has been updated to 400 hours as well.

J. Eastman advised the behavioral health and cancer awareness curriculum has been finished and added.

R. Collins asked if ICS 200 can be used in place of IS 200.

J. Eastman advised IS 100 will be independent study from FEMA and everyone can utilize that along with the 200, 700, and 800. The cadre wants the Accredited Local Academies to address it, but they encourage them to use the full ICS 200 with your approved instructors and determine the depth that needs to be gone into.

Andrew Henning advised the FF1 certification for National Fire Protection Association (NFPA) requires HazMat FRA and FRO, and they have mission specific competencies. Through International Fire Service Accreditation Congress (IFSAC) and National Board on Fire Service Professional Qualifications (ProBoard) you can expand to the other mission based competencies which is Technical and Mass Decon, which are optional levels that SFT is currently not accredited too. He advised it varies state to state, but in California these levels are not a requirement. He advised they have chosen to keep the California minimum and if an Authority Having Jurisdiction (AHJ) wants to deliver those other mission specific competencies they can do so at their own discretion. He advised they expanded the retirement for 2013 FF1 until December 31, 2021. He advised they received ProBoard's extension of their accreditation. He advised HazMat needed to be updated to NFPA standards by December 1st, 2019 and IFSAC has denied their extension of accreditation and they are currently working through an appeal process with IFSAC. He advised he thinks their appeal will be successful with IFSAC based on how they deliver their curriculum, but if IFSAC is denied then the academies starting in January of this year or January 2020 running on the 2013 curriculum will be eligible for ProBoard certification but not IFSAC certification. The back-up plan is to issue a 1072 certification to a 2013 candidate in case IFSAC denies the extension. He advised this has zero impact on the 2019 curriculum. He advised the last day to obtain a FFII certification in the state of California without going through certification testing is December 31, 2021.

Richard Rideout asked if this deadline was for FFII only. A. Henning answered yes. The deadline for teaching 2013 FFI curriculum is December 31, 2020. The deadline for FFI and FFII certification is December 31st 2021. He asked the colleges to reach out to current and past students to make sure they are submitting by the deadline.

R. Collins thanked them for extending the deadline for the 2013 FFI. He asked if an FAQ sheet will be created that will provide guidance to the Accredited Regional Training Programs (ARTP) and Accredited Local Academies (ALA) as the changes are made through the steering committee.

C. Fowler advised they are doing what they can and answering questions in meetings, and after the approval process any outstanding questions will be added to a living document for future reference.

Motion: *Randy Collins moved to accept the motion. Gail Warner seconded the motion.*

Action: *All members voted unanimously.*

B. Fire Inspector 2 Qualifications and Curriculum Update

Presenter: Caryn Petty

Attachment: 7

Caryn Petty advised in April 2019 the cadre reconvened to look at the original Fire Inspector 2 curriculum to see if any changes needed to be made. Overall it was going well, but 2C needed an additional 8 hours. Based on the material covered in that section instructors were noting they were pressed for time. She advised the other edits were primarily editorial, such as changing the dates on some documents and aligning with their reference documents.

Motion: *Gaudenz Panholzer moved to accept the motion. Bertral Washington seconded the motion.*

Action: *All members voted unanimously.*

C. River/Flood Boat Technician FSTEP Curriculum

Presenter: Joe Bunn/Kevin Conant

Attachment: 8

Kevin Conant advised this is the second hearing of the River Flood Rescue Boat Technician curriculum, and they're asking for approval to move this onto State Board of Fire Services (SBFS). He advised this project was started by California Governor's Office of Emergency Services (CAL OES) with a grant with subject matter experts that were parts of the 8 Federal Emergency Management Agency (FEMA) teams and the 13 regional swift water rescue teams and Cal Fire. With Brent Stangeland's assistance and CAL OES's agreement to let SFT use this curriculum as an FSTEP course they created the model and course plans using that same cadre of subject matter experts, Joe Bunn, and himself and their editor. He advised it is a 40-hour course that is specific to dynamic water and cannot be taught in a lake or bay.

Jim Eastman asked about classification rating for training. K. Conant advised they are leaving this up to the Authority Having Jurisdiction (AHJ) that will be certifying. He advised he doesn't believe FEMA or CAL OES puts water classification in that.

Chief Coleman mentioned a letter that he received from Newport Beach Fire from the Fire Chief regarding their efforts regarding the material for water operations and reflecting on an incident in Santa Barbara when the fire department had to respond to a boat fire.

K. Conant advised the coast guard has addressed that, so we point people that way. SFT currently has no curriculum for fire boat operations.

Andrew Henning advised they received an email asking them to evaluate something like National Fire Protection Association (NFPA) 1001, which is marine fire fighting for land-based firefighters. He advised this is a curriculum SFT currently does not have. He advised this is a curriculum that STEAC and SBFS needs to evaluate and prioritize to develop. He advised they already have the curriculum plan for next year, and it has already been established with behavioral health and tech rescue. He advised SFT has received many great curriculum proposals, but we can't move forward with every single one. SFT evaluates which curriculum will serve the largest majority of the state. He advised if this is something STEAC would like to move forward with it can be evaluated by staff or visited when SFT has more revenue after the fee adjustment. He advised another option would be to see if there is another national curriculum that can be recommended instead of creating an SFT course.

Brent Stangeland advised we should look at what the statistics of the events that would support this and decide how to proceed. He advised he wouldn't want to have a knee-jerk reaction to one event.

Motion: *Brent Stangeland moved to accept the motion. Richard Rideout seconded the motion.*

Action: *All members voted unanimously.*

D. FSTEP Fire Control 3 Curriculum (2018)

Presenter: Kevin Conant

Attachment: 9,10,11

Kevin Conant advised this is information only and asked to defer the second presentation for vote until the January 2020 STEAC meeting. He advised SFT has received many opinions surrounding this course but they have very little data, so the cadre requested the budget from Chief Andrew Henning to cover travel expenses to host 3 pilots. They are collecting data from these 3 pilots so that they can create a data driven presentation. He advised he has currently out 38 students through and is creating a Survey Monkey to receive feedback. He advised staff is working hard on creating skills coaches and refining templates, and STEAC will hear more after the November training center, which is the last of their 3 pilots. He advised this is a brand-new course, not a roll out or an update. Instructor-Live Fire Training-Fixed Facility is in alignment with National Fire Protection Association (NFPA) 1041, NFPA 1403, and the proposed NFPA 1700.

John Binaski asked where the transition is for existing seniors and primaries. K. Conant advised that all instructor requirements can be found in the implementation plan.

Chief Coleman asked when this will return for discussion. K. Conant advised they expect it will be back at the January 2020 STEAC meeting for a vote.

E. Behavioral Health and Cancer Awareness

Presenter: Caryn Petty/Kevin Conant

Attachment: 12

Kevin Conant stated STEAC requested SFT immediately identify the issues of behavioral health and cancer awareness in the fire service. He advised California Professional Fire Fighters and California Fire Chiefs Association (Cal Chiefs) created a task force on behavioral health and a significant amount of work has been done. He advised they have decided to follow in alignment with the International Association of Fire Chiefs and other leading industry groups awareness. They will do the equivalent of an awareness (Fire Fighter I (FFI) level), operations (Company Officer level) and technician (Chief Fire Officer level). FFI is concerned with being aware of cancer and behavioral health concerns for themselves and their team, the Company Officer addresses how to appropriately supervise and lead a team when identifying behavioral health issues and cancer awareness, and the Chief Officer addresses how to budget and manage and advocate. It will be called Behavioral Health and Cancer Awareness 1A, 2A, 3A.

Andrew Henning advised this puts us in alignment with what the rest of the country is doing and they will keep monitoring what is happening at the national level to keep us in alignment. He advised National Fire Protection Association (NFPA) is in the process of developing Job Performance Requirements (JPR). He advised it is set up so that it can be offered as a standalone Fire Service Training and Education Program (FSTEP) course which will be available upon approval. They are anticipating STEAC and SBFS approval on these courses by February 2020.

Chief Richwine asked if California Firefighter Joint Apprenticeship Committee (Cal-JAC) is working on a similar program. Taral Brideau advised that they have been tasked by AB 1116 to write or approve peer support curriculum to meet the standards of this bill. Peer support curriculum is different than the awareness course plan that the Behavioral Health/Cancer Awareness cadre has written. The committee did a great job on the course plan, however one of her concerns is regarding who will instruct this because it is a technical topic different from other fire based curriculum.

K. Conant advised several members of the cadre are also on the task force, so they purposely identified and name-requested people to apply for it so that they wouldn't be doing anything parallel to or opposite of Cal-JAC. They are leading this and we are following and putting our efforts of SFT behind that. He introduced Mike Massone from the behavioral health cadre.

Mike Massone advised they had long discussions about who they wanted teaching the class, and they want a subject matter expert. He advised he recognizes now this may be an issue for some of the colleges bringing people in from the outside.

K. Conant specified that with the issues of technical expertise it is important to have guest lecturers. He advised there is room in this for the Authority Having Jurisdiction (AHJ), Fire Chief or California Fire Technology Directors Association (CFTDA) to write a letter attesting that someone is a subject matter expert and can facilitate the course.

M. Massone mentioned one of the resources is the behavioral health task force and their website. On the site, there are competent clinicians vetted through their task force and through their process, and there is a resource for agencies to find those clinicians and subject matter experts to come and teach. He advised the clinicians are eager to participate and would make great partners in teaching this.

Chief Richwine asked how we identify who is qualified to teach this class. K. Conant advised they are making it up as they go, as this is an emerging field in which there is no standard. He advised they are doing their best and that himself and a few other cadre members attended the first annual national fire service symposium on behavioral health. He advised this is evidence based on presentations of peer reviewed-articles based on what is working. He advised the first page of this curriculum is a 30-item hyperlink to all the places for those connections of culturally competent clinicians and centers of excellence agencies to go to for information.

Jim Eastman asked what the implications are for this module in the standard FFI training. He asked if the FFI instructor be allowed to deliver the curriculum, if they will need to be certified to deliver it, and if they need to bring someone in from outside to deliver the curriculum.

K. Conant advised that the FFI instructor should read the course plan and have an expert come in and help them with areas above their expertise.

A. Henning advised the guest lecturer is a great avenue, and guest lecturers can teach up to 10%. He advised this would leave plenty of time within the academy, but possibly not enough time in the standalone FSTEP course so they will be looking at how to register them as an instructor or an instructor of record.

John Binaski asked about the cancer side of the curriculum, and advised he is concerned with who is presenting it and the accuracy of the information they will give. C. Petty clarified that it's 5 ½ hours of behavioral and 2 ½ hours of cancer awareness.

Chief Coleman asked if the suicide issue is part of the curriculum. K. Conant stated yes. He mentioned we are the first to have it in state curriculum.

Tara Brideau asked about whether the colleges will have the money embedded to pay for this curriculum. Gail Warner clearly stated no. M. Massone stated that he believes there would be plenty of people that would provide assistance.

F. Chief Fire Officer 3D Curriculum Update

Presenter: Kevin Conant /Mark Bisbee

Attachment: 13

Mark Bisbee advised they have gone through an update because they received broad comments that the time was inadequate, so they increased the hours of the course from 24 to 40. He advised they will now dual certify Chief Fire Officer 3D and (California Incident Command Certification System) CICCIS incident command certification.

Chief Coleman asked when the finished product will be brought back.

M. Bisbee answered this will be at the January 2020 STEAC meeting. Gail Warner advised it takes a year for the entire process to get approved through the college system.

VIII. State Fire Training Updates

A. National Reciprocity

Presenter: Andrew Henning

Attachment: 14

Andrew Henning advised this was brought forward at the July 2019 STEAC meeting. Rolling out national reciprocity system for people coming to California. Course equivalency not certification equivalency. A fee will be charged for each equivalent course diploma that is issued. This new national reciprocity process will open avenues for people from United States Department of Defense (DoD) or out of state.

Mike Massone advised he appreciates all the work. Gail Warner asked if SFT would be working to get this information posted on the International Fire Service Accreditation Congress (IFSAC) and National Board on Fire Service Professional Qualifications (ProBoard) certification website. A. Henning advised we can work with them, would be great.

Motion:	<i>Randy Collins moved to accept the motion. Gaudenz Panholzer seconded the motion.</i>
Action:	<i>All members voted unanimously.</i>

B. Mid-Career Course Prerequisites

Presenter: Mark Bisbee

Attachment: 15

Mark Bisbee advised this item was previously brought before STEAC but was pulled and reworked due to concerns. He advised that most courses have educational requirements prior to being admitted into a course. For example, to attend a Company Officer course, you must meet the educational requirements of a Fire Fighter II. There are jurisdictions in California that had never opted into the SFT system that would like to participate and SFT would like to provide a way for them to allow experienced staff to take these courses based on time and grade. One of the concerns was regarding volunteers, so they decided it would be 4 years as a paid fire fighter or 6 years as a paid volunteer. If this gets approved by STEAC and SBFS it can probably be implemented on or before July 1, 2020 with a 5-year sunset ending in July of 2025.

Richard Rideout asked what this entails for the agencies that have not previously participated in the system. Andrew Henning advised they're opening this process up for the entire state of California, regardless of whether you have been participating in the SFT system. If a department decides to participate after the sunset date they must take the courses starting from the lowest level. They have seen a big shift over the last few years of coming into the system. There are several things they have been working on

with steering committee to temporarily open doors to make access into the system easier but they will have sunsets.

Randy Collins asked if they anticipate many people applying. A. Henning advised Chief Fire Officer would probably be the biggest one.

Mike Massone asked if this is for the agency or individual level. A. Henning answered it is for the individual level. He advised that the instructor is the one that would be verifying this and allowing the individual to complete the course.

R. Rideout asked if the alternate application method is on a case by case basis after the sunset date. A. Henning answered yes. If there is an admin staff that would like to take 3A or 3B that department can petition SFT through the alternate method and formally request SFT to waive that prerequisite for that specific course.

Tara Brideau advised California Firefighter Joint Apprenticeship Committee (Cal-JAC) would like SFT to look at the ability to issue Cal-JAC journey certificates. A. Henning mentioned it would be perfect to bring to the next steering committee. They can evaluate that and bring revised plan to STEAC and SBFS.

T. Brideau advised she will work on cross walk and see which ones would meet these certification levels.

John Bagala advised the alternate method opens the door for not just admins but also the behavioral health specialists to come in and see how these classes are delivered. A. Henning advised the alternate method is not a long-term fix but rather a case by case basis. The long-term fix for unique curriculum like behavioral health may not be taught by a fire service member. He advised they need to look at a permanent alternate solution like the instructor of record or something similar.

Motion:	<i>Randy Collins moved to accept the motion. Richard Rideout seconded the motion.</i>
Action:	<i>All members voted unanimously.</i>

C. CSU Pathways to Higher Education

Presenter: Mark Bisbee

Attachment: 16

Mark Bisbee advised this is an update regarding the higher education pathways project. If you look at Blueprint 2020 nothing has changed with goal number two, which is the national professional development model which looked to provide training throughout someone's career. He advised issue 2 was that the Authorities Having Jurisdiction required an individual to have a certain amount of education and complete the professional certification track through SFT, which don't align. He advised they are trying to create a seamless pathway through professional certification within higher education. The national professional development model is a template that encourages states to tweak it to their own needs. They have decided they would like to follow it but realized California will look a bit different because the Fire Officer I and II have been

combined into Company Officer. He advised it may be an emerging model to take the SFT Company Officer series and get a completion certificate from the colleges, and if you take lower division courses you receive your associate's degree. He advised they need to be transferable lower division credits so that when you take your upper division courses you can earn your bachelor's degree. He advised the idea is to create a program to meet the needs of Cal Fire employees, local government employees, and federal employees. He advised they now have a bachelor's in Leadership Studies utilizing the Chief Fire Officer courses as electives through Humboldt State University, with the core courses all being online. In the future, they will be looking at a master's in public administration and public sector management or some sort of hybrid with Sac State. He advised he and Chris Fowler have been consulting with Sac State regarding this. He advised through Cal State Humboldt they have bundled the Chief Fire Officer courses with some other courses to meet the Carnegie unit hours for the elective. He advised it has not been completed yet, but they are looking at having people get unit credit for completing their task book. He advised this is tied in with capstone testing. Once this course is approved you can take this course instead of Humboldt State's capstone course.

Randy Collins asked if you get three credits once you complete the task book. M. Bisbee advised that is what they are moving towards.

Andrew Henning advised we aren't seeking International Fire Service Accreditation Congress (IFSAC) and National Board on Fire Service Professional Qualifications (ProBoard) certification for Chief Fire Officer. This is a standalone SFT requirement for a portfolio. If they choose to seek IFSAC/ProBoard certification, we might be able to replace the Humboldt State portfolio requirement with successful completion of the SFT portfolio.

M. Bisbee advised suggesting to students to take CSU transferrable general education courses. He advised the Chief Officer courses can still be taken at the community college level but they must be articulated over to Humboldt State at a nominal fee. He advised they want to include California Firefighter Joint Apprenticeship Committee (Cal-JAC) students, so that needs further discussion.

Gail Warner advised you can't force a student to choose certain classes.

Matt Jewett mentioned that they are creating a template of recommendation for students to follow for transferable courses.

Dean Carl Hansen thanked the group for the opportunity to be here. He mentioned his field is the area of professional and continuing education, so the non-traditional degree program is within his field. He mentioned he's excited about the recognition in higher education of the relationship between workforce development and degree programs, and the strong movement towards integration of workforce development and academic programs. He advised they encourage people to take classes that are transferable upfront to avoid having to retake classes. He recommended the more you can bring in at the community college level the better because of the community college cost structure.

M. Bisbee said it has been a pleasure working with Dean Carl Hansen and Humboldt State. He acknowledged Dean Hansen as a great collegial collaborator.

R. Collins asked if they have a credit by exam process at Humboldt State.

Dean Carl Hansen answered yes, but it is handled at each campus a bit differently. He explained typically the amount of work to go through the process is overwhelming, so it's not utilized as often. There are military ways of matching up other types of learning, but just to take work experience is harder from the student perspective. He advised this is essentially what they are doing in a formal way and articulating that concept in a way of acknowledging that training up front.

G. Warner mentioned it might be worth looking at using Purdue Global's degree program for the colleges. Their degree program for emergency services is accredited by IFSAC/ProBoard.

Tara Brideau advised Purdue Global assigns units for their Journey certificates. If someone Journeys and is working on a degree at Purdue they would get some credit.

Chief Coleman advised he has seen this process before and all past ones have not survived because of lack of participation. He advised we must place value on the people who do this because they are our future leadership. He advised this may sound negative, but he hopes it is taken in a positive way. It is our job to encourage participants and embrace these educational opportunities by placing value on the people that take them.

D. SFT Fee Adjustment

Presenter: Andrew Henning

Andrew Henning advised they are finalizing their Office of Administrative Law (OAL) rule making package. It will go through internal review at Office of the State Fire Marshal, then to headquarters, then up to the agency secretary for approval of the package and then it is submitted to OAL with a 45-day public comment period. He advised it will hopefully be posted for public comment in early January 2020.

E. Title 19 Update

Presenter: Andrew Henning

Andrew Henning advised they will have a small OAL package coming out at the end of the month with the public comment period starting on October 25, 2019 regarding the 2019 Fire Fighter I fee and clean up in regulations.

F. Steering Committee Update

Presenter: Andrew Henning

Attachment: 17

Andrew Henning advised the steering committee is working on Accredited Local Academies and Accredited Regional Training Program's self-assessment process, the

tenured path for Fire Fighter II, an exam proctor for the cognitive exam, and the development of Regional Instructor Orientation and Skills Evaluator as an online course. He advised the current funding is the biggest slowdown.

IX. Announcements/Correspondence

A. Plumas LAFCo Correspondence

Presenter: Andrew Henning

Attachment: 18

Andrew Henning explained that we issued about 130 volunteer fire fighter certificates per year between 2006 and 2016, compared to about 2000 certificates per year for Fire Fighter I. He advised the National Volunteer Fire Council is advocating at the national level for creating a fire fighter certification for volunteers. They are discussing creating some type of support personnel, for example someone that is only on the exterior of a building or a truck driver that drives the fire apparatus to the building. He advised he is advocating to maintain our current path with the FFI certification. He advised there is nothing that prevents volunteer fire departments from picking and choosing what they want to use to train on.

Chief Coleman advised the volunteer department of today is not the same volunteer fire service from 30 years ago. He advised most volunteers today are looking for future employment, but meeting the needs of those groups is difficult because there is no funding source to train volunteers independent of Fire Fighter I. We want all fire fighters to meet the same minimum qualification, whether they are seeking future employment or not.

John Binaski stated that this issue is not going away. There are departments where chiefs have asked the requirements of volunteers that have been there for 20 years, and because there is no certification for them to meet the city managers are saying they can't go on the fire, so now the departments are unsure what to do with the volunteers and city managers are unsure of how to get them trained.

Chief Coleman asked what the next steps are, and if we are going to respond with a letter stating Fire Fighter I as the minimum qualifications. A. Henning advised staff will draft the letter and have Chief Coleman sign off on it.

X. Future Meeting Dates

A. January 10, 2020 and April 10, 2020, July 10, 2020 and October 9, 2020

Presenter: Chief Ron Coleman

XI. Roundtable

Presenter: Chief Ron Coleman

Andrew Henning advised one thing SFT is advocating for with the fee increase is out-of-state travel funding. He mentioned California attended North America Fire Directors annual meeting in North Carolina for the first time in 10 years. He advised the department of Homeland Security has an office of bomb prevention that offers free training. He mentioned there is an average of 90 bombing arrests a month that don't make the news. There are 9 in-person courses, 6 virtual courses, and 5 online training courses. He will distribute contact info to anyone interested.

He advised National Fire Academy (NFA) just revamped the Executive Fire Office Program, which is now a 24-month program with the application period opening in January. They plan to do an overhaul to the managing officer program next and are also looking at shortening their typical on-campus classes to 5 days. He will be at NFA next week for state director's standards update with a two-day update from NFA. He advised SFT will start issuing a report at STEAC of what's going on with the National Fire Protection Association standards and when there are public comment periods open. He advised one thing they are looking at is continuing education.

A. Henning advised SFT International Fire Service Accreditation Congress (IFSAC) and National Board on Fire Service Professional Qualifications (ProBoard) accreditation is due next year, and SFT is currently working on its package.

A. Henning inquired as to what STEAC wants to do with appeals process. Currently STEAC is the second level of appeal, and there is an increasing number of investigations. He advised he thinks it is key to keep STEAC in the appeal process to keep a member of their peers as part of the process.

B. Stangeland asked if this is a cleanup process or if A. Henning is predicting this will be a bigger issue. A. Henning responded that they are not currently doing audits, but instructors are flagging themselves with the paperwork they are returning. He asked if STEAC would like to form a separate committee.

Kevin Conant mentioned Acadis has given SFT a better idea of tracking how an instructor behaves and operates. Randy Collins thinks we should streamline the process and have a separate appeals subcommittee with representatives appointed by STEAC. Chief Coleman thinks the order of the appeal should be changed to starting with STEAC and ending with Chief Richwine. Chief Richwine stated that he is fine with that but the appellants are lawyering up and we need to be prepared for that. He thinks putting together a subcommittee to review this is a good thing to do.

John Bagala stated it is a good idea to have a small subcommittee come after the fire marshal. John Binaski mentioned that there was a lot of conversation between Chief Coleman, himself, and the STEAC attorney before the meeting regarding the process. He stated that at least we know the process now.

Jim Eastman advised we should consider who will be on the subcommittee and the areas they will be coming from. Mark Bisbee asked if it is worth considering a judge from the Office of Administrative Law. A. Henning advised one of his long-term goals is to have a legal review of their regulations. He advised he will draft up a 5-person board review and kick it to the steering committee and figure out how that would work and then bring it to STEAC. He thinks the earliest STEAC would see this is July 2020.

K. Conant advised he received questions regarding if we investigate based on just cause or do we black ball and martyr people, and if there is due process for a registered instructor. He stated the answer to both of those is yes and that there is due process for someone to appeal. He advised his impression was that there was procedural justice for the instructor and their rights were front and center and very seriously considered.

B. Stangeland asked if California is headed towards being NFPA compliant. He is concerned if most of the east coast is represented and the west coast is the minority and we become compliant we may be forced with a bag of goods we don't like. Chief Richwine advised we currently adopt some of their standards and advise the rest.

A. Henning advised if you're not there to participate you aren't heard and aren't there to vote. If California isn't sending public comments on what doesn't work and the solution, then we are completely ignored because we aren't participating. He advised they will start putting together a report that comes to STEAC with relevant NFPA updates and bills.

J. Eastman stated that we should formally invite NFPA at least once a year to come to California and attend a session. A. Henning advised he will reach out to west coast regional vice president and see about setting that up.

Randy Collins mentioned there is suddenly a lot of interest from outside candidates in FFI certification testing, with a lot of people coming from Southern California. He advised he will be going in front of their curriculum committee in Santa Rosa on the upcoming Monday to get the last of the courses approved regarding the Company Officer degree. He advised they were originally approved as non-transferable to the California State Universities (CSU), so Monday they will modify their unit values to match the Course Identification Numbering System (C-ID) so they will be transferable. He mentioned Sierra College is going through the same process and he believes we will start seeing other community colleges doing the same.

Chief Coleman stated Cal State Sacramento notified him they are creating a public safety library. He advised he has started the process of giving away his library into the new library to be retrievable and usable for people that have an interest in the way things used to be.

He advised they will send out a memo of how to access that library. He advised he has limitations on what he can do now. He has spent 50 years in the fire service and feels he has reached the end of the road, and is therefore resigning as chairman of STEAC. He stated he was the first co-chairman of STEAC. He announced that Chief Binaski will be taking over as chair.

XII. Adjournment

Meeting was adjourned at 12:45 P.M.