



## USDA Forest Service Fire and Aviation Management Briefing Paper



April 12, 2010

**Topic:** Implementing the Recommendations of OIG Final Report, *Forest Service's Firefighting Succession Planning Process*

**Issue:** On March 31, 2010, the USDA Office of Inspector General (OIG) provided the Forest Service with the final audit report on FS firefighter succession planning. OIG accepted FS' management decision for all the report recommendations except for Recommendation 19. There are three recommendations we need to take action on immediately.

### Key Points:

- We have 60 days (from March 31, 2010) to reach “management decision” on Recommendation 19. This means we have to submit a response to OIG that they will accept, one that describes the “corrective action taken or planned and the timeframe for completion of the recommendation.”
- In addition to Recommendation 19, the FS has to implement Recommendations 1 and 2 immediately.
  - Recommendation 1 requires FS to assign responsibility for firefighter qualification workforce planning to a top level official at national headquarters. We responded that we would assign responsibility to the Director of FAM, who would work in close coordination and support with the Director of HRM. Accordingly, we have drafted a letter for signature by the Chief. We gave ourselves a deadline of April 15, 2010.
  - Recommendation 2 requires FS to “establish a team to initiate, guide, and monitor the agency's firefighter workforce planning process.” We agreed, and stated that we would establish an interdisciplinary Workforce and Succession Planning Strategic Team (WfSST) that includes staff from HRM, FAM, and other national, regional and local line and staff, as applicable. We gave ourselves a deadline of April 30, 2010 for this recommendation.

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