

Southern Area Mobilization Policy and Procedures

Existing Policy:

During mobilization, dispatchers and coordination centers are to follow established protocols and procedures when filling resource orders. The priorities are agency personnel and cooperators first and casual and contractors last. Coordination Centers should have procedures in place to ensure compliance with that direction.

Situation:

For CY 2007 and the near future, the Southern Area is fielding (2) Type 1 Incident Management Teams (IMT) and a new (1) Type 2 IMT. There may be team vacancies in specific functional positions at the primary level and in the existing depth of candidates at the alternate, trainee or apprentice levels. Focused succession planning is critical to future success of fielding three or more interagency IMT's in the Southern Area.

In the short term, the utilization of Administratively Determined (ADs) pay plan employees, which have retired with prior IMT experience possessing specific ICS functional knowledge, skill, and ability may be crucial to training agency personnel and cooperators to assure team position vacancies are filled with agency personnel and/or cooperators for the long term.

Our Leadership Intent and Desired Outcome: The Southern Area will field three interagency IMTs with current agency personnel and cooperators. The following short term actions result in focused training to improve IMT staffing with agency personnel and cooperators.

Actions:

1. Roster ADs (retirees) to fill specific team functional positions vacancies where no agency personnel and cooperators candidate has applied or is available at the primary level. The AD will be paired with a trainee or apprentice. The AD's dual task is to fill in the team functional position assignment and with focused attention to train their replacement, in essence to work themselves out of a job. This assignment would include a dual dispatch both in terms of agreement/understanding with the selected AD and trainees or apprentices.
2. The IMT training specialists would have responsibility to monitor progress and report back to the IC as to progress. This training relationship will be subject to annual review for continuation based on progress of the trainee or apprentice. Upon successful completion of the training assignment the trainee would assume the primary or alternate role on an assigned IMT.
3. The ICs will share this document with all IMT members for clarity on use of AD retirees in the short term. The Section Chief who is responsible for the functional area where the selected AD and trainee or apprentices are positioned acknowledges this training relationship and team expectations.