

## Oversight Group (OG) IMT Succession Planning Tasking Log - 2017

No.	Assigned	Action	Due	Comments	Status
17-01	New Group	Memorandum development for FEC approval on agency purview items: 1) Agency role in IMT Succession Planning; 2) Use of non-traditional all-hazard partners for IMT support; 3) Clarify expectations for wildfire response of agency employees.	<del>04/2016</del> <del>04/2017</del> 09/2017	FMB Chair is the lead author of Memo for OG  Use results of 15-20	Pending
17-02	New Group	Make recommendation to FEC to consider national cost coverage for the training of those individuals who make the commitment to serve in critical positions determined through the IMT needs analysis effort assigned to NMAC and CGAC.	<del>10/2016</del> <del>04/2017</del> 09/2017		Pending
17-03	FMB	Develop a plan and strategy to increase non-traditional IMT participation (potential NGOs like the Red Cross and TNC, DOD assets, other federal agencies such as USGS, BOR, NRCS) by 20% by 2019. 1) Credentialing individuals based upon FEMA-NIC's T3 organizational work; 2) Paying (agreements) and ordering (dispatching) individuals.	<del>03/2016</del> <del>05/2016</del>	OTC's efforts in the Pathways work unit may have assisted by: Creating cross-credentialing potential under new ICS qualification endorsement system. (EIM Task 9.2) - This was an original tasking to NWCG EB  Ability to use people from other organizations is contingent upon agreements that facilitate payment.	Ongoing
17-05	New Group	FMB to explore disincentives to individual participation and propose ways to minimize this	<del>12/2016</del> <del>05/2017</del> 09/2017	(Disincentives): Howard, Bill, Jill to deliver brief report September 2017.	Pending
17-07	NMAC	<p style="text-align: center;"><b>IMT Rotation</b></p> <p>Based on the outcome of 15-13a, National Center Managers will review current National Mob Guide process. Then make recommendations to modify IMT 1 rotation processes to include a standardized, compatible, and flexible rotation approach for all GAs including consideration of normal and exceptional seasons.</p> <p style="text-align: center;"><b>Considerations:</b></p> <ul style="list-style-type: none"> <li>• GA will incorporate IMTs from at least 1 other GA in their rotation by TBD. (Implement this for Type 1 IMTs with flexibilities for the GA's to use for Type 2)</li> <li>• NICC Develop recommendations to implement Alternative 3: Maintain Geographic Area rotations for immediate need and a National Rotation for planned need and preposition. (Briefing Paper, EIM Task 13 - April 2014). <b>(This item complete)</b></li> <li>• CGAC and ICAC will review current guidance in National and GA Mob Guides, and provide recommendations for rotation and use of Type 1 IMTs.</li> <li>• Develop guiding principles to manage Type 2 IMTs to align with NMAC leader's intent for maintaining position currency/proficiency. <b>(This item complete)</b></li> </ul> <p style="text-align: center;"><b>Deliverable:</b></p> <p>NMAC will implement IMT leveling guidance in the Mob Guide based on the above recommendations.</p>	<del>04/2016</del> 10/2017	Stakeholders: CGAC, NMAC, ICAC  EIM Task Team proposed this to the CGAC in 2014/2015. Concept is being explored by CGAC, similar to the Rocky-Basin rotation (may have a formal agreement) and the proposed NR-Eastern Area combination. GACG are exploring potential, i.e. PNW-AK, and SW-SA. NCSC also looking into a National Type 2 IMT rotation for when out-of-GACC T2 IMT is needed.  Include the other teams from the Geographic Areas as intended.  Proactive plan so the GAs have buy-in and intent is understood.  Status of arrangements between NR/EA and PNW/AK.	In Progress
17-08	NMAC	Request each GA to identify Type 3 teams that are available to go out of GACCs. Ask what the compositions for Type 3 teams are. <b>(This item complete)</b>  Develop a transition plan from redbook to 310-1 for Type 3 positions.	<del>04/2016</del> 10/2017	Include: Jeff Arnberger, Evans Kuo, FMB ISOG, NWCG  Need to add activities of NWCG and CGAC. Need clarity of expected outcome.  Change has been added to the redbook. CGAC doing a RFC to send to OTC to recommend to NWCG.	In Progress

No.	Assigned	Action	Due	Comments	Status
17-09	ICAC	Work with CGAC and GATRs to document an IMT position needs analysis for sharing with agencies in order to help with succession planning. (Joe Stutler)	<del>04/2017</del> 09/2017	Stakeholders: CGAC, ACIC, GATRs  OTC discussed potential for creating cross-system compatibility between IQCS and IQS. It can be done, but will be significantly more difficult to program IQS (states) and gather data. Easier in IQCS (federal).  If cross system compatibility is not feasible discuss more general or reference other mechanisms for documenting position needs. (OAP 1.1)	Ongoing
17-11	NMAC	Consideration will be given to the module support concept like what is employed via Admin Payment Teams and Buying Teams.	<del>03/2017</del> 03/2018	OAP 11.1, 11.2, and 11.4  Dan O'Brian to assess BUYT, Dispatch Teams .. Report at next NMAC/CGAC meeting in January 2018. Tasking from NMAC has not been issued.	In Progress
17-12	New Group	Re-Evaluate team targets with 2014 data and compare to 2016 GA Team numbers. NMAC provide data via memorandum wherein GA's substantiate the number of teams they can support. (Moved from GA Section)	<del>03/2017</del>	Stakeholders: CGAC  Metadata from the 2013 NICC analysis has been provided to the GACG for independent validation, though instruction to the GA regarding the request for analysis has not been issued.  Update and maintain the data set (2013-2016) for analysis to support discussion on number of teams.  Andy Kirsch (NPS) updated the data. NICC will maintain and ceep current. Currently there is no tasking for analysis.	Ongoing
17-13	Paul	Develop a charter for the Oversight Group	<del>07/2016</del> <del>03/2017</del> 05/2017		Ongoing
17-14	New Group	New evaluation of who is participating on Type I and II IMT's, as follow-up and comparison to Evans' ICAP analysis in 2014(?)	10/2017	Analysis intent is to support resolving shortages (i.e. Logistics, Finance, Plans, ...) <b>What is the progress on this one?</b>	In Progress

## Oversight Group (OG) IMT Succession Planning Tasking Log - COMPLETED TASKS

No.	Assigned	Stakeholders	Action	Due	Comments	Status
15-01	FEC		Clarify roles and responsibilities for IMT management with clear FEC intent for NMAC working with the CGAC to provide national direction, prioritization, resource allocation, and oversight of IMT assignments.	01/2016	Requested CGAC establish a working team to collect and evaluate all the governance and procedures used by the different GACG. Intent of the effort is to identify "best practices" and use those as the basis for developing standard operating procedures for IMT governance. CGAC initiated effort in 2015. (EIM Task 12.1)	Completed
15-02	FEC		Clarify authorization and funding for NMAC to pre-position out-of-GACC IMTs and require GAs to utilize pre-positioned IMTs.	01/2016	NICC and GACC's have identified support codes for pre-positioning IMTs. Language for pre-positioning and support codes are in the National MOB Guide.	Completed
15-05	OG		Implement consistent IMT succession planning practices and reporting by 2016.		Incorporation of the goal in OG memorandum was completed 10/9/15. Implementation will be on-going. NMAC is developing templates to address planning practices and reporting in actions 15-16 and 15-17.	Complete
15-05a	OG		Incorporate consistent IMT succession planning practices and reporting by 2016 as a goal into OG memorandum	09/2015	Incorporation of the goal in OG memorandum was completed 10/9/15. Implementation will be on-going.  NMAC is developing templates to address planning practices and reporting. See Actions below.	OG Memorandum Completed
15-07	FMB		Request the Interagency Standards for Fire and Fire Aviation Operations Group (ISOG) review and update as necessary the Agency Administrator requirements in the Interagency Standards for Fire and Fire Aviation Operations (Red Book)	02/2017	Lead: Bill Kaage & Paul Schlobohm  Task will be completed upon release of 2017 Red Book	Complete
15-08	FMB		FMB to document backfill policies across agencies. Consistency with target relief between agencies (see D7 & D8 on EIM Crosswalk Table).	<del>03/2016</del> 05/2016	(Backfill and target relief): Each board member gather agency policies for review May 2016.	Complete
15-09	FMB		FMB to explore and document compensation issues raised during the IMOSP Phase One effort in order to ascertain the degree to which individual participation is impacted.	01/2016	(Compensation issues): Howard, Bill, Frank to document issues and deliver a brief report 17 February 2016, update 20 January 2016.  Briefing paper outlining compensation issues was presented on 17 March 2016. Consensus with group to drop further action.	Dropped
15-10	NWCG		Continue NWCG learning pathway and bridging efforts.	10/2015	OTC proposed modifications for inclusion into the Oct 2015 PMS 310-1 to streamline some of the development pathways. Pending review and vetting by agencies (EIM Task 3.4).	Complete
15-10a	NWCG		Continue NWCG learning pathway and bridging efforts.	On-going	NWCG Staff is working an Action Plan for transitioning NWCG training development from a course to a position perspective. The Action Plan will enable NWCG to continue its learning pathway and bridging efforts within a framework of: 1) Position Analysis; 2) Training Needs Assessment; 3) Development of a Training Package; 4) Post-Qualification Continuing Education; and 5) Continual Training & Qualification System Improvement  Proposed to show as complete as this item has become standard business within NWCG.	Complete

No.	Assigned	Stakeholders	Action	Due	Comments	Status
15-11	NWCG		Utilize NWCG and FEMA's NIC working groups to explore collaboration and integration of efforts at IMT development where appropriate.  Ensure that wildland fire standards/core competencies are consistent with FEMA-NIC credentialing effort.	On-going	Explore methods to streamline training and performance opportunities to accelerate position qualification development. (OAP 1.5)  NWCG Staff continue quarterly calls with FEMA NIC to build connections and maintain awareness of priority activities of mutual interest.  NIMS Integration Committee continues to work directly with FEMA NIC to coordinate and collaborate efforts.	Complete
15-12	NWCG		Request that NWCG Operations and Training Committee draft comparison of agency mentoring programs and capabilities.	01/2017	OAP 3.1 and 3.3 This is agency purview business. OTC has no plans in this area. Dan Smith to request clarification and/or reassignment from the OG.	Dropped
15-12a	NWCG		Request that NWCG assess IMT mentoring capabilities and look for improvements by addressing position responsibilities and position taskbooks.	12/2016	Work to be completed via NWCG Tasking 15-003 - NWCG Training System Assessment. Update in May 2016.  Mentoring capabilities is not an appropriate term. Agency purview. Item dropped (09/21/16).	Dropped
15-14	NMAC		<b>IMT Composition</b> Develop minimum IMT composition standards in the National Mob Guide. <ul style="list-style-type: none"> <li>Review and validate alternatives developed by EIM Composition Work Unit in 2014.</li> <li>CGAC and ICAC will finalize proposal and make recommendations to NMAC.</li> <li>NMAC will circulate prior to January 2016 NMAC/CGAC/GACC meeting.</li> <li>CGAG will finalize recommendations in January 2016.</li> </ul> <b>Deliverable:</b>	11/2016	Stakeholders: CGAC, ICAC  Sent proposal to NWCG 03/2016 Will be complete by 04/2016.	Complete
15-15	NMAC		Develop common minimum IMT composition standards in the <del>2016</del> -2017 Mob Guide.	11/2016	This was the intent of the proposal for the CGAC to establish a working team to identify IMT governance "best practices" and establish national IMT standards. (EIM Task 12.1)  Sent proposal to NWCG 03/2016. Will be complete by 04/2016.	Complete
15-16	NMAC		Work with CGAC to develop template for standardized IMT governance practices.	04/2016	Template completed - 03/2016 Implementation will be ongoing  In 2015, CGAC established a working team to evaluate GA governance procedures and identify "best practices". Intent is to standardize IMT governance practices. (EIM Task 12.1)	Complete

No.	Assigned	Stakeholders	Action	Due	Comments	Status
17-06	NMAC		<p><b>Maintaining IMT Currency and Proficiency</b></p> <p>Clarify national goals, responsibilities, and trigger points for leveling IMT use to provide for adequate IMT currency/proficiency.</p> <ul style="list-style-type: none"> <li>• NMAC and NICC develop draft guidance.</li> <li>• NMAC, CGAC, GACGs, and ICAC will review guidance and provide feedback.</li> </ul> <p><b>Deliverable:</b></p> <p>NMAC will develop a memo of final guidance for IMT leveling. If possible incorporate in the <del>2016</del> 2017 National Mob Guide.</p>	<p><del>12/2015</del></p> <p><del>01/2016</del></p> <p><del>02/2016</del></p> <p><del>10/2016</del></p>	<p>Stakeholders: NICC, ICAC, CGAC, GACG</p> <p>NMAC tasks NICC to create draft guidance and intent for IMT leveling to provide proficiency. Vet through appropriate groups (NMAC, CGAC, GMAC).</p> <p>GACG does not support.</p> <p>Felt that T1 Nat. Team rotations provided proficiency. Did not want NMAC involved in T2 Teams in extension process.</p> <p>Guidance will be verbal and not written.</p>	Dropped
17-10	NMAC		Work with the CGAC to obtain feedback from the geographic areas on the consistency of contracting practices amongst agencies.	03/2017	OAP 11.1, 11.2, and 11.4	Dropped
17-04	NWCG		Request the NWCG Operations and Training Committee (OTC) reviews LFML/NFML course objectives and content.	<p><del>04/2016</del></p> <p><del>04/2017</del></p> <p>09/2017</p>	<p>OTC has been tasked by NWCG to establish a comprehensive NWCG wildland fire management training curriculum for Agency Administrators and Fire Management Officers (NWCG TM-15-002)</p> <p>From NWCG TM-15-002 see below:</p> <ol style="list-style-type: none"> <li>1. Identify minimum knowledge and skills required by the Agency Administrator for effective oversight of a wildland fire management program. Due November 30, 2015</li> <li>2. Identify minimum knowledge and skills required by the Fire Management Officer for effective management of a wildland fire program. Due November 30, 2015</li> <li>3. Develop an instructional strategy or strategies to address these requirements. Due February 1, 2016</li> <li>4. Establish the appropriate management for curriculum development, content management, oversight and delivery. Due April 1, 2016</li> </ol> <p>NWCG Memo 17-004 Approval of New Curriculum for Fire Pgm Mgr and Agency Administrator</p>	Complete
15-19	NMAC		Clarify the intent regarding the use of ADs in order to encourage development of agency employees for service on IMTs (in collaborate with NMAC/CGAC).	04/2016	Requested CGAC address this by developing national guidance to standardize use of AD employees on IMTs. Some GAs already have policies in place regarding priority and tenure on an IMT. Part of the CGAC working team to evaluate IMT governance procedures and identify "best practices". (OAP 1.2, 1.3, 3.2)	Complete