



TEXAS A&M ★ AHIMT

ALL-HAZARD INCIDENT MANAGEMENT TEAM

What is the Texas A&M All Hazard Incident Management Team Program?

The Texas Incident Management Teams involve the organization and management of a community's most serious, complex, and costly incidents. These incidents must be managed in a safe and economical manner, taking into consideration incident objectives, values at risk, social, environmental, and political issues. The Texas All-Hazards Incident Management Team Program is considered an "all-hazard" discipline, as they may be needed for a variety of emergencies or disasters including hurricanes, storms, tornadoes, floods, terrorist activities, hazardous materials or wildfire incidents. The overall intent of these IMTs is to support the requesting Authority Having Jurisdiction (AHJ) and Agency Administrators.

The Texas A&M Forest Service has been given legislative authority for the administration and management of this program, through Texas Education Code § 88.122 Incident Management Teams, which directs the agency to train, maintain, develop, and mobilize IMTs to provide incident support for state, disaster district, or local jurisdiction operations. As subject to this code, "an incident management team maintained under this section may consist of Texas Forest Service employees and other state, local, and volunteer responders." (Texas 82nd Legislature, 2011).

Why Support Texas A&M All Hazard Incident Management Team Program?

Supporting the Texas A&M All Hazard Incident Management Team Program with personnel can benefit your organization, as members receive specialized training and experience that can enhance your organization's skills in the Incident Command System.

How Do the Deployments Work?

Members do not deploy on all activations. Currently, there is a call-out system for availability and individuals are rostered for any individual position or team requests. Eventually when the program fills up membership within each region, members will be assigned to one of six deployment teams (regional teams), that will rotate weekly. If a member is unavailable or their employer cannot support deployment at any time, they may decline the mission.

Who is Responsible for Paying the Member When they are Deployed?

The employer is initially responsible for paying the member their standard wage. Once the member returns from deployment (i.e., demobilizes), the employer submits accurate and necessary supporting documentation, including pay stubs, for reimbursement. Reimbursement procedures can be found here: <https://tdem.texas.gov/reimbursement>

How are Employees Paid?

The employer's pay policy should support how that individual is paid. Although not required, most employers have a pay policy that supports paying the deployed member for a 24-hour shift for the duration of the deployment and until the member returns back home (portal-to-portal pay).

What if I Need to Backfill the Deployed Employee's Position?

Eligible backfill labor costs will also be reimbursed. For more information on reimbursements, please see <https://tdem.texas.gov/reimbursement>

How Long can I Expect My Employee to be Deployed?

Deployments vary in length from a few days to a couple of weeks. IMT Members should prepare to deploy for up to 14 days, exclusive of travel.

What if My Employee Gets Injured During Training or While They are Deployed?

IMT Members are eligible for Texas Workman Compensation if injured during training or on deployment. For more information, please see the Texas A&M Forest Service Worker's Compensation Manual, located on the tfsahimt.org website, under Forms & Aids.

Am I required to Give Time Off for IMT Training?

No, IMT members are responsible for their own training and requesting time off to attend training from their employer. Limited funding opportunities sometimes exist from the Texas A&M Forest Service that may assist with travel reimbursements, during agency sponsored training courses or events.

For more information or additional questions, please contact: ahimt@tfs.tamu.edu