

What is an IMT?

An Incident Management Team (IMT) is a trained and experienced core of volunteer cadre utilized to fill ICS position gaps during a time of crisis.

What does the Delaware IMT do?

Delaware All-Hazards IMT was established in May of 2008 under the authority granted the Director of DEMA in Delaware Code Title 20, Chapters 31 & 32. Our Mission Statement is to protect lives, property, and the environment during emergencies and pre-planned events by providing state, county, and regional agencies with personnel trained and experienced in ICS that can assist, advise and coordinate during the affected jurisdiction's response and recovery efforts.

What kind of training is involved?

All members are required to have completed ICS-100, 200, 300, 400 and IS-700 and 800. Depending on which position you are applying for or selected for based off of the needs of the IMT, there would position specific training to be completed. Once that training is complete, then each IMT member must go through a series of performance based evaluations by certified evaluators in each specific position. Once all initial requirements are satisfied, then each member is required to maintain certification every 18 months.

Why should my organization participate?

By encouraging members to participate on the IMT, your organization will benefit from a higher level of ICS knowledge allowing your agency to be better prepared for major emergencies. Some members **may** acquire skills that will allow them to train other organization members on required ICS courses. (I.e. ICS-100, 200, 300, 400, 700, 800)

What will it cost my organization?

Approved training, exercise, equipment and supplies utilized to maintain the IMT will be paid by DEMA. Employer backfill expenses will not be authorized. When deployed in-state, team members host agency will incur all employee salary and benefit costs. When deployed through the Emergency Mutual Aid Compact (EMAC), authorized expenses (including salary and benefits) will be reimbursed to the team member's home agency in accordance with the EMAC Requisition-A.

So, to break it down, the host agency will only have to pay the members salary when deployed in state. The host agency will incur the initial cost of training however; training costs will be reimbursed by DEMA.

How long will I be out of work if deployed?

Members may be asked to deploy for up to 14 days (in-state) and 18 days EMAC deployments. Members will also need to conduct up to 7 days of training upon initial assignment to the team. IMT Meetings, briefings and some localized trainings are held after 5 PM as not to take away from the members work day.

What will I be doing when the IMT is deployed?

The Delaware IMT is designed integrate into the affected jurisdiction's ICS structure only after they have made a request to the Director of DEMA and the Director approves deployment. IMT's are not intended to assume command and control of the incident but solely to coordinate and support response/recovery operations at level(s) of operation.

Who should volunteer?

Members from all response disciplines throughout the State who have knowledge or experience in the following categories:

- Incident Command
- Public Information
- Corporate Liaison
- Emergency Operations
- Emergency Planning
- Ordering of Resources
- Situation Reporting
- Emergency Response Subject Matter Experts/Technicians
- Supply and Logistics
- Service and Support
- Safety
- Communications
- Finance and Administration

Members should also have a working knowledge of the National Incident Management System (NIMS) and the Incident Command System (ICS).

How do I apply?

Applications can be obtained from the DEMA website or the State IMT Coordinator. Applicants will provide the following for consideration:

- Completed Application Form
- Delaware IMT Personal Information Worksheet
- A resume detailing knowledge, experience and skills for the position they seek.

Applicants selected for further consideration will then meet a multi-disciplinary interview panel drawn from and selected by the Delaware Homeland Security Terrorism Preparedness Working Group (DHSTPWG). The panel will consist of five interviewers. Three interviewers must come from first responder/emergency management disciplines (e.g. fire, police, DEMA, County EMA's). The remaining two panel members will be selected at the discretion of the DHSTPWG. The panel will make recommendations to the DEMA Training and Exercise Administrator who in turn will submit the most qualified applicants to the Director of DEMA for final approval. To best serve the needs of the IMT and thus the State, applicants should be aware that they may be selected to fill positions other than the original position for which they applied.

Who can I contact to get more information about the Delaware IMT?

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