

CALIFORNIA WILDLAND FIRE COORDINATING GROUP



Complex Incident Management Transition Plan for California Interagency IMTs June 12, 2023

Overview

The National Multi-Agency Coordinating Group (NMAC) through NMAC Correspondence L2023-03 (April 24, 2023), request each Geographic Area (GA) to provide a transition plan and other information by June 15, 2023 in preparation for Complex Incident Management (CIM) implementation in 2024. For the purposes of this plan, Northern California (NOPS) and Southern California (SOPS) geographic areas will be considered a single geographic area, California Geographic Areas (CGA).

This Complex Incident Management Transition Plan addresses specific elements and additional information identified in NMAC Correspondence L2023-03.

Elements of the transition and time frames

Element #1: Qualifications and CIM Field Evaluations

NWCG member agencies will need to convert all type 1 qualifications in IQCS to CIM. Type 2 qualified individuals who have attended S-520 or CIMC or those who have satisfactorily completed a CIM field evaluation should be qualified under the associated CIM qualification in IQCS.

Associated timeline: All NWCG participating agencies; November 1, 2023.

Type 2 qualified individuals may either attend S-520/CIMC or request a CIM field evaluation. Field evaluations should be requested by the IC to the respective host GACC Duty Officer within the first 3 days of the assignment. Evaluators will be identified/approved by the California Wildfire Coordinating Group (CWCG) Liaison to the Operations Committee.

Associated timelines: The field evaluation process is anticipated to be an option for qualification through December 2024.

*Local Agencies not yet recognizing the CIM qualifications may continue to provide team members for California Interagency Incident Management Teams (CIIMTs). During this transition period. Individuals minimally qualified at the type 2 level may be considered equivalent to CIM for the purpose of performing on a CIIMT (per FMB memo 23-004). These agencies retain authority for approving their employee's participation and position certification.

Element #2: Roster requirements

Guidance for CIM rosters can be found at: [NMAC M2023-01.pdf \(nifc.gov\)](#)

California will configure CIIMTs in accordance with this NMAC guidance.

Associated timelines: Revised CIIMT Operating Guide by December 2023

Element #3: Application and selection process

California is planning to use the Incident Command Application System (ICAP) to recruit for 2024 CIIMT positions. Core 35 team member applications will be good for a 3-year term when selected. Vacant positions will be selected annually. Selections will be prioritized from applicants originating from both Northern California and Southern California Geographic Areas. Selection of Primary, Deputy, and Trainee IC's will be the responsibility of CWCG. Selection of remaining core 35 team members and assigned trainees will be coordinated and approved by the CWCG Operations Committee. ICs have discretion on additional individuals and positions needed for a mobilization roster based on the incident. In the event an individual from outside CGA applies to a CIIMT, approval from the individual's host agency coordinating group must be obtained and CWCG must approve selection of that individual. GACC managers from NOPS and SOPS will provide out-of-region candidate lists to their respective GACC counterparts.

Core 35 team members may only be selected for one incident management team.

Associated timelines: Fall 2023 to winter 2024.

Element #4: Recruitment and retention strategies

The CWCG Operations Committee and ICs will be responsible for the recruitment of CIIMT positions. The 2024 CIIMT Operating Guide will be revised to reflect changes or edits to the recruitment and selection process. Retention strategies will continue to be the responsibility of CWCG and the participating agencies.

CIIMT re-numbering (1-10) will be implemented in 2024. In addition, a single uniform logo for CIIMTs is intended to be transitioned to with partial financial support for procurement of uniform items coming from sponsor agencies.

Associated timelines: Revised CIIMT Operating Guide by December 2023 to capture all of the items above

Element #5: GACC rotations for CIIMTs

California will maintain one statewide rotation for CIIMTs 12 months of the year. The primary CIIMT on call will also be available nationally if California is first in the national rotation. CIIMT's will rotate among the primary, secondary, and tertiary hour call periods every 7 days.

A CIIMT will be considered unavailable if any primary C&G position cannot be filled.

California may go to the national rotation to fill an in state CIMT order at any time, discretion will reside with CWCG.

Associated timelines: Implementation beginning March of 2024, revision in the CIIMT Operating Guide to reflect the rotation by December 2023

Element #6: CIMT ordering / mobilization procedures

IMT ordering procedures are at the discretion of the ordering agency. Once an order is placed to a GACC (north or south) that respective GACC will contact the IC of the IMT in the primary position to make notification of the order. At that point the IC will work with the ordering agency representative (Agency Administrator or Fire Chief, determined by agency) to determine mobilization roster size. For CGA mobilizations, the initial IMT assigned to evolving type 1 incidents should allow for the mobilization roster to consist of all 70 core positions and all 20 trainee positions, unless an alternative configuration is required and approved to meet incident needs identified by the Agency Administrator. The wildland fire risk and complexity assessment and organizational needs assessment in the Wildland Fire Decision Support System (WFDSS) should be used as tools to guide mobilization roster

size on all IMT orders.

Associated timelines: Implementation beginning March of 2024, revision in the CIIMT Operating Guide to reflect the guideline by December 2023.

Closing

This plan may be updated by CWCG following further guidance from FMB, NWCG or NMAC. The IWDG web page contains all documents associated to the national transition to Complex Incident Management Teams. [Incident Workforce Development Group \(IWDG\) Update \(arcgis.com\)](#)