



Fire Management Board

FIRE MANAGEMENT BOARD

FMB Memorandum No. 21-001

19 February 2021

TO: Jesse Bender, Chair, Incident Workforce Development Group

FROM: Erin Horsburgh, Chair, Fire Management Board

Frank Guzman, Chair, NWCG Executive Board

Josh Simmons, Chair, National Multi-Agency Coordinating Group

SUBJECT: Leadership and Support for Complex Incident Management

The Fire Management Board (FMB), National Multi-Agency Coordinating Group (NMAC), and the National Wildfire Coordinating Group (NWCG) recognize it is time to change our approach to incident management. This memo expresses collective, interagency fire leadership support for the Incident Workforce Development Group (IWDG) and the recommendation to explore Complex Incident Management as the new business model for wildland fire Incident Management Teams (IMTs). We recognize the communication and coordination required for this change and will ensure IWDG has the necessary resources, membership, and leadership support to accomplish it.

Please provide an action plan outlining:

- The specific components of the system and structure supporting IMTs that will need to be adapted or realigned to this new model.
- Initial timelines for implementation, including recommended piloting of individual IMTs and/or Geographic Areas.
- Draft taskings to the groups, committees, and partners responsible with oversight of the system components, as needed.

FMB, NMAC, and NWCG Executive Board will meet collectively, on a quarterly basis, throughout this process to ensure taskings are accomplished, timelines are met, and leadership is engaged to ensure the success of this effort. More frequent updates may be necessary or requested.

Additionally, FMB, NMAC, NWCG will evaluate ways to meet the following IDWG-identified needs important to the maintenance and success of IMTs:

- Establish consistent and sufficient IMT funding to support equipment needs, particularly if expecting continuation of virtual workforce and remote presentations.
- Critical need for national-level support for affordable connectivity and increased IT support and personnel.
- Increase recruitment of non-fire employees, particularly those with skills in critical shortage positions

Background: IWDG is jointly chartered by the FMB, NMAC, and the NWCG Executive Board.

IWDG has recognized and evaluated critical challenges in rostering and managing IMTs nationally. As a result, IWDG recommends adopting and implementing Complex Incident Management as the new business model to stabilize team numbers, ensure the overall availability of team members, reduce fatigue, and increase the resiliency of our interagency IMTs and their members.

Coordination among stakeholder groups, agencies, partners, and cooperators is imperative for the successful adoption of Complex Incident Management. Updates and modifications are necessary for the *National Mobilization Guide*, *Organizational Needs Analysis*, *Interagency Standards for Fire and Fire Aviation Operations* (Red Book), *IROC*, *Complexity Analysis*, and *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1, among other standards and training materials.