

National Multi-Agency Coordinating Group

3833 South Development Avenue; Boise, ID 83705

NMAC Correspondence M2025-01

February 18, 2025

To: Geographic Area Coordinating Groups

From: National Multi-Agency Coordinating Group

Subject: 2025 Incident Management Team (IMT) Standard Configurations and National Rotation Business Rules

Purpose – This memorandum conveys NMAC guidance to geographic area coordinating groups for 2025 Complex Incident Management Team (CIMT) standard configuration, the CIMT national rotation, and Type 3 IMT standard configuration. The information reflects the draft standards for the *National Interagency Standards for Resource Mobilization* which will be published in March 2025.

Background - Feedback from the 2024 After Action Review indicated a need to review and revise these standards as part of continued improvement of the Complex Incident Management model for wildfire response. NMAC tasked the Coordinating Group Advisory Council (CGAC) and Incident Workforce Development Group (IWDG) with recommending new business rules and standards for the CIMT national rotation and both CIMT and Type 3 IMT standard configurations.

2025 CIMT Standard Roster Configuration Summary – CIMT mobilization rosters have a minimum position requirement of 24 specific positions (see roster at <https://www.nifc.gov/nicc/logistics/overhead>) which may not be fill on mob to ensure CIMT response capability. Incident Commanders (ICs) may also fill up to 51 additional discretionary positions for mobilization. Mobilization of more than 75 rostered personnel requires documentation and signature by the Agency Administrator (AA) on the Pre-Mobilization IMT Call form, <https://www.nifc.gov/nicc/logistics/reference-documents>. The signed form will be attached to the CIMT order in IROC. ICs and AAs should utilize the *NWCG Wildland Fire Risk and Complexity Assessment (RCA)*, PMS 236, to discuss the unique needs of the incident and conduct any necessary negotiations.

National Rotation Summary – Beginning May 1, 2025, the national rotation will identify six Geographic Areas (GAs) weekly for national rotation through October 1 when it will return to two GAs per week through April 2026. The practice of rotation rounds has been eliminated; GAs will identify which team is mobilized for an assignment in support of the national rotation. GAs have the responsibility to distribute incident workload across CIMTs while considering both geographic and national CIMT usage. NMAC retains the authority to manage all team assignments or amend the national rotation as necessary. National and GA CIMT rotation lists will all rotate on Thursdays at 0001 hours.



National Multi-Agency Coordinating Group

3833 South Development Avenue; Boise, ID 83705

2025 Type 3 IMT Roster Configuration Summary – To ensure the appropriate assignment and response of Type 3 IMTs, roster configuration standards have been established for Type 3 IMTs mobilizing outside of their home GA. A minimum of 10 specific positions are required for mobilization (see roster at <https://www.nifc.gov/nicc/logistics/overhead>). Up to 25 additional positions may be filled at the IC's discretion. Mobilization of more than 35 rostered personnel requires documentation and signature by the Agency Administrator (AA) on the Pre-Mobilization IMT Call form, <https://www.nifc.gov/nicc/logistics/reference-documents>. The signed form will be attached to the IMT order in IROC. ICs and AAs should utilize the *NWCG Wildland Fire Risk and Complexity Assessment (RCA)*, PMS 236, to discuss the unique needs of the incident and conduct any necessary negotiations.

These standards will be codified in the release of the 2025 *National Interagency Standards for Resource Mobilization* on March 1. Please direct any questions to your NMAC liaison.

NMAC is committed to actions that assist in mitigating personnel fatigue, provide personnel opportunity to manage work/life balance, and ensure employees have sufficient opportunity to meet supervisory expectations while also supporting incident management. Coordinating groups should continue to communicate with their NMAC liaisons to share information and seek clarification. Constructive feedback is appreciated as NMAC continues to evaluate outcomes, identify areas for improvement, and respond accordingly throughout the year.

NMAC would like to thank IWDG, CGAC, and others who assisted in recommended changes to this year's CIMT management and Type 3 IMT rosters. We value all the work that went into the recommendations and continued support to improve Incident Management.

/s/ Dave Haston
Chair, National Multi-Agency Coordinating Group

CC:

- National Multi-Agency Coordinating Group Representatives
- Geographic Area Coordination Center Managers
- Incident Commanders Advisory Council
- Jesse Bender, Chair, IWDG

