

Incident Management Team Performance Evaluation						
Team IC	Brian Watts	Incident Type	Type 2 Fire that Transitioned to Type 1 with NIMO in place			
Incident Name	Barry Point Fire	Incident Number	OR-FWF-120680			
Assignment Dates	8/9/2012 – 8/14/2012	Total Acres	43,000			
Host Agency	USFS	Evaluation Date	15 August 2012			
Administrative Unit	FWF MDF	Sub-Unit	Lakeview and Devils Garden RD			
<p>At the conclusion of each incident management team (IMT) assignment, the agency administrator or representative should complete this initial performance evaluation (sections 1 - 5). This evaluation should be discussed directly with the incident commander. The initial performance evaluation should be delivered by the agency administrator without delay to the incident commander, the state/regional fire management officer, and the chair of the IMT's home geographic area multi-agency coordination group to ensure prompt follow-up to any issues of concern.</p>						
<p align="center">Complete the follow evaluation narratives and rating for each question 0 - did not achieve expectations, 3 - met expectations, 5 - excelled</p>						
<p>1. How well did the Team accomplish the objectives described in the Wildland Fire Decision Support System (WFDSS) the Delegation of Authority, and the Agency Administrator Briefing?</p>						
Circle one	0	1	2	3	4	5
<p>(Explain) (3) The Team met the objectives outlined in the WFDSS. They listened and responded to the concerns of the host agency and applied these in to their planning, briefings, and operations. Various objectives were included in their daily planning and products. The objectives laid out in the WFDSS were obsolete almost as soon as they were created due to extreme fire behavior and fast spread. The team was aware of issues and concerns and took them into consideration. In the larger context of fire behavior and conditions the Team did what was needed in response to the fire.</p>						
<p>2. How well did the Team manage the cost of the incident? Did the team follow agency incident operating guidelines? Were follow-up issues identified and documented for the Agency Administrator ie; invoices, OWCP and vendor issues?</p>						
Circle one	0	1	2	3	4	5
<p>(Explain) (3-4) The Team managed the cost of the incident well. They followed agency incident operating guidelines, used local vendors whenever possible as requested by the Agency Administrator.</p>						

3. How did the Team demonstrate sensitivity to resource limits/constraints and environmental concerns?

Circle one	0	1	2	3	4	5
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(Explain)

(4) The Team displayed a high degree of sensitivity to cultural resource issues and other landowners. They included the local timber company (Collins) in operational discussions as the fire approached their private timber lands. Their response to concerns about cattle within the fire area and affect to grazing allotments was empathetic and appropriate. Concerns were relayed to ground troops during the 0600 and 1800 shift briefings. The team worked well with local resource specialists (cultural, lands and grazing) to ensure that communication lines were open and effective.

4. How well did the Team deal with sensitive political and social concerns?

Circle one	0	1	2	3	4	5
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(Explain) (4) Social and political awareness was high; with the a.m. and p.m. briefing might need to reiterate the need to be aware of private land boundaries when conducting operations. The team should consider an approach where private landowners within the potential fire boundary are contacted very early in the incident. The team recognized that they were behind the power curve with contacting private landowners and took steps to remedy that. They were able to catch up.

5. Was the Team professional in the manner in which they assumed management of the incident and how they managed the total incident? How did the Team handle transition either to another IMT or in returning the incident the hosting agency?

Circle one	0	1	2	3	4	5
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(Explain) (5) The Team was very professional in their actions and conduct including their contact with AA and local units. They were highly professional as they transitioned with the Type 3 team and maintained that as they transitioned with the Type 1 Team. The professionalism of this team is greatly appreciated by the hosting agencies.

6. How well did the Team anticipate and respond to changing conditions, was the response timely and effective?

Circle one	0	1	2	3	4	5
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(Explain) (2) The IC saw that things were changing and moving very rapidly. The fire was at least 2 days ahead of us all the time. They were focused on fighting the fire that they had rather than looking ahead. The AA in conjunction with the IC asked the Team to refocus and look at least 7 days out ahead of the current situation. The lesson is to have someone looking out ahead for contingencies.

7. How well did the Team place the proper emphasis on safety?

Circle one	0	1	2	3	4	5
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(Explain) (4) This team has an excellent safety record on this incident. The Safety Officers gave good briefings, engaged the folks being briefed, were in touch with folks on the line and communicated well. Safety checks were conducted with folks on the line. Safety was stressed continually and they lead by example.

8. Did the Team activate and manage the mobilization/demobilization in a timely and cost effective manner?						
Circle one	0	1	2	3	4	5
(Explain) (3) The Team took over the fire from the Type 3 Team. They continued to bring in resources and they did it in a timely and cost effective manner.						
9. How well did the Team use local resources, trainees, and closest available forces?						
Circle one	0	1	2	3	4	5
(Explain) (4) The AA specifically requested during the in briefing that the Team utilize local trainees within the SCOFMP area. The Team was provided a list of local trainees and they brought a lot of local folks into it. The local IA engines floated in and out very smoothly to support the suppression efforts while still being available for local IA.						
10. How did the Team notify the incident agency regarding triggers for initiating a cost share agreement or large fire cost review? How were those recommendations implemented?						
Circle one	0	1	2	3	4	5
(Explain) N/A The Cost Share Agreement was in place when this team arrived.						
11. Was the IC engaged and in charge of the Team and the Incident? How well did the IC function and operate as a leader?						
Circle one	0	1	2	3	4	5
(Explain) (5) The IC was very engaged and in charge of the Team. He was visible to his team and to host agencies. He was engaged, available, visible and responsive. He gave clear leader's intent in a way that was implemented clearly and smoothly.						

12. How timely was the IC in assuming responsibility for the incident and initiating action?

Circle one	0	1	2	3	4	5
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(Explain) (4) The IC was very timely upon arrival in assuming responsibility for the incident and initiating action. The IC assumed control of the incident and retained clear lines of communication with the AA, host agency, and his team.

13. How did the IC show sincere concern and empathy for the hosting unit and local conditions?

Circle one	0	1	2	3	4	5
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1. (Explain) (5)
The IC was very empathetic and responsive to the landowners concerns and emphasized the importance of local conditions during briefing etc. He understands that the local unit will still be here when they all leave and that we will have to deal with any aftermath.

14. Did the Incident Management Team provide an organized financial package (comps/claims documentation completed, payment documents forwarded, I- suite updated, etc.) to the host unit or next IMT prior to demobilization?

Circle one	0	1	2	3	4	5
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(Explain) (4) The Financial Package was very well organized and the incoming Team will get a comprehensive and complete package.

15. Other comments: This incident showed the value of strong, empathetic leadership and tested and expanded the Team's abilities. IC Brian Watts saw the opportunity to grow his team's capabilities and took advantage of that. The erratic behavior of this fire has provided new opportunities for development and growth of Team 4. We very much appreciate your help and would be happy to have you back anytime.

Agency Administrator or Representative:	Date:
<i>Fred L. Way</i> Fred L. Way	15 August 2012
<i>Kimberly H. Anderson</i> KIMBERLY H. ANDERSON	8/15/12
<i>Greg Pittman</i> GREG PITTMAN	8/15/12
Incident Commander:	Date:
<i>Brian J. Watts</i> Brian J. Watts	8/15/12