<table>
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<th>Issues &amp; Challenges</th>
<th>Ideas to gain efficiencies</th>
<th>Notes</th>
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<td>Work Force Capacity</td>
<td>• Door-to-Door Campaign Staff</td>
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<td>Contracting</td>
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<td>Training &amp; Certification</td>
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<td>Technology and Equipment</td>
<td>• Statewide Detection Cameras</td>
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<td>Other</td>
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## Issues & Challenges

### Work Force Capacity
- Aviation and Training Coordinator
- Aviation Business and Financial Specialist
- Helicopter Managers
- Helitack Firefighters
- Increase District Protection Staffing
  - Unit Foresters, Protection Supervisors, Forest Officers Suppression Specialists
- ODF Initial Attack Resources
  - Engines, Hand Crews and Helitack
- Utilize other state agencies for backfill in SF/Protection
- CO-OP: Utilize owner/operators during IFPL shutdowns
- Fire Investigators
- Fire Intelligence Specialists
- Secure funding to increase seasonal duration
- Dedicated regional training staff

### Contracting
- ODF dedicated private contractors (SF and Protection)
  - Engines, Dozers and Crews
- Additional SEATS
- Additional Type 3 Helo
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<tr>
<th>Category</th>
<th>Recommendations</th>
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| Equipment & Technology| • Common Operating Picture  
• Increase video conferencing capacity  
• Multi Mission Aircraft  
• ATGS Platform  
• Increase capacity of local cache (Mobile Type 3 Cache)  
• Statewide Detection Cameras  
• Upgrade statewide communication network  
• Unmanned Aircraft Systems |
| Training & Certification| • Local Resource Boss training  
• Single Resource Boss (NWCG) training  
• Consider alternate positions for owners/operators  
• Additional training for PVT/owners / operators beyond operations positions  
• Increase opportunities to create “well Rounded” firefighter  
  • Detailing Opportunities  
  • Mobile workforce  
• Develop ODF specific Initial Attack training |
| Other                 | • District Configuration  
• Infrastructure enhancement  
  • Bunkhouses  
  • Guard Stations |
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| Work Force Capacity | • Finance & Business Coordinator – Permanent  
                      • Fire & Business Support – Seasonal  
                      • ODF Payment Team  
                      • Fire Cache support – Seasonal  
                      • Increase Salem Protection Staffing  
                        o Include AD & Retirees  
                      • Explore permanent C&G for ODF Teams  
                      • Utilize National Guard (Air&Ground)  
                        o Added capacity at drawdown  
                        o Instructors  
                        o Logistics  
                        o Line supervision (Crew Boss)  
                        o Identify Liaisons  
                      • New sources for staffing teams  
                        o Expanding rosters to include local and other state agencies  
                      • Adding capacity to inmate program |       |
| Contracting         | • ODF dedicated private contractors (SF and Protection)  
                      o Functional area support  
                      o Salem backfill |       |
| Technology & Equipment | • |       |
| Training & Certification | • Increase training fund to support team member development  
                          • Local Resource Boss training  
                          • Single Resource Boss (NWCG) training  
                          • Consider alternate positions for owners/operators  
                          • Additional training for PVT/owners / operators beyond operations positions |       |
| Other               | • Integrate EFCC audit with FEMA audit  
                      • Committed capacity from other state agencies and partners for response and backfill |       |