



STEAC Meeting Minutes

October 9, 2020 – Teleconference Meeting

I. Introductions and Welcome

Members Present

John Bagala, California Professional Fire Fighters
David Baldwin, FIRESCOPE
Gregory Barton, League of California Cities (alternate)
John Binaski, STEAC Committee Chair
Taral Brideau, California Fire Fighter Joint Apprenticeship Committee
Peter Cacossa, California Fire Technology Directors Association (North) (alternate)
Randy Collins, California Fire Technology Directors Association (North)
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)
Matthew Jewett, California Fire Technology Directors Association (North)
Javier Lara, Cal OES (alternate)
Brian Marshall, CAL OES
Gaudenz Panholzer, California Fire Chiefs Association
Richard Rideout, California Metropolitan Fire Chiefs Inc.
Ann Rosales, CAL FIRE Training Center (alternate)
Brent Stangeland, CAL FIRE
David Winnacker, California Fire Chiefs Association

Members Absent

Bret Black, League of California Cities
Tom Carlisle, California State Fire Fighters Association
Chris Coates, So Cal Training Officers (alternate)
Cat Frazer, CAL FIRE Training Center
Donavan Lacy, Nor Cal Training Officers (alternate)
Kirk Noffsinger, Nor Cal Training Officer
Rich Thomas, California Professional Fire Fighters (alternate)
Rob Wheatley, CAL FIRE

State Fire Training Staff

Mark Bisbee, SFT, Training Specialist
Joe Bunn, SFT, Training Specialist III
Kevin Conant, 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
Kris Rose, Staff Services Manager I
Frank Vue, SFT

Guests

Josh Adams, Santa Rosa Junior College
Bob Buell, Chabot College
Jim Connors, City College of San Francisco
Guy Hall, Mission College
William Melendez, San Diego Fire – Rescue Department
Ken Sebastiani, Santa Rosa Junior College
German Sierra, Las Positas College
Jim Skinner, City College of San Francisco
Tommy Tunson, Bakersfield College
Linda Vaughn, Gavilan College

Welcome

The meeting was called to order at 9:01 A.M. by Chief John Binaski.

Andrew Henning stated that Mike Garcia, a longtime regional coordinator with State Fire Training (SFT), has passed away from cancer. He asked for a moment of silence in recognition of his commitment to SFT as a regional coordinator, both as a Deputy State Fire Marshal III (Specialist) and a retired annuitant, as well as his commitment to the FIRESCOPE taskforce and other endeavors with the California fire service over his long career.

Roll Call/Quorum Established

A quorum was established during introductions.

Member Appointment/Reappointment

Rob Wheatley – CAL FIRE – Alternate

Catherine Frazer – CAL FIRE Training – Member

Past Member Recognition

Jeremy Lawson – CAL FIRE Training – Member

II. Agenda Review

Presenter: Chief John Binaski

John Binaski advised that he received a request for an appeal to the Statewide Training and Education Advisory Committee (STEAC) by an appellant. He explained that the

request was sent to a lawyer and that process was then sent back. He stated that it was not ready to be reviewed by STEAC and it was reduced to a letter of warning. He stated that it is not appealable back to STEAC per the lawyers.

Gaudenz Panholzer mentioned that he received a letter from the appellant along with all the documentation, so it may have been sent to all members of STEAC.

Randy Collins asked if any progress has been made towards streamlining the appeals process. J. Binaski answered yes, that it is being drafted and reviewed. After speaking to advisors and legal they believe their best avenue is to mirror themselves after the Commission on Peace Officer Standards and Training appeals, which defines how the appellant would work and if they can call witnesses.

There were no changes to the agenda.

III. Approval of the July 10, 2020 Minutes

Presenter: Chief John Binaski

Motion: *Randy Collins moved to accept the minutes from July 10, 2020. Gaudenz Panholzer seconded the motion.*

Action: *All members voted unanimously.*

IV. State Board of Fire Services (SBFS) Update

Presenter: Andrew Henning

Andrew Henning advised that everything taken to the SBFS was approved, which included 11 reaccreditations as well as the updates to the: Fire Inspector 2C implementation plan, fire marshal certification and instructor registration, Fire Fighter IC, upgraded reciprocity candidate application process, psychomotor skills exam changes, and several other consent items. He stated that they approved the curriculum for Fire Control 3 and Rope Rescue Awareness Operations, as well as the Technician course. The next SBFS meeting will be early to mid-November due to the conflict with Thanksgiving.

V. Consent Items

A. San Diego Fire – Rescue Department (ALA) Reaccreditation

Presenter: Caryn Petty

Attachment: 1

Caryn Petty stated that the site visit took place on September 14, 2020. She stated that they deliver a technical and robust training academy. They pride themselves on professionalism, pride, tradition, and aggressive high quality training. They are an

agency with a strong focus on safety and standardization. SFT recommends a reaccreditation period of 5 years.

Chief William Melendez stated that his experience with the reaccreditation was very positive overall. He mentioned that their initial accreditation was 5 years ago and this one was much more in-depth. He stated that he is looking forward to some of their goals for the future and objectives for the next 5 years, which includes a new training facility that they will be moving into within the next 5-7 years.

B. Santa Rosa Junior College (ARTP) Reaccreditation

Presenter: Caryn Petty

Attachment: 2

Caryn Petty stated that the site visit took place on September 10, 2020. She advised that they boast a strong and innovative fire service training program with an outstanding focus on outreach and recruitment of underserved populations. They are an excellent community partner tending to the regional students and agencies, both paid and volunteer. She stated that they are a consistent statewide leader in the training and development of fire service students and professionals. She mentioned that they worked closely with SFT during Covid-19 to deliver classes electronically. SFT recommends a reaccreditation period of 5 years.

Ken Sebastiani thanked SFT and C. Petty, who was a guiding light through the process. He thanked Josh Adams and Kim Thompson and acknowledged their vital support. He stated that it is a great streamlined process that gives you a great understanding of your program. It showed them where they are strong and where they need improvement.

C. City College of San Francisco (ARTP) Reaccreditation

Presenter: Caryn Petty

Attachment: 3

Caryn Petty stated that the site visit took place on September 21, 2020. She stated that it is a unique program within the metropolis of Covid-19, so they experienced extreme challenges but worked with SFT to deliver all their necessary courses electronically. They maintained excellent communications with SFT throughout. She stated that they have a strong focus on recruitment and development. They have a robust, innovative, and progressive training program. She stated that they have a brand-new training facility expansion underway that she expects to see in Spring. SFT recommends a reaccreditation period of 5 years.

Jim Connors thanked STEAC and the fire academy coordinators. He stated that the process is excellent because it forces you to step away from what you do every day and take a hard look. While the process can be daunting, it is very productive and positive. He stated that he appreciates the work of C. Petty. He advised that they are in the middle of building their training tower in the city for occupancy by April 2021. He mentioned that when C. Petty visited they also visited their partner facilities.

D. FSTEP Course Updates and Retirements

Presenter: Chris Fowler

Attachment: 4

Chris Fowler advised that SFT is seeking consent to update and retire items based on recommendations that were proposed by the steering committee. The proposed retirements are courses that have long since expired and have not been taught in at least 5 years. She stated that the current instructors of the referenced National Wildfire Coordinating Group (NWCG) courses are authorized to continue to instruct the Federal Emergency Management Agency (FEMA) National Incident Management System (NIMS) course. New instructors can qualify using the updated classes through July 2021, and after that they would follow the normal processes of completing the new class or applying for a Peer Assessment for Instructor Equivalency (PACE 2) review.

E. Fire Fighter 1C Reference Text, Wildland Firefighter, Principles and Practice, Second Edition

Presenter: Chris Fowler

Attachment: 5

Chris Fowler stated that SFT is seeking consent to add the most recent Wildland Fire Fighter: Principles and Practice, 2nd Edition, to the Fire Fighter IC course plan. This meets and exceeds the National Fire Protection Association and National Wildfire Coordinating Group standards for the Job Performance Requirements, and the test bank has already correlated to this new text book.

F. Chief Fire Officer Certification – Associate Degree Requirement

Presenter: Andrew Henning

Attachment: 6

Andrew Henning stated that the steering committee has been discussing this item for about 2 years. He explained that there are many people at the end of their career looking to transition to battalion chief. After speaking with the steering committee, they are looking for solutions that would meet the intent of the required associate's degree using college training or certificate program and additional experience. He advised that they are looking at offering this for a limited term. It will have a phase out date of December 31, 2024, with an estimated start date of January 1, 2021. There will be 4 ways to meet the educational requirement for your Chief Officer certification. Option 1 is to meet the current requirement of having an associate's degree. Option 2 is to have 60 accredited college units plus 10 years of paid experience. Option 3 is 45 accredited college units plus 15 years of experience. Option 4 is to have an approved certificate of achievement from a CA community college with 10 years of experience.

John Binaski asked for the reasoning behind the 4-year implementation period instead of a 2-year period.

A. Henning answered that they want to let new participants jump into the program. The 4-year proposal allows mid-career people that may have lots of college experience get into the system without a degree.

Bret Davidson pointed out that SFT has previously had 2-year transitional periods. He stated that 2 years is reasonable but 4 years allows people to retire without meeting the requirements. He advised that the 4-year period sets a bad precedent.

John Bagala stated that a large portion of people never started the Chief Officer process because they knew they could never obtain certification. There are also people going back and forth between the pursuit of additional college credits and certifications. He advised that they are trying to capture the largest group of people and guide them through the certification process. He advised that they do not have 100% hybrid Chief Officer courses and it is a difficult challenge for professional line firefighters to get their coursework done with their workload, so a 4-year period is more achievable.

Gareth Harris explained that we're in a pandemic and courses aren't being offered, so under the extenuating circumstances getting the classes is more important than movesetting a precedence. He advised that it is important for any chief officer to have a degree, but it is not necessarily achievable to get all the classes within 2 years if someone is just starting.

Caryn Petty mentioned that with the onset of Covid-19 SFT has ramped up their electronic delivery review/approval process and there are several Chief Officer and Executive Chief Officer courses that have been approved statewide for electronic delivery, either 100% or hybrid.

Randy Collins mentioned that they agreed to 2 years with the tenured path for Fire Fighter II.

J. Bagala stated that Fire Fighter II is largely based off job experience and performance, but this requires 40 hour courses. He explained that any professional fire fighter in CA has a small window to take classes due to job duties. He doesn't want people to run out of time while working towards this and become disenfranchised with the SFT system.

Gaudenz Panholzer recommended that SFT focus on consistency.

Richard Rideout stated that it is a unique time with Covid-19 and that many people haven't started their degrees, so he supports the 4-year period without setting a precedent.

Motion:	<i>Bret Davidson moved to accept the motion with an amendment to a 2-year transitional period. Randy Collins seconded the motion.</i>
Action:	<i>7 members voted yes. 6 members voted no.</i>

G. CICCIS Physical Fitness Description

Presenter: Mark Bisbee

Attachment: 7

Mark Bisbee stated that the task force wants to add language to reference the International Association of Fire Fighters/International Association of Fire Chiefs wellness and fitness initiative. He explained that the three components will remain the same as they are in California Incident Command Certification System (CICCIS). The requirements include a baseline medical evaluation, a comprehensive wellness/fitness program, and a method to determine that an individual meets the fitness requirement. He stated that ultimately the fire chief still has the authority. He advised that the updated language reflects a letter between the California Governor's Office of Emergency Services and California Professional Firefighters that mentions the initiative. He stated that the initiative is updated every two years, so it is important to use that as a reference so that if a department needs to update their wellness and fitness they have guidance. This gives fire chiefs and organizations a tool to craft their policy.

Bret Davidson asked if there is talk about CAL FIRE adopting CICCIS. Brent Stangeland answered that it is not on the horizon.

Motion: *Bret Davidson moved to accept the motion for consent items A, B, C, D, E & G. Randy Collins seconded the motion.*

Action: *All members voted unanimously.*

VI. Accredited Academies

A. Hayward Fire Department (ALA) Accreditation Expiration

Presenter: Caryn Petty

Attachment: 8

Caryn Petty stated that they opted to forgo reaccreditation now and will seek initial accreditation when ready, since they do not have any academies scheduled soon and are undergoing a training facility transition.

Bob Buell mentioned that Chabot College will be reaccredited while Hayward Fire undergoes initial accreditation, and they are doing this together as partnership.

VII. Curriculum Development & Delivery

A. Emergency Vehicle Technician (EVT) 1, 2 & 3 (2020) – Curriculum and Certification Update

Presenter: Andrew Henning

Attachment: 9

Andrew Henning advised that they never launched the last approved EVT courses, so they decided to adopt the latest National Fire Protection Association standards and launch the 2020 curriculum. They have also consolidated some of the courses since there were several short courses.

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

VIII. State Fire Training Updates

A. Title 19 Update

Presenter: Andrew Henning

Andrew Henning advised that SFT will be implementing the new fees on January 1, 2021. The package is in the final process with the Office of Administrative Law, and once it has been submitted to the Secretary of State it will be in the final steps of the approval process. Once it is on file with the Secretary of State SFT will begin notifying instructors, colleges, and stakeholders. He explained that all courses ending on or after January 1st, 2021 will be subject to the new fee. He advised that they are also in the process of rolling out another implementation package for the burn boss certification, and prior to implementing the program they need to incorporate it into regulations. He stated that they are trying to figure out how to move forward with that due to backlogs in the regulations unit. SFT is in a time crunch because they haven't started the 45-day public comment period and the implementation was planned for January 1, 2021. SFT will notify stakeholders when the public comment period starts.

IX. Future Meeting Dates

A. January 8, 2021, April 9, 2021 & July 9, 2021

Presenter: Chief John Binaski

X. Roundtable

Presenter: Chief John Binaski

Randy Collins shared that the California Fire Technology Directors Association (CFTDA) recently had a Zoom meeting during which Tommy Tunson presented a new curriculum that he had originally developed for the Commission on Peace Officer Standards and Training (POST). He mentioned that T. Tunson came from a police background and runs the public safety program for Bakersfield. He stated that a lot of individual colleges are moving forward with the curriculum.

Tommy Tunson presented the program Transformational Organization Model (TOM): Bridging the Racial Divide. He advised that he has been teaching this POST-certified course for 2 years at the Sacramento Police Department. He stated that in the course they have both community members and first responders sitting at the same table

talking about the sensitive issues that no one wants to talk about. He stated that the course is about racial inequality and quality in America. The vision of TOM focuses on the Paradigm shift from a symbolism of warrior to guardian. He shared the course outline with STEAC. He has been in discussions with POST and the state community college chancellor's office, and POST is working diligently to increase their diversity, de-escalation, and Transformational Policing Model. He wants to give firefighters and first responders the same training because they will be involved in those issues and events along with police. He explained that this is another tool to aid in serving society.

Matthew Jewett thanked T. Tunson for providing an overview to STEAC. He explained that this curriculum is needed. He stated that if they don't get ahead of the curve someone else may tell them that they must add it to the curriculum. He advised that they will be looking at doing this training. He advised that developing self-reflection and identifying your implicit biases or tendencies early in your career is important because it is harder to change or implement if they wait until later in their career.

Kevin Conant thanked T. Tunson and asked him how he would like it delivered.

T. Tunson answered that if it was delivered like POST then it would be delivered with community members and fire members in the same room over 3 days with a certificate of completion. He stated that he has been talking with M. Jewett about what kind of certificate would be issued. He advised that the delivery would be hybrid or fully online, and he is transitioning to the online format of the course now. He clarified that it will be broken down and won't be 3 full days.

Randy Collins advised that CFTDA had discussed making this course a prerequisite to the fire academy. He stated that fire academies at community colleges can represent the first real activities in which many students must work very closely with other people from very diverse backgrounds, so this training would be helpful.

John Binaski recommended that it be integrated with community members and community input. Bob Buell mentioned that prior to the 2013 Fire Fighter I, some people were teaching diversity impact perceptions. He advised that it is important to bring this back in early to Fire Fighter I students, and hopefully some of this can roll over seamlessly into training on-duty firefighters as well.

R. Collins recommended adding it to the agenda for the January meeting. He asked T. Tunson if it can be shorter or if it requires the 24 hours. T. Tunson answered that he would leave it up to STEAC decide.

Andrew Henning stated that this is a great discussion and he is looking forward to the discussion in January, so it will be added to agenda.

Bret Davidson wondered if this could mesh into the Fire Fighter I ethics portion.

XI. Adjournment

Meeting was adjourned at 10:21 P.M.