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Date: 21 February 2023, 1300 – 1430 MST

IWDG Members: Jesse Bender, Chair | Mike Haydon, CGAC, Vice Chair | Larry Weddle, CGAC | Jim Prevette, NASF | Zeph Cunningham, ICAC | Norm McDonald, NASF | Melissa Wegner, GATR | Shane Greer, ICSC | Aaron Thompson, BLM | Rich Harvey, IAFC | Steve Griffin, NIMSIC | JoeSean Kennedy, USFS | Carl Schwoppe, SWCG | Carol McElroy, FEMA | Nicki Johnston, Admin

Not Present: Sean Peterson, NICC | Dave Celino, IPSC | Michael Minton, ICAC | Colleen Gadd, AHIMTA | Cole Belongie, DMC |

TOPIC

Review Current Actions:

Data Collection

- CGAC Data Call: 2023 IMT Composition
 - Distribution from IWDG (via Weddle) to GACC with a return deadline of May 15, 2023.
 - Adding Complex as an option with Type 1, Type 2, and Type 3 team types.
 - Regardless of team nomination process, clarification should be made that team identification and personnel qualifications should be accurate in regard to CIMTs.
- IMT 10-Year Data Analysis
 - Adjusted data to eliminate duplications and acknowledge dropped teams over time.
 - Will finalize for distribution along with posing to website and StoryMap.
 - Data may also provide intel on percentage of total personnel transitioned to CIM, future needs/frequency of S-520 and CIMC deliveries, national readiness for full implementation, number of available CIMTs for 2024, and other transition considerations.
 - Agency-specific data sets may be necessary to identify CIM qualified personnel and their route to it (via Type 1, S-520/CIMC, or Field Eval).
 - Some of the states will maintain the traditional team qualifications at least in near term.
 - NWCG will be archive the Type 2 and 1 qualifications but unsure the timeline.
 - ICs might be the easiest data collection point to find out who is CIM qualified and who is not to determine whether teams will be ready for full implementation in 2024.
 - NMAC will be asking geographic areas for transition plans. Consider including CIM-readiness information such as how many need courses or Field Evals.
 - Emphasize Field Evaluations as a transition tool to alleviate training bottlenecks. Consider parameters for training prioritization of team members vs non.

Complex Incident Management Implementation

- IPSC Tasking Update
 - NWCG Tasking Memo 22-002
 - Fall 2023 IPSC re-revising *NWCG Wildland Fire Risk and Complexity Assessment (RCA)*, PMS 236, based on feedback from use this year.
 - Basic and Advanced Incident Management Courses
 - Executive Board will issue memo soon that clearly states the path forward for courses.

- Tasking will be given to IPSC and a newly created IMT Training Steering Committee to develop the basic course by January 2025 and the advanced by January 2026.
- IMT Standards Development Discussion
 - Action Plan suggested standards be given through US Fire Administration and NWCG.
 - IWDG could take on the build-out for many of the IMT standards that encompass everything from FireNet use to the strategic assessments as well as products and evaluation metrics.
 - Recommend establishment of robust task team with additional representation from some of the associated groups and the Agency Administrator Subgroup.
 - Develop one consistent product and then sort out which standards need to live with each overseeing body: FMB, NMAC, and NWCG.
 - Target a rough draft before peak western fire season with a final draft next fall/winter.
 - Bender, Cunningham, and McDonald identify as in-depth working agenda item for ICAC Meeting then revisit at March IWDG call for next steps.
- Communications
 - Agency Administrator Subgroup working on agency leadership memo for distribution.
 - NMAC to issue National Rotation Memo this afternoon.
 - Continue to brief out during team meetings and other conferences through the spring.
 - Emphasizing need for a more balanced and cohesive representation by parent groups in the field to put a face to the information being distributed.

Agenda Items:

- FEMA Correspondence Update
 - Following up with FEMA on development and distribution of message that CIM will not impact the states and their access to grants, etc.
 - Discussing CIM and future opportunities to assess incident complexity levels and any potential adjustments that need to be made or would be beneficial for consideration.
- Recruitment/Retention Marketing Discussion
 - Continue revisiting discussion on how to recruit more resources, how to keep resources that we have recruited, and how are we marketing for the next IMT recruitment season.
 - Capture thoughts first on what is working and identify process with succession.
 - Challenges and opportunities include team culture, changes to workforce, motivations, compensation, flexibility, virtual work options, work-life balance, generational culture changes, operational-centric hiring requirements (i.e., IFPM), middle-management position shortages, leadership targets and expectations for participation, etc.
 - Continuing to discuss incentives opportunities with FMB, while recognizing they are challenging to implement consistently across agencies/organizations, especially if monetary.
- Next Joint NWCG, FMB, NMAC Meeting: April 19, 2023
 - Work to identify key asks and topics for that call.