

# National Multi-Agency Coordinating Group

3833 South Development Avenue; Boise, ID 83705

## NMAC/CGAC NOTES

January 28-29, 2025

### January 28

Topic	Presenter(s)	Purpose
Introductions	All	Information
GA Successes and Challenges of 2024	All	Information
NICC/NMAC Overview of 2024	Sean Peterson/Dave Haston	Information
PSOG	Brian Achziger	Information
Review CGAC Charter and Membership <ul style="list-style-type: none"> <li>GA MAC and CG Membership Differences</li> <li>Roles and Responsibilities</li> </ul>	Brian Achziger	Information
NMAC Liaison Rotations	Dave Haston	Discussion
Differences in GA Operating Procedures <ul style="list-style-type: none"> <li>MAC and CG Roles and Responsibilities</li> </ul>	Shane Mcdonald	Discussion
Tasking Report Outs and Discussion <ul style="list-style-type: none"> <li>NMAC L2024-10: National Rotation</li> <li>NMAC L2023-09: GA PL Standard</li> <li>NMAC L2023-10: Priority Trainee Alignment</li> </ul>	Task Team Leads	Discussion

#### Attendees:

<input checked="" type="checkbox"/> <b>Chair:</b> David Haston	<input checked="" type="checkbox"/> <b>Co-Chair:</b> Shane Mcdonald	<input type="checkbox"/> <b>MAC Coordinator:</b>
<input checked="" type="checkbox"/> <b>BLM/GB:</b> Brian Achziger	<input checked="" type="checkbox"/> <b>FWS/AK/SA:</b> Shane Mcdonald	<input checked="" type="checkbox"/> <b>USFA/FEMA/NR:</b> Aitor Bidaburu
<input checked="" type="checkbox"/> <b>USFS/EA/SW:</b> David Haston	<input checked="" type="checkbox"/> <b>NASF/RM:</b> Greg Smith	<input checked="" type="checkbox"/> <b>NPS/CA:</b> Chuck Russell
<input checked="" type="checkbox"/> <b>BIA/NW:</b> Josh Simmons	<input checked="" type="checkbox"/> <b>NICC:</b> Sean Peterson	<input type="checkbox"/> <b>Weather:</b> Jim Wallmann
<input checked="" type="checkbox"/> <b>OWF:</b> Kim Van Hemelryck	<input checked="" type="checkbox"/> <b>Note-taker:</b> Nicki Johnston	<input checked="" type="checkbox"/> <b>IWDG:</b> Jesse Bender

**Additional Attendees:** Maegan Maughan, Derrek Hartman, Shane Santos, Brad Sawyer, Zeph Cunningham, Bea Day, Jason Loomis, Tyler Anderson, Jay Kurth, Craig Glazier, Chris Delaney, Dennis Strange, Mike Spilde, Corey Buhl, Aaron Thompson, David Dukart, Jeremy Lusher, Matt Rau, Gina Dingman, Nancy Ellsworth, Andrea Lannen-Littlefield, Ray Crowe, Kennan Jaycox, Laurie Hackett, Ted Pierce, Kate Holsapple, Travis Hartsburg, Jennifer Parrish, Calvin Miller, Shawn Compton, Juan Ortiz, James Pettit, Andy Bertelson  
 IWDG – JoeSean Kennedy, Steve Griffin, Shane Greer, Carol McElroy, Russ Lane, Jim Prevette, Chad Stewart, Jon Black, Pat Pearson, Cole Belongie, Carl Schwope

#### GA Successes and Challenges of 2024

NR – Craig Glazier, Kate Holsapple

Successes: Shared fires across GA boundaries, dispatch center consolidations, RIST for expanded dispatch, technological updates at GACC, updated PL tool, hosted Job Corp student. Teams saw different experiences through exported assignments outside the GA though there were challenges. Aviation support was excellent, use



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of LATs and helicopters was a success. Cross-boundary fires when ordering center is in the smaller majority of the fire need better SOP. NR T3 IMTs have been successful.

Challenges: Inability to find qualified personnel to fill dispatch positions, especially aircraft dispatchers, would like permanent ASCO position, CIMT rotation, crew and IMT coordinators, contract equipment self-statusing, radio and network activity issues, 1 meteorologist position vacant currently in classification. Dispatch computer system concerns continue.

RM – Jay Lusher, Travis Hartsburg

Successes: Cross-border fires went well. Establishing good interoperability computer systems. Overall, the spread of aircraft across the country was much appreciated, expanded Casper tanker base to support more area. Website is now up and running. Will look at SOPs for strike teams to provide support outside GAs.

Challenges: COOP plan with center interoperability will be critical as center consolidation continues. Minimal staff working year-round, continuing trying to hire, unable to hire FS GS-7, lost 2 key advocates for the GA.

SW – Mike Spilde, Kennan Jaycox

Successes: Heavily utilized T3 IMTs, up to 9 assignments for one. Aviation resource sharing went well, migrating to SharePoint and creating additional chats for better communications. RIST worked well.

Challenges: Consternation losing an IC on one of the teams and filling with back up, data mining for the sustainable number of CIMTs for 2025, decreasing to 4. Predicting low moisture levels this year, concern with dispatch shortages. Dispatch continues to become more complex with the need for aviation expertise and airspace deconfliction knowledge. Potential need for the development of local position GS8/9 positions. Length of fire season continues to grow, centers relying heavily on ADs. PL tool needs differentiation between main fire season and shoulder season based on the environmental risks.

GB – Chris Delaney, Gina Dingman

Successes: Activated MAC for 91 days, though it was difficult to find personnel it led to many training opportunities. Increased communication across the GA to support the busiest state. GB pushed back on early-upping CIMTs from internal rotation but established higher trust with fire managers and garnished more participation. 67 trainees came through GB and 3 Job Corp personnel came through the GB. RIST needs designated phone numbers attached rather than personnel numbers. 9 T3 IMTs have been sanctioned by the coordinating group for external assignments but there is concern with burnout. Resource sharing across boundaries went well, supporting each other and the national picture.

Challenges: PL tool showed it was easy to increase PL but more difficult to come back down, working with PS for needed modifications. Concern with updating agreement, need a streamlined process across all agencies. If money is not being exchanged, an agreement is unnecessary and creates roadblocks. IT and computer challenges across agencies continues with personnel not being allowed on Microsoft.

CA – Jay Kurth, Andrea Lannen-Littlefield, Laurie Hackett

Successes: Beneficial to allow CA to move resources as one GA, discussing creating one GA with two coordination centers moving forward. LAT support was great. Shifted crew support from earlier to later in the year to cover more of CA's fire season. Managed many prepositioned resources. Transitioned to 24/7 fire



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staffing at the beginning of January. Tremendous amount of trust building with managers to widen their scope and move resources rapidly up and down the state. Working with Cal Fire to build a truly interagency ECC support team to gauge successfulness. Implemented pre-mob call for situational awareness. Several incidents saw the combination of CIM and Cal Fire teams, saw continuous rotation of Job Corp personnel, hired one position. Intentional discussions through MAC group for PL movements. BLM is working on providing portable radios for their intercom and aviation systems. Developed IMT tracker for every team in CA. Centralized a dispatch team on one fire that helped many other fires, worked well but ECC struggled with not having expanded locally. Working on cooperative agreement with HI and building a 7-day product for HI. Challenges: MAFFS come with extra challenges but having them available was good. Concern with the need for additional airspace coordination and permanent positions with the mass of large airports and aircraft. National PL plan remains centered around a fire season rather than a fire year, working to manage internally to navigate the needed changes. Incidents are all ordering strike teams of engines which are few and can be difficult to create. Need for integrating IROC systems with other entities. Data queries were constant, posing difficult questions. Stood down a team last year, working to fill several positions. Park fire was interagency with Cal Fire, saw issues with resource sharing and unrealistic AA expectations. Radio and communication issues persisted, with one ECC losing communication with half of their forest before obtaining several StarLinks. Cannot replace dispatch computers during fire season unless it's open season with the CIO. Frustration with not having crew drawdown and being designated to send crews to other IA fires. Misinformed podcasters shined a negative light on IROC, sharing clear messaging that the bottlenecks occur at ordering points.

## NW – Ted Pierce

Successes: 72 days at PL4 and 5 with 2.2 million acres burned, continually exercised the mobilization system. Clean coordination among aviation resources, 2.6 million gallons of retardant pumped out of Redmond in 2024. MACs communicated well, engaged AAs, coordinated clear prepositions and good coordination with the NICC truly exercising much of the T2 list. Dispatch teams supported, utilizing RIST and detailers adequately. Mobilization call with AAs, ICs, coordination centers, and operators went well. Challenges: Building a more robust aviation system with additional lend lease that requires more personnel and coordination. Greater discussion and clear expectations for international resources would be beneficial. Short staffed in many dispatch centers and decreased to 7 CIMTs for 2025.

## SA – Nancy Ellsworth

Successes: Started the year with catastrophic fire in February 2024 in TX, spent much time exporting resources. Planning for 3 CIMTs for 2025, monitoring position shortages. Coordination center was able to hire an aviation assistant and a logistics assistant. Challenges: Hurricanes were detrimental to many states, resources came from all agencies with varying agreements. FEMA funding mechanisms and sharing of resources needs a higher level of education and knowledge. CIMT configuration and rostering should consider if the minimum for fire should be the same for all-hazard. Increased engagement with ESF4, ESF9, and ESF11 provided many lessons learned for coding, engagement, and positions. COOPing dispatch was difficult with little to no communications in the hurricane aftermath, SOPs will be rewritten for when a handoff isn't possible.



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EA – Jennifer Parrish

Successes: 1 CIMT mobilized three times last year. T3 IMTs were heavily utilized, FDNY mobilized three times through national channels. Discussing standing up additional T3 IMTs to increase capacity for 2025. Certain northeastern states were much busier in 2024 than ever before, provided many additional products and better 209 data for all 20 states. Successfully shared resources across all states throughout the EA.

Challenges: Noticed a gap in knowledge through several areas regarding bringing in aviation resources. Radio infrastructure is detrimental, business model for zoned radio technicians leads to more drive time than support.

AK – Tyler Anderson, Chuck Russell, Ray Crowe

Successes: Ramp up and ramp down went well, able to bring in support when needed. 2 ICs were signed off this year, hired Assistant GACC Manager. 2025 will have 2 CIMTs. Working through dispatch center consolidations. Logistics aircraft coordinator is on contract for 2025.

Challenges: Rotating personnel through three CIMTs as well as completing day job duties was difficult. Struggle exporting resources back to home GAs when weather closes airports. Dispatch capability and vacancies at local centers as well as airspace coordination nationally are major concerns.

## NICC/NMAC Overview of 2024

First iteration of the International Mobilization Guide was created for 2024.

Relationships with Australia, New Zealand, and Canada continue to grow.

Airspace coordination needs continue to increase.

IR coordination continues to increase for both day and night IR.

International, military, and preposition of resources to Boise saw many issues, specifically with Sierra Pacific.

Mob center operations will see many procedural updates.

MAFFS activation and program is extremely in-depth with additional SOPs needed.

ESF4 and ESF9 will continue to expand for all-hazard, must figure out how to expand and staff appropriately.

State to state requests through IROC will always be supported and passed through as quickly as possible.

In final stages of funding for full NICC redesign.

Continued issues with dispatch staffing, much needed modernization of the dispatch system, communication, and IT updates.

Contract crews must be ordered through proper channels and more heavily utilized, especially once higher-level crews are held on severity and other orders.

Current system for best value determination for contracting is antiquated, NICC is in the process of creating a new system within IROC. First version should be available in May 2025.

Need for better cohesion of resource sharing as one support system rather than individual GAs.

Annual NICC report was posted January 27, 2025.

Working through NISRM updates for 2025, no significantly large updates.

Military Use Handbook will be updated in February, posting scheduled for May 1.

NICC Meteorologist position remains vacant, will be flown again. Will need assistance through 2025.

Utilized NIFC employees and detailers to fill in NICC floor positions for 2024, fostered information sharing.

Filled four vacant NICC floor positions.

Need for one definitive point of accurate data sets, SIT 209 does not give what's needed.



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Agency interoperability includes points of major policy changes that require manual and handbook updates. IRWIN hasn't incorporated cohesion with SIT 209 data needs yet.

Recommend NMAC create a briefing paper surrounding dispatch vacancies, computer and IT interoperability, and data concerns for awareness.

2024 NISRM better outlined various activations and duties at each PL.

PL5 was attained three times in 2024, mobilized international resources and active-duty military.

CIMT national rotation will no longer serpentine but the ability to plug and play teams throughout the height of fire season worked well.

The "right" team for a particular complexity level remains a concern despite all teams being qualified as CIM.

NMAC chair will transition to Shane McDonald on April 1 for 21 months and Chuck Russell will transition to vice chair and CGAC representative.

## PSOG

Brian Achziger is the new chair.

Developed annual PS award, working to finalize nomination criteria.

Updated NWCG PSOG website.

Hiring the additional two NTEs outlined in the long-term plan is on hold.

PS can submit project funding requests to PSOG to be presented to FMB.

PSOG provided feedback to FMB on the proposal for a Wildland Fire Environment Data Governance Board.

Reviewed Charter and Predictive Services Handbook.

Recommend PS Handbook be updated every other year.

Meteorologist, Fire Analysts, and Intel groups worked through standardizing portions of the 7-day product.

Plan is to continue hosting the annual PS meeting in November in SOPS or Tucson.

Consider annual NCCM and PS meeting be held during the same week in the same location on different days.

## Review CGAC Charter and Membership

- Brian Achziger will work with a task team to review and update the CGAC Charter.
  - Chris Delaney, Dennis Strange, Tyler Anderson
- Recommend NMAC build annual meeting.
- GA MAC and Coordinating Group Membership Differences
  - Develop national level standards.
  - Consider who should have the authority to speak on behalf of the Coordinating Groups representing all the agencies.
  - Consider if CGAC is a liaison role between NMAC and the coordination centers.
  - Need better communication surrounding intent of taskings.
  - Consider more realistic timeframes for completing taskings.
  - Coordinating Group Chairs maintaining the CGAC representative duty is not practical due to collateral workloads.
  - Beneficial having two elected representatives from each GA, including one federal and one state.
  - Ensure CGAC representatives are members of the Coordinating Group.





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## NMAC Liaison Rotations

Consider rotation for liaison roles for NMAC members to specific GAs.

Benefits of not switching around due to built knowledge, political nuances, personalities, and trust.

A rotation would be on a 3-5-year timeframe and could allow for better understanding surrounding more GAs.

Create outlines for the NMAC representative's roles as liaisons.

Focus on building a bench for each NMAC representative as a liaison to the GA.

Fine tune communication channels and expectations for information sharing on both ends.

## Differences in GA Operating Procedures

- MAC and CG Roles and Responsibilities
  - Membership on the MAC and CG varies between GAs.
  - Balancing critical resources can be difficult when reviewing requests that are being submitted based on the relationship between the AAs and the MAC or coordination centers.
  - Each GA has different partners, though the process should be standardized.
  - Frustration from GAs in waiting for resource allocation responses.
  - Coordinating Group should develop a strategy based on what they have in the system rather than waiting for a response from the national office.
  - Communication of needs should be occurring up to the national level despite ongoing internal negotiations.
  - Communications should follow a specific chain of command.
  - Line of communication for aviation was the most challenged. All direction should come from NICC.
  - GACCs and center managers are being put in difficult positions when aviation program managers are directly contacting GACCs telling them one thing, NICC is giving different direction, and agencies are giving a third direction.
  - Problematic when contracting coordinators decide to give direction regardless of not having the authority to dictate, decision belongs with NICC.
  - Aviation program managers should only be calling GACCs in a support manner.
  - Who NMAC liaisons are coordinating with should be directly connected to who at the GACC has the delegation of authority during MAC.
  - NMAC liaison's role is to report out on high level concerns coming from their represented GAs.
  - NMAC members should relay team and crew decisions to the person in the GA that has the authority to enact those decisions which can vary between GAs.
  - Recommend outlining clear definition of roles and consistent communication pathways.
  - GAs must ensure their liaison understands what their expectations are to ensure the liaison is meeting their needs.
  - Work to standardize NMAC liaisons visiting their represented GAs in addition to inviting people to NMAC meetings.

## Tasking Report Outs and Discussion



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- NMAC L2024-10: National Rotation
  - Eliminate rounds.
  - Each GA would have one slot in the national rotation on a phased rotation.
  - At any given time, 6 GAs would be up for the week rotating through continuously.
  - Each week would see 4 fresh GAs plus two from the previous week allowing better life planning.
  - Build a mechanism showing each CIMT and how many times they've been out so Coordinating Groups can balance disparities.
  - Three assignments would be the gold standard to aim for but will not be met each year.
  - Do not agree on having to bring in a CIMT from outside the GA.
  - The national rotation will be posted on the NICC Overhead webpage.
  - Recommend each team's availability be posted publicly for transparency.
  - Internal CG prerogative to choose which CIMT to mobilize each time the GA comes up.
  - Concern with GAs passing over their national rotation slot to withhold their team internally.
  - Create communication plan for the instance that the rotation breaks down.
  - Internal GA rotations and the national rotation should start on the same day of the week.
  - Recommendation within room proposing rotation start on 0001 on Wednesday to align with the set internal rotation of 2 GAs.
  - Concern with inaccurate data being posted by the GACC when the CIMT was reporting unavailable.
  - Regardless of rotation, there may still be the need to pull any available team as needed.
  - Concern with GAs having the lowest number of CIMT within the same week.
  - Concern with maintaining equity across assignments and training.
  - Concern with balancing work/rest fit in with having the same 6 GAs rotating the same week.
  - Expectation that the GAs consider the appropriate number of assignments for team personnel to maintain day job duties and work-life balance as well as monitoring the national picture.
  - The availability will be reported accurately every day at 0930.
  - If a GA wants to keep one of their teams internally, they should be put on preposition.
  - Communication channels should be clearly defined between GA, IC, NMAC, and CIMT Coordinator.
  - NMAC will review and discuss proposal.
- NMAC L2023-09: GA PL Standard
  - Task team can likely find a core standard of PL standards based on resource commitment/capability, fuels conditions, planned/unplanned incidents (WF, RX, All-Hazard), and current, predicted weather and climatology.
  - RX is another operational mission that should be built in when considering resources and preparation.
  - Breakpoints will vary between all GAs and some GAs may have additional factors.
  - Several GAs have a PL tool that counts RX within resource commitment but doesn't list it as a point value.
  - National PL impacts each GA and is a consideration for GAs when determining their own PL due to overall stress on the system and lack of national resources that can be expected.



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- The level of resource commitment omitted from IROC, particularly for RX, is concerning and influences national PL but needs visibility.
- GA PL should represent their specific incident and resource picture.
- Task group will update and expand on core PL factors and submit to NMAC for review in the next month.
- NMAC L2023-10: Priority Trainee Alignment
  - Review successional planning utilizing priority trainee list to the highest benefit.
  - Consider how the success of the priority trainee program is being tracked.
  - Priority Trainee Program was initially designed for speed to competency in completing taskbooks and becoming qualified.
  - Allowing all name requests hijacked PTP in 2024, prompting a need for updating the PTP.
  - GATRs see the program as successful in focusing on supporting CIMTs to fill critical positions.
  - Consider what the correct number of trainees is to accommodate speed to competency.
  - IWDG was initially tasked with making specific recommendations for trainee management and efficiency in support of IMT staffing needs.
  - NMAC will review.





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## January 29

Topic	Presenter(s)	Purpose
Follow-up from Day 1	Tyler Anderson	Discussion
CIMT Request Form/Process CIMT Evaluations	NMAC/Jesse Bender	Discussion
National Rotation <ul style="list-style-type: none"> <li>Shoulder Season Availability</li> </ul>	NMAC	Discussion
NMAC L2024-12: IMT Configuration <ul style="list-style-type: none"> <li>Type 3</li> <li>CIMT</li> <li>Proposed Pre-Mob IMT Call Script</li> </ul>	Task Team Leads/Jesse Bender	Discussion
Rostering <ul style="list-style-type: none"> <li>ICAP Update</li> <li>Roster Composition Data</li> <li>Cross-GA CIMT Staffing</li> </ul>	NMAC	Discussion
Team Assignments <ul style="list-style-type: none"> <li>Mission creep activities</li> </ul>	NMAC/IWDG	Decision
Year-Round Staffing Plan	NMAC	Discussion
Close Out <ul style="list-style-type: none"> <li>Bin Items</li> <li>Transfer Chair to Jay Kurth</li> <li>Select Vice Chair</li> </ul>	Tyler Anderson/Jay Kurth	Discussion

### CIMT Request Form/Process

Form is required at PL4 and 5.

Working on a Microsoft Form version, needs to be reviewed and approved.

Need for a clear, defined process for information flow.

**Recommend a secondary form that covers suppression repair requests.**

The importance of the form varies based on the national fire picture and the availability of CIMTs.

For a majority of the year, GAs are prioritizing their incidents. At times of CIMT shortage, NMAC may designate CIMTs to individual fires.

There needs to be some consideration for suppression repair and potential values at risk compared to ongoing incidents depending on the specific circumstances.

Should the GA/MAC/CG be outlining the priorities and support for each CIMT request based on all needs?

CG should be filtering requests prior to being sent to NMAC.

Should the GA be providing the totality of requests in addition to the CG-approved requests that are being sent to NMAC for consideration?

NMAC looks at teams committed, the ability to zone fires, predictive services reports, fire risk, national fire picture, and the CIMT requests.

All requests must be ordered through the system to provide documentation whether there are resources available or not.



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The asset is allocated to the GA, rather than the individual fires, so the GA does have input in prioritization and allocating the CIMT to the incident.

Consider a better form that outlines the priority level of the request for the CG.

Important for the documentation touch chain to show the submitted request as well as the UTF.

Consider whether rationales should be incident specific or general GA, what was missing for the forms that NMAC sent back and what the differential that allows NMAC to approve one request over another is.

Outline the difference between having one incident and one CIMT request with numerous incidents and one CIMT priority request.

Suggest creating an aggregate risk score for each GA to ensure each GA is utilizing the correct factors to prioritize incidents.

Aggregate tool doesn't balance all data for each of the GAs equally due to varying factors and values.

NMAC will discuss how to pursue utilizing Rick Stratton's tool for added elements.

Jesse will update CIMT request form for review.

Review what data the CG may need from ICs to make a more informed decision.

## CIMT Evaluations

New evaluation form is posted on the NMAC webpage.

Ensure new evaluation form routing is being followed completely.

Concerns mentioned informally to NMAC members from the CG were not addressed in the evaluation form.

Consider updating evaluation to focus on what is not working in the system rather than on the CIMT itself.

GAs need documentation to address issues with a team or regarding AA performance.

Major concerns with a CIMT that cannot be addressed on an incident should be swapped out for a new CIMT.

Consider changing the form to "feedback" rather than evaluation and eliminate the numerical rating.

AA Subcommittee teaches how to complete the evaluation form and asks AAs select at least two areas the team can improve during each assignment.

Consider requiring reciprocating feedback for AA and CIMTs.

NMAC will check in with agencies regarding AA evaluations/feedback.

Encourage feedback, positive or negative, for all personnel for improvement opportunities.

## National Rotation

- Shoulder Season Availability
  - Expectation for each GA to have a CIMT available during the shoulder season.
  - Consider that some GAs don't have an available CIMT as they are already assigned.
  - Difficult to demand something from a volunteer workforce.
  - During shoulder season C&G could be provided for the availability period with the rest of the roster being pulled together as needed.
  - New national rotation proposal includes identifying two GAs for each week.
  - During the shoulder season, the GAs with fewer teams will exercise their team(s) more often with only 10 GA slots.
  - During the shoulder season there would be no ability to pass your slot.



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## NMAC L2024-12: IMT Configuration

- Type 3
  - Recommendation applies only to T3 IMTs crossing GA boundaries.
  - Minimum roster includes 10 specific qualified positions, 5 additional positions, and 20 discretionary positions without negotiations.
  - The maximum roster may not exceed 35 positions without documentation of approval.
  - Each GA should have a T3 IMT regardless of their ability to mobilize out of GA.
  - 7 days of unavailability is widely supported.
  - The Coordinating Group has the discretion to gather which of their T3 IMTs are willing to mobilize outside the GA.
  - Descriptive duties/incident complexities that T3 IMTs are expected to take on would be beneficial.
  - Acknowledgement that incident complexity analysis needs a direct overhaul.
  - Intent to create clearly defined lines between CIMT and T3.
- CIMT
  - Data complexity shows continuously growing roster sizes.
  - Proposal includes 25 specific required positions, an additional recommended 15 qualified and 15 trainee positions, and 20 discretionary positions.
  - Any positions over 75 personnel require written approval by the AA and attached in IROC.
  - AOB inclusion in the required positions is a concern for mobilization due to shortage.
  - Concern that some CIMT selections and rosters have already been created and posted out of compliance.
  - Reviewed previous ICAC recommendation for positions and the roster/ordering data to compile position recommendations.
  - There should be accountability to hold teams to a specific roster size to fill needs where they exist nationally.
  - What happens when a CIMT exceeds the roster size? Who is held accountable and how is it corrected? All levels must be held accountable to maintaining the standard.
- Proposed Pre-mob IMT Call Script
  - Formal approval for rosters of personnel above 75 is required.
  - A knowledgeable 3<sup>rd</sup> party is highly requested by AAs for negotiations.
  - Some GAs have GACC personnel that fill the negotiation niche while others do not.
  - Call script provides a standardized process and information for all parties on what to expect.
  - Document should be attached to IROC.
  - **NMAC must discuss routing list.**
  - Concern with creating a document approving a certain number of positions compared to adding dot and O numbers.
  - Include verbiage on handling prepositioned teams when there is no AA negotiation.
  - There should be different perspectives included in the negotiations to maintain the national picture as well as the incident information to come to the right end state.



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## Rostering

- ICAP Update
  - Working on an incremental release but funding is limited and current product is not viable.
  - One system is needed to house all CIMT application data.
  - Most GAs have produced a product to fulfill their needs.
  - Licensure issues for ICAP on FireNet.
  - FireNet accounts are difficult to acquire, especially for non-federal employees.
  - Working to get ICAP added to FAM Auth for the future.
  - From a standards perspective, it would be beneficial to monitor how many qualified personnel there are in the entire system for teams and how many are on teams outside their GA.
  - The GACC websites would be a more supported place to fund rather than ICAP.
  - There is no awareness of people who don't know how to apply for a CIMT.
  - Consider a more cost-effective rostering system.
- Rostering Composition Data
  - Difficult to gather data without ICAP as it's a manual collection process.
  - Only SA, GB, and NR submitted team composition data for 2024.
  - Request for 2025 composition data has been sent out.
  - Remove "years on team" column.
  - Data collection group varies by GA making it difficult to gather consistent data.
  - Composition data is available to every Coordinating Group, allowing them to make informed decisions and changes to improve their system based on the national picture.
- Cross-GA CIMT Staffing
  - There are few personnel applying to be on CIMTs across GA boundaries.
  - Center managers email each other the list of personnel applying to teams from out of GA.
  - Create one document with a tab for each GA outlining cross-GA staffing and submission dates.
  - In general, there is support with cross-GA sharing positions if they don't create shortages in their home GA.
  - Difficult to force positions to apply to their home GA teams as team participation is voluntary.

## Team Assignments

- Mission Creep Activities
- AA experience varies GA to GA, by agency, by allotted training opportunities, etc.
- Suppression repair should be well defined and followed by agencies to ensure work is accomplished with reasonable expectations of IMTs.
- ICs have concerns about growing asks for tasks outside of suppression.
- Create guidelines for non-suppression tasks and outline discussions greater than IC and AA.
- Expectation for Coordinating Group to push back on local units when a team is not the appropriate request for the need.
- ICs can turn down an assignment at any time for any acceptable reason.
- AAs must follow only the legal authorities they're granted.
- There is a process to remove a CIMT off an incident and reassigning to a higher priority fire.



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- GAs need to be responsible for prioritizing teams they've been allocated and ensure they're being utilized appropriately to scope and scale as a finite resource.
- NMAC should outline activities that would require additional conversation and approval for team allocation to rather than automatically filling the team request when one is available at higher PL levels.
- Additional rationale should be required for suppression repair work at higher PL levels.
- Draft proposed NISRM language on appropriate utilization of CIMTs.
- Chuck will share draft Red Book policy language with NMAC.

## Year-Round Staffing Plan

Briefed FMB to work on an interagency staffing plan.

Starting with IHCs for year-round staffing based on the visibility of quantifiable data.

Once the national preparedness plan has been more thoroughly developed, it will be presented for review.

RX demands are also being heavily focused on.

Overall response model should be updated to extend past western fire season demands.

There is not the capability to turn the western fire workforce into a year-round workforce.

The focus will be on a staggered start, knowing there are concerns with OT impacts.

Concern with hiring processes taking 4+ months to complete for a temporary employee.

Focus on a minimum staffing year-round as the plan progresses.

## Bin Items

- CIMT Configuration – Fire vs All-Hazard
- Challenges with dispatch and system strains at PL5

Transfer Chair to Jay Kurth

Select Vice Chair

- Great Basin – Chris Delaney

