



To: National Multi-Agency Coordinating Group (NMAC)  
National Wildfire Coordinating Group (NWCG)

From: Fire Management Board (FMB)

Subject: Continued Implementation of Complex Incident Management

Throughout 2022, NMAC, NWCG, and FMB and their subgroups took action to implement Complex Incident Management (CIM). Taskings and pilots were prioritized, and many groups and individuals took on the challenges of identifying solutions to systemic change. FMB acknowledges the leadership and initiative that was necessary to accomplish the following:

- NWCG position mnemonics were established for all Command and General Staff (C&G) positions (<https://www.nwcg.gov/positions>).
- NWCG CIM Field Evaluation was established and used in all Geographic Areas (NWCG Memo 22-002, <https://www.nwcg.gov/sites/default/files/memos/eb-m-22-002-amended.pdf>).
  - At this time, over 1,000 certified CIM responders are in IROC.
- The 2023 AD Pay Plan includes all CIM qualifications with corresponding pay rates.
- A national CIMT rotation is approved and will be tested in 2023 with 10 CIMTs and 11 Type 1 IMTs.
- An Agency Administrator Subgroup, representing DOI, USFS and State Governments, was chartered to inform and support implementation requirements and related actions.
- Piloting of Complex Incident Management Teams (CIMTs) occurred in multiple Geographic Areas which provided learning opportunities for improvements in the next implementation phase.
  - Of specific note, the Rocky Mountain Area transitioned all three of their teams to CIMTs in 2022 to initiate the pilot efforts. The Northern Rockies and Southern Area have now transitioned teams for 2023.
- NMAC approved CIMT roster configuration, taking effect in 2024.
- Improved data collection and analyses are taking place to inform decisions.
  - A comprehensive after-action review was held in October of 2022 to improve implementation actions. To inform the fall 2023 after action review, feedback via IWDG is requested, using the links in the IWDG StoryMap, <https://storymaps.arcgis.com/stories/9d3aea07bbdb4e23a734ba3fcacc6217>.

Additional taskings in progress include recommendations for standardized prioritization metrics to support consistency in resource allocations, final testing of the Incident Command Application Program (ICAP) for CIMT application and selection, and establishing standards for CIMT operations, standards for virtual assignments and modules, and incentives for CIMT participation and wildland fire support. The 2024 Presidents Budget proposes additional pay incentives for responders which, if enacted, will apply to all personnel mobilizing to wildland incidents.

Type 2 certified personnel should continue to pursue CIM qualification. To accomplish this, FMB supports continuation of the NWCG CIM Field Evaluation through 2024. Attendance at S-520, Advanced Incident Management or the Complex Incident Management Course (CIMC) is another method of attaining CIM certification.


Agencies and entities are encouraged to continue pursuing the transition of personnel certification. We understand that some systems and organizations require time to adapt. Type 2 qualified personnel may be ordered to support CIMT mobilizations while their respective organizations adjudicate CIM impacts and required system changes. NMAC will work with the Coordinating Group Advisory Council (CGAC) to ensure an appropriate plan/method for doing so.

The national rotation for 2023 includes all available CIMTs and Type 1 Teams. It should be recognized, when ordering from the national rotation, host units may be assigned a team with either CIM or Type 1 team designation. The goal for 2024 is for all remaining Type 2 teams to meet CIMT certification requirements.

Incident Commanders (ICs) and Agency Administrators (AAs) should continue to engage in strategic conversations about staffing and scalability. As incident complexity decreases and objectives are met, all resources, including single resources and those performing critical positions, should be released to ensure all incidents, teams, and local units are adequately supported.

Change is inherently difficult to achieve in large, multi-jurisdictional organizations. As we implement Complex Incident Management and evaluate ways to make our incident management workforce more sustainable and effective in the future, we are open to suggestions and feedback. Input is necessary from all perspectives. Ongoing changes to the model for Complex Incident response do not immediately resolve the shortfall in teams, positions, or supporting staff. Once fully implemented, they are intended to achieve greatly improved functionality, team stability and flexibility to better address the changing needs of the wildland fire environment.


For more information and updates on the implementation of Complex Incident Management, visit the Incident Workforce Development Group (IWDG), <https://www.nwcg.gov/partners/iwdg>.

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