



## NATIONAL WILDFIRE COORDINATING GROUP

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NWCG Tasking Memorandum TM-22-001-AMENDED

July 7, 2022

TO: Jim Shultz, Chair, Incident Position and Standards Committee  
FROM: Shane McDonald, Chair, NWCG Executive Board  
SUBJECT: 2022 through 2024 Implementation of Complex Incident Management

The NWCG Executive Board (EB) supports the systemic change from Type 1 and 2 Incident Management Command and General Staff (C&G) to Complex Incident Management (CIM) C&G.

**Tasking:** In accordance with Fire Management Board (FMB) memorandum 22-002, the desired end state is to establish minimum qualification and training standards for C&G managing complex incidents. The intent is not to require all personnel to meet the current Type 1 qualification, rather to move towards a CIM system. To meet this intent, responders currently qualified in a Type 1 C&G position are considered qualified in the respective Complex C&G position(s). Type 2 C&G (qualified and trainee) will require transition to Complex C&G position and may be assessed for CIM level competency in accordance with a transition plan developed by NWCG's Incident and Position Standards Committee (IPSC) for the 2022 season, as well as a long-term implementation plan.

The Rocky Mountain Geographic Area's (RMA) Incident Management Teams (IMTs) will implement the fire year 2022 CIM pilot. Other geographic areas may choose to participate in the fire year 2022 pilot effort using the IPSC transition plan.

This memorandum tasks IPSC to lead alignment of the standards for qualifications, position typing, and training to support CIM C&G personnel.

### **Specific Deliverables and Deadlines:**

#### **Position Qualifications:**

April 29, 2022:

- IPSC, in coordination with stakeholders and position stewards, will develop a transition plan identifying a qualification path for current Type 2 C&G positions, to CIM C&G positions.
  - This plan will include:
    - New position mnemonics for CIM C&G.
    - Revised position pages for CIM C&G to include Incident Position Descriptions, appropriate position standards and references and position qualifications requirements.
  - This plan must allow personnel participating in the fire year 2022 pilot to transition to Complex C&G qualifications no later than June 15, 2022.
    - Address how current C&G trainees at the Type 2 level transition to CIM.
    - Provide implementation instructions/information for responders and certifying officials.

May 6, 2022:

- NWCG EB will review the products provided by IPSC and issue formal communication to the field when approved.

October 1, 2022:

- IPSC will conduct an After-Action Review (AAR) with key personnel from RMA, National Multi-Agency Coordination Group (NMAC), and NWCG EB and staff.

November 1, 2022:

- Using input from the AAR following the 2022 CIM pilot, IPSC will provide a proposed final plan to the NWCG EB identifying the methodology for transitioning the remaining Type 2 C&G positions to CIM C&G.
  - This plan will address implementation instructions/information for responders and certifying officials.
- IPSC will provide revised position pages for Type 3 C&G and unit leader positions which enable entry to CIM C&G positions.
- IPSC will coordinate with NIMSC to address language in the transition plan that meets the intent of NIMS standards requirements as a result of removing references to typing of positions and teams, i.e., endorsements and equivalency of Complex to Type 1 and 2 standards.

January 1, 2023:

- A nationwide and systemwide transition plan is complete with the intent of full CIM implementation by April of 2024.

#### NWCG Wildland Fire Risk and Complexity Assessment (RCA), PMS 236:

June 1, 2022

- IPSC, in coordination with stakeholders, will evaluate the current *NWCG Wildland Fire Risk and Complexity Assessment (RCA)*, PMS 236, and provide recommendations for a revised CIM RCA. This recommendation will not differentiate between Type 1 and Type 2 incidents but will identify current Type 1 and Type 2 incidents as complex incidents.

June 8, 2022:

- NWCG EB will review the product provided by IPSC and issue formal communication to the field, if approved, for use during the fire year 2022 pilot.

November 1, 2022:

- IPSC will prepare a draft RCA for review by the NWCG EB for use in 2023. This 2023 draft RCA should include options to assign an IMT1, IMT2, or CIMT based on the outcome of the complexity assessment for the 2023 transition period, as well as any other updates to the RCA deemed necessary and/or prudent. This draft RCA will be evaluated and amended as necessary in late 2023 to reflect full implementation of Complex IMTs in 2024.

November 1, 2023

- NWCG EB will review and approve a revised RCA for use in 2024. The deadline for this product is necessary to ensure incorporation into NWCG publications, the Wildland Fire Decision Support System (WFDSS), and agency directives/handbooks prior to full implementation of CIM in 2024.

#### Training:

May 1, 2023:

- IPSC, in coordination with stakeholders in support of new CIM position standards, will present to the NWCG EB course material that supports development of CIM knowledge and skills to be implemented beginning with the fall 2023 training cycle.

- Complex Incident Management Course (CIMC) cadre should be engaged to ensure the NWCG course and CIMC maintain alignment.
- Target audience will be trainees new to the CIM environment.
- Any new training development will follow the systems improvement program of work.
- Evaluate delivering the course prior to initiating a PTB for CIM C&G position.
- Provide a recommendation for an oversight structure that ensures consistency in content and delivery across all geographic areas into the future.
- To ensure alignment with the development of CIM qualifications:
  - IPSC, in coordination with stakeholders, will present recommendations to the EB for addressing skill gaps in Type 3 C&G Incident Position performance. The solution should not focus solely on one required training course but offer options if feasible.
- IPSC and NIMSIC will coordinate with FEMA to ensure alignment, to the extent necessary with FEMA qualifications standards.

**Background:** In June of 2018, FMB, NMAC, and NWCG jointly chartered Incident Workforce Development Group (IWDG) to provide national leadership to enable long-term development and sustainability of a national interagency incident workforce. On February 19, 2021, NWCG along with the other IWDG parent bodies expressed collective, interagency fire leadership support for the IWDG and the recommendation to explore CIM as the new business model for wildland fire Incident Management Teams (IMTs). IWDG was asked to provide a CIM action plan outlining:

- The specific components of the system and structure supporting IMTs that will need to be adapted or realigned to this new model.
- Initial timelines for implementation, including recommended piloting of individual IMTs and/or Geographic Areas.
- Draft taskings to the groups, committees, and partners responsible with oversight of the system components, as needed.

In January 2022, the Fire Executive Council (FEC) issued Memorandum Support for the Complex Incident Management Action Plan to FMB, NMAC and NWCG. The FEC memo tasks these three entities with implementation of the IWDG CIMT: Action Plan for Implementation, <https://www.nwcg.gov/sites/default/files/docs/eb-iwdg-cimt-action-plan-2.0.pdf>.

On March 18, 2022, FMB endorsed the CIM Action Plan, a spring 2024 implementation, and a phased CIM effort beginning in 2022.

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**Attachment 1:**

FMB Memorandum No. 22-002 Complex Incident Management (CIM) 2022

**Distribution:**

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