



<https://www.nwcg.gov/partners/iwdg>

Date: 29 – 30 January 2025

Location: Meridian, Idaho

IWDG Members: Jesse Bender, Chair | Aaron Thompson, Vice-Chair, BLM | Chuck Russell, NMAC | Jim Prevette, NASF | Russ Lane, NASF | Zeph Cunningham, ICAC | Cole Belongie, DMC | Sean Peterson, NICC | Shane Greer, ICSC | Jon Black, IAFC | Steve Griffin, NIMSIC | Carol McElroy, FEMA | Charles Evans, Sr, FEMA | Joe Sean Kennedy, USFS | Carl Schwope, SWCG | Patrick Pearson, RMCG | Nicki Johnston, Admin

AA Subgroup Members: Chad Stewart, Chair, USFS | Tanya Thrift, BLM | Sam Parsons, NASF

NMAC Participants (30 January): Brian Achziger, BLM | Shane McDonald, Vice-Chair, FWS

Not Present: Dave Celino, IPSC | Colleen Gadd, AHIMTA | Melissa Wegner, GATR | Hank Rowland, FEMA | Rich Harvey, IAFC | Molly Ryan, USFS | Lynn Polacca, BIA | Clay Jordan, NPS | Sam Leneave, NASF

29 JANUARY

Welcome and Introductions

Meet Concurrently with CGAC and NMAC

- CIMT Request Form and Process
 - Form and process are used to prioritize CIMTs to requesting incidents during Planning Levels (PL) 4 and 5, when incidents outnumber available CIMTs.
 - Discussed content of form and needs of requesting unit, Geographic Area (GA), and NMAC.
 - Opportunities to improve administrative flow of document through Microsoft Forms as well as content to leverage existing information and tools.
 - Include information specific to requests for suppression repair.
 - NMAC will schedule meeting with Rick Stratton to discuss role of Risk Management Assistance (RMA) dashboard.
 - Desired outcome is an informed decision to appropriately allocate CIMTs nationally.
- CIMT Evaluations
 - AA Subgroup recommends no edits for 2025 and will review again in fall 2025.
 - Discussion on renaming the form from an evaluation to feedback.
 - NMAC will consult with FMB on whether to require the AA feedback form.
- National Rotation, Shoulder Season Availability
 - NMAC's expectation is that all GAs have a year-round rotation of some nature that meets their internal needs and ensures availability to national rotation periods.
 - Challenge to make a volunteer workforce always be available. Intent of Complex Incident Management (CIM) is to share the workload year-round with more people to reduce the frequency of availability by fewer.
- NMAC L2024-12, Tasking – Incident Management Team Configuration and Roster Negotiation Recommendations for 2025

- Discussed task team's recommendation for Type 3 IMTs configuration when crossing GA boundaries.
 - NMAC will review IWDG's response and finalize for 2025 *National Interagency Standards for Resource Mobilization (NISRM)*.
- Discussed task team's recommendation for CIMT configuration and comments received.
 - Lack of consensus nationally on the recommendation submitted. IWDG's process based on past work done by ICAC as well as data analysis.
 - NMAC will review and finalize for 2025 *NISRM* pending any alternative recommendation from CGAC.
- Reviewed proposed Pre-Mobilization IMT Call script as recommended for facilitating roster negotiation process and approval.
 - NMAC must determine accountability and routing of form.
- Rostering
 - Funding for ICAP update is limited and process has already taken multiple years.
 - Agree a national standard, with one form/process, would be ideal and make data requests and advertising for recruitment easier and consistent.
 - Cross-GA CIMT staffing not a major concern.
 - Recommend GAs use a single spreadsheet for viewing and managing approvals.
 - Request for 2024 Roster Composition Data was sent back in May and again in November. So far, three GAs have provided data. Renew request for 2024.
 - Will be requesting 2025 data in spring.
- CIMT Assignments and Mission Creep
 - Numerous concerns expressed in 2024 on work requested of CIMTs and possible overuse of CIMTs on incidents no longer in full suppression.
 - Discussion on suppression repair vs rehabilitation.
 - NMAC will develop language for *NISRM* on appropriate utilization of CIMTs.
- NMAC L2023-10, Tasking: Standard Alignments for Geographic Area Priority Trainee Programs
 - Task team provided suggestions for consideration. Lack of consensus for change.
 - NMAC will review and determine outcome.
- NMAC L2023-09, Tasking: Establishing Standard Criteria for Geographic Area Preparedness Levels
 - Recommended standard criteria were accepted by NMAC last spring.
 - Task team will expand on the core criteria for NMAC review.
 - NMAC requested support from FMB for engagement with Predictive Services Oversight Group (PSOG) on automated processes and criteria.
- See CGAC notes for additional details as interested.

Close Out Day and Review Agenda

- Recognized value of meeting jointly with CGAC and NMAC.
 - IWDG role as visionaries with long-range perspectives for IMT sustainability.
- Past meeting considerations have been for CGAC, ICAC, NMAC, and IWDG all to meet same week in same location, with overlapping and distinct meeting times. Continue to evaluate efficacy of doing so in fall 2025 or winter 2026.

30 JANUARY

Opening and Round Robin

IPSC – ICCI Follow Up

- Awaiting letter from IPSC requesting IWDG’s perspective on pending ICCI recommendations.

Wholistic Incident Management Organization

- Reviewed and discussed white paper by Griffin outlining an incident management organization option with a larger size to manage an incident over a longer term with consistency while still allowing personnel to rotate in/out for days off and work commitments.
 - Organization could include scalability up from and down to a Type 3 organization.
- Geographic area location drives differing needs of organizations and flexibility.
- Consider a pilot to evaluate the option.

Feedback Processes

- Discussed current feedback methods and their efficacy.
- Expect all representatives to request feedback and vet recommendations through their represented groups for feedback.
- Group feels aggressive right answer should always be presented even if less palatable to ensure we’re fulfilling our mission.

Program of Work – Review, Discussion, and Next Steps

- Program of work was drafted at May 2024 meeting. Since then, NMAC has provided feedback on prioritization and commitment for IWDG on behalf of themselves, FMB, and NWCG.
- Group reviewed the prioritized items and discussed unprioritized ones IWDG continues to feel have value as action items. Validated and updated task team members and target deadlines.
- See revised Program of Work for further detail. Key notes on items follow:
 - IWDG Charter and Membership – FMB, NMAC, and NWCG undertaking review.
 - Standards for Type 3 IMTs – although configuration recommendation has been sent to NMAC, additional work can be done regarding expectations and mobilization standards for Type 3 IMTs. Task team members willing to remain engaged and support work.
 - Recommended target number of CIMTs – heavily reliant on data to complete this item.
 - If determination is a higher number than current, develop recommendations for increasing/rebuilding CIMT numbers.
 - The optimal number of CIMT assignments remains approximately three annually.
 - Liaisons should discuss team engagement and rosters with GAs.
 - Incident Complexity Evaluation – identify standards and management levels of each complexity level to include recommended team size and configuration.
 - Incident complexity level does not equate management level.
 - Critical Shortage Positions – identified top 10 Unable to Fill (UTF) positions for review.
 - Consider whether the heavily UTF’d positions are actually positions of highest importance. Review and compare required CIMT roster positions.
 - Benefits from interagency collaboration on national-level agreements to reach personnel in target specialty positions such as communications, security, and others.
 - Barriers to Collateral Duty Participation – brief AA Subgroup on intent and scope of this item. With clear agency intent, the recommendations may see higher acceptance.

Final Comments and Wrap Up

- Bender will set up meetings with each task team, in lieu of IWDG's February meeting.
- Poll for a May/June week for an IWDG in-person working session.
- AA Subgroup's recommended baseline AA qualification proposal has been sent to FMB for review and consideration. Proposal is rooted in recognition of prior learning process.
- Annual AA WFDSS Webinar will be March 11.
- NMAC L2023-02, Tasking – Increasing Incident Support Capabilities: NMAC will discuss soon. Task teams may be asked to brief NMAC on both portions again. Need to refresh on the first half of the response and finalize the second half. Shifting priorities and overall availability of personnel may affect outcomes of the tasking response.
- IWDG asked to provide comments on NWCG draft memo to archive Type 1 and Type 2 positions in January 2026. Bender will provide recommended edits and send for IWDG review.
- Anticipate a fall meeting, potentially in conjunction with After Action Review (AAR) or perhaps jointly with ICAC, CGAC, NMAC as previously proposed. Aim to schedule this summer for planning purposes.