



National Wildfire Coordinating Group Incident and Position Standards Committee

IPSC-2022-15

Date: 10 January 2023

To: Shane McDonald, Chair, NWCG Executive Board

From: Marlene Eno-Hendren, Chair, Incident and Position Standards Committee

Subject: IPSC Response to TM-22-001 *2022 through 2024 Implementation of Complex Incident Management* – January 2023 deliverable

Purpose

This memorandum outlines Incident and Position Standards Committee (IPSC) response to Executive Board Tasking Memo 22-001 for a nationwide and systemwide transition plan with the intent of full complex incident management (CIM) implementation by April 2024.

Response

The IPSC nationwide and systemwide transition plan is a phased approach, which started in Spring 2022, with intended full implementation by April 2024. This transition plan follows the timelines with associated deliverables per TM-22-001, *2022 through 2024 Implementation of Complex Incident Management*. The phased approach allows for limited testing, feedback, and adjustments throughout the transition period. Feedback from field personnel, agency vetting, and after action reviews are used to help guide decisions; however, compressed timelines for creation of standards and implementation may result in consequences that will require adjustments through the implementation period and after full implementation.

Transition to CIM in Calendar Year 2023

- **Type 1 Command and General Staff (C&G)**
 - Responders currently qualified in a Type 1 C&G position are considered qualified in the respective Complex C&G position. The Type 1 qualification pathway will remain open but will be removed in 2024 with full implementation of CIM.

- **Type 2 C&G**
 - In January 2023, Type 2 C&G qualifications pathways will be removed in the *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1. The current qualifications for Type 2 responders are not being removed at this time.
 - Responders qualified as Type 2 C&G that successfully complete *Advanced Incident Management*, S-520, or *Complex Incident Management Course* (CIMC), or the CIM Field Evaluation can become qualified in the respective Complex C&G position. The CIM Field Evaluation is equivalent to S-520 and CIMC.
 - Type 2 C&G trainee responders will transition to Complex C&G through either of the following:
 - A trainee that completed ICS-400 and either S-420 or L-481 required training and has an open Type 2 position task book (PTB) will:

- Transition to the corresponding complex PTB and complete tasks not evaluated in the Type 2 PTB. When trainees are recommended for certification, the Type 2 PTB experience will be recognized as part CIM qualification reviews.
 - Complete S-520 or CIMC or the CIM Field Evaluation.
- A trainee with a completed Type 2 PTB but did not complete ICS-400 and/or either S-420 or L-481 required training courses will:
 - Complete ICS-400
 - Complete S-520 or CIMC or the CIM Field Evaluation.
- **Type 3 C&G and Unit Leaders**
 - Qualified Type 3 and unit leader path to CIM requires completion of:
 - S-420 or L-481 or O-305 training course and Complex PTB.
 - S-520 or CIMC or the CIM Field Evaluation; the CIM Field Evaluation is equivalent to S-520 and CIMC.
- On January 20, 2023, the revised PMS 310-1, and new Complex C&G incident position descriptions (IPDs) and PTBs will be available on the NWCG Position Catalog. The IQCS/IQS systems updates will also be completed.
- The CIM Field Evaluation form has been updated to include additional implementation guidance and an electronic signature block for certifying officials. See the attachment.
- The *NWCG Wildland Fire Risk and Complexity Assessment*, PMS 236, has been updated to include CIM and complex incident management team (CIMT) language, and the addition of a Part D to evaluate functional area complexity.

Transition to CIM in Calendar Year 2024

- **Type 1 C&G**
 - In January 2024, Type 1 C&G qualifications pathways will be removed in the PMS 310-1. The current qualifications for responders will not be removed at this time.
 - Responders currently qualified in a Type 1 C&G position will be considered qualified in the respective Complex C&G position.
- **Type 2 C&G**
 - Same as 2023 requirements.
- **Type 3 C&G**
 - Add S-420 or L-481 or O-305 as required training, in addition to position-specific training for Type 3 C&G trainees.
 - Qualified Type 3 C&G responders will need to complete S-520 or CIMC or the CIM Field Evaluation and finish the Complex PTB to be considered for CIM qualification.
- **Unit Leader**
 - No changes to the required training and experience to become a unit leader.
 - Qualified unit leaders will need to complete S-420 or L-481 or O-305 prior to seeking CIM qualifications.
 - Complete S-520 or CIMC or the CIM Field Evaluation and the Complex PTB.

- Will evaluate qualification pathways for Operations Branch Director, Service Branch Director, and Support Branch Director to transition to CIM. This may include new position mnemonics and revisions to position pages (i.e., incident position descriptions, position standards and references, and position qualification requirements).

Transition to CIM after April 2024

- The CIM Field Evaluation will be discontinued on January 1, 2025.
- Long-term, basic and advanced incident management team (IMT) courses and position specific training will be identified and developed by the NWCG Training Program Incident Performance Training Modernization (aka, Systems Improvement) process.
- Training considerations will include alternative approaches to IMT course delivery (e.g., field version) and incorporate feedback from after action reviews conducted in 2023 and 2024.

Attachment:

NWCG Complex Incident Management (CIM) Field Evaluation Form