

1 **Chapter 2**
2 **BLM Wildland Fire and Aviation Program**
3 **Organization and Responsibilities**

4 **Introduction**

5 This chapter provides policy and guidance for Bureau of Land Management fire
6 and aviation program management as referenced in *BLM Manual Section (MS)*
7 *9200 Fire Program Management*. These standards are based on Department of
8 Interior (DOI) and Bureau policy. They are intended to ensure safe, consistent,
9 efficient, and effective fire and aviation operations for a fire organization to
10 manage state and/or local unit fire workload or meet approved national program
11 resource allocations. BLM employees engaged in fire management activities
12 (including fire program management, fire suppression, and fire program/incident
13 support) will adhere to the standards in this document. This chapter will be
14 reviewed and updated annually.

15 **Sexual Harassment, Harassment Non-Sexual and Illegal Discrimination**

16 All fire personnel will be provided with a workplace free of unlawful
17 harassment and discrimination. Discrimination based on race, color, national
18 origin, religion, sex, age (over 40), disability, sexual orientation, genetic
19 information, and reprisal is prohibited. Discrimination, in any form, has no place
20 in our organization and will not be tolerated. Discrimination includes sexual or
21 non-sexual harassment; any discriminatory act, policy, practice or procedure that
22 denies equal opportunity; or any conduct that demeans the dignity of another
23 person.

24 All personnel have a responsibility to carry out this policy and create a work
25 environment a reasonable person would not consider intimidating, hostile, or
26 offensive.

27 Sexual Harassment is a form of discrimination that involves unwelcome sexual
28 advances, requests for sexual favors, and other verbal or physical conduct of a
29 sexual nature.

30 Harassment that is not sexual in nature may also be a form of discrimination if it
31 involves unwelcome verbal or physical conduct based on race, color, national
32 origin, religion, sex, age (over 40), disability, sexual orientation, or genetic
33 information. It is behavior that is hostile and/or intimidating, which creates an
34 abusive or offensive work environment.

35 All allegations of harassment (sexual or non-sexual) will be taken seriously and
36 dealt with fairly and promptly. It is critical that home unit HR and EEO Offices
37 be contacted when harassment of any kind occurs while on fire assignment.

38 Reprisal against an individual who reports harassment of any kind is illegal.
39 Reprisal is the wrongful threatening or taking of either unfavorable action or
40 withholding favorable action from another solely in response for their opposing

- 1 employment discrimination or participating in an EEO activity protected by
2 employment discrimination statutes.
- 3 An employee who engages in harassment or discrimination faces consequences
4 ranging from verbal warnings and letters of reprimand, up to termination from
5 employment, depending on the seriousness of the misconduct. Managers and
6 supervisors, who do not take action when they know or suspect that harassment
7 or discrimination is occurring, also face discipline. Contractor staff may be
8 subject to comparable penalties from their employers. A contractor, who fails to
9 enforce this policy, may have its contract terminated. Visitors to fire camps who
10 engage in harassment may be removed and prevented from returning.
- 11 Fire leaders at all levels have the responsibility to serve as role models of
12 appropriate behavior, and should confront any form of discrimination,
13 harassment, or other improper behavior when it is observed, or reported.
14 Supervisors have a duty to act when they become aware of harassment of any
15 kind, and will be held accountable for responding, and stopping harassment
16 while on fire assignment.
- 17 All reports of alleged discrimination will be taken seriously, promptly
18 investigated and handled with professionalism, dignity, and fairness. Incident
19 personnel who believe they have been subjected to discrimination, harassment
20 or reprisal, should be directed to their home unit EEO Manager or an EEO
21 Counselor within 45 days of the alleged discriminatory matter.
- 22 All questions or concerns regarding harassment, sexual harassment or any form
23 of illegal discrimination should be directed to the home unit EEO manager or
24 the Fire and Aviation Directorate EEO Manager.

25 **Employee Conduct**

26 All employees, cooperators, contractors, and volunteers who participate in
27 wildland fire operations have the duty to treat each other with respect and to
28 maintain a work environment free of misconduct and harassment.

29 Misconduct includes but is not limited to alcohol misuse, driving while
30 intoxicated, the use of illegal drugs, hazing, insubordination, disregard for
31 policies and procedures, and the destruction or theft of government property.

32 **Examples of Misconduct**

- 33 • **Hazing** – Hazing is considered a form of harassment. “Hazing” is defined
34 as “any action taken, or situation created intentionally, to produce mental or
35 physical discomfort, embarrassment, or ridicule.”
- 36 • **Alcohol** – The use of alcohol during any work period is strictly prohibited.
37 The performance of job duties while under the influence of alcohol is
38 prohibited. Underage personnel alcohol use is prohibited at all times.

1 BLM Fire Operations Website

2 BLM Fire Operations maintains a website that hosts operational, informational,
3 and policy-related documents. The website also contains information about the
4 National Fire Equipment Program, the BLM Fire Training Unit, and the BLM
5 Fire Operations Group and its subcommittees. This website is referenced
6 throughout this document. The address of the BLM Fire Operations website is
7 http://web.blm.gov/internal/fire/fire_ops/index.html.

8 National Wildfire Coordinating Group (NWCG) Relationship to BLM

9 The National Wildfire Coordinating Group (NWCG) provides national
10 leadership to enable interoperable wildland fire operations among federal, state,
11 local, tribal, and territorial partners. The NWCG establishes national interagency
12 wildland fire operations standards, but the decision to adopt the standards is
13 made independently by the members and communicated through their respective
14 directives systems.

15 See Chapter 8 for NWCG members.

16 BLM provides a representative to the NWCG Executive Board and
17 representatives to various NWCG committees and subcommittees. These
18 individuals are responsible for representing the BLM during NWCG decision-
19 making processes and ensuring that proposed NWCG standards are reviewed by
20 pertinent BLM personnel prior to release by the NWCG.

21 Fire and Aviation Directorate

22 The BLM Fire and Aviation Directorate (FAD) consists of the Assistant
23 Director (FA), one Deputy Assistant Director (FA) located at NIFC, and one
24 Deputy Assistant Director (FA) located in Washington D.C. Fire Operations
25 Division Chief, Aviation Division Chief, Fire Planning and Fuels Management
26 Division Chief, Support Services Division Chief, Budget and Evaluation Chief,
27 External Affairs Division Chief, and the Equal Employment Opportunity
28 Manager.

29 Program Manager Responsibilities**30 Assistant Director, Fire and Aviation (FA-100)****31 Deputy Assistant Directors, Fire and Aviation (FA-100)**

- 32 • Develops policies and standards for firefighting safety, training, prevention,
33 suppression, and use of wildland fires on Bureau lands.
- 34 • Provides guidance to State Directors on the use of prescribed fire and fuels
35 management to achieve management objectives.
- 36 • Integrates fire and aviation management programs with natural resource
37 management programs.

- 1 • Establishes position competencies, standards, and minimum qualifications
- 2 for Fire Management Officers, Fire Management Specialists, and leaders
- 3 based on federal interagency standards.
- 4 • Reviews and evaluates state fire and aviation management programs.
- 5 • Represents the BLM in the coordination of overall fire and aviation
- 6 management activities at the National Interagency Fire Center (NIFC) on
- 7 intra- and interagency fire committees, groups, and working teams.
- 8 • In conjunction with federal fire directors, establishes priorities for
- 9 assignment of critical resources during wildfire emergencies.
- 10 • Initiates or participates on Boards of Review concerning actions taken on
- 11 selected wildland fires.
- 12 • Negotiates cooperative agreements and/or modifications of existing national
- 13 level agreements to improve fire and aviation management activities on
- 14 Bureau lands.
- 15 • Makes determinations on wildland fire management program funding to
- 16 states, and recommends approval to the BLM Director.
- 17 • Serves as the Bureau's focal point for the Significant Wildland Fire Review
- 18 (SWFR) process and initiates, facilitates, and provides oversight for the
- 19 SWFR process. The AD coordinates with the appropriate state director,
- 20 assembles a SWFR team, provides a Delegation of Authority, initiates the
- 21 SWFR, and provides briefings to the Bureau Director, as appropriate.
- 22 • Serves as designated contact for the United States Department of the
- 23 Treasury for the certification and revocation of Certifying Officers and
- 24 Assistant Disbursing Officers (CO/ADO) and Designated Officials for
- 25 emergency incident payments.
- 26 • Supervises the Safety and Occupational Health Specialist who develops and
- 27 implements safety programs, accident investigation procedures, and safety
- 28 trend analyses.
- 29 • Supervises the National Critical Incident Response Program Manager.
- 30 **Equal Employment Opportunity Manager (EEO) (FA-120)**
- 31 • Manages the Equal Employment Opportunity (EEO) program in accordance
- 32 with legal, regulatory, and policy requirements.
- 33 • Manages and directs the Counseling Program, and Alternative Dispute
- 34 Resolution (ADR) programs in accordance with Equal Employment
- 35 Opportunity Commission (EEOC) regulations and BLM policy as well as
- 36 for other agencies located at NIFC.
- 37 • Advises managers and aggrieved persons of employee rights and
- 38 responsibilities, procedural options and timeframes in conflict situations and
- 39 formulates proposed resolutions.
- 40 • Negotiates with managers, aggrieved persons and their representatives to
- 41 informally resolve EEO matters, and executes final settlement agreements.
- 42 • Manages the Affirmative Employment Program (AEP).

- 1 • Develops and maintains the accessibility program for the disabled, required
2 under Section 504 of the Rehabilitation Act of 1973, as amended, and the
3 Americans with Disability Act (ADA of 1990).
- 4 • Conducts analyses to evaluate progress in meeting equal employment
5 opportunity program goals.
- 6 • Administers training activities for the organization.
- 7 • Provides managers and supervisors with guidance and advice on issues
8 related to EEO/civil rights program activities.
- 9 • Represents the organization in meetings with public and private groups,
10 universities, minority and women's organizations, other DOI components,
11 and other federal agencies.

12 **Support Services Division Chief (FA-200)**

- 13 • Manages all aspects of the business responsibilities and programs under the
14 jurisdiction of NIFC for the benefit of the BLM and cooperating agencies.
- 15 • Directs the accomplishment of the approved operating budget, exercising
16 appropriate control to assure program quality goals are met according to
17 established standards.
- 18 • Interprets Departmental and Bureau policies and directives as they affect
19 BLM-NIFC programs.
- 20 • Participates in the BLM-wide and interagency task force activities as a
21 leader or member.
- 22 • Responsible for the NIFC Site and Facilities Management, NIFC Safety and
23 Health program, Business Practices, Human Resources, Information
24 Resource Management, Maintenance and Security, National Radio Cache,
25 Remote Automated Weather Stations (RAWS) program, and
26 Transportation.
- 27 • Is a focal point and frequent spokesperson for the Bureau and the national
28 level management, assures a public awareness of Bureau programs and
29 coordinates with key officials in affected federal agencies, states, and
30 occasionally with other entities such as: foreign governments, private
31 individuals, private organizations, vendors, suppliers, transportation groups,
32 airlines, and others.
- 33 • Supports the implementation of the BLM's Automation/Modernization/
34 Information Resource Management (IRM) initiatives as they apply to
35 BLM/NIFC.

36 **Fire Operations Division Chief (FA-300)**

- 37 • Serves as the principal technical expert on fire operations to the Assistant
38 Director (FA), Deputy Assistant Directors (FA), and to the BLM state fire
39 programs.
- 40 • Provides the Assistant Director (FA) and the Deputy Assistant Directors
41 (FA) technical advice, operational oversight, and leadership in all aspects of
42 fire operations.

- 1 • Performs annual fire program preparedness reviews. Evaluates compliance
2 with policies, objectives, and standards. Assesses operational readiness and
3 provides technical assistance to solve identified problems. Performs other
4 operations reviews as required/requested.
- 5 • Assists the Assistant Director (FA) and Deputy Assistant Directors (FA), in
6 the formulation and establishment of national policies and programs
7 pertinent to wildland fire preparedness, suppression, shared national
8 resources, safety, training, fire facilities, and equipment.
- 9 • Serves as the BLM technical expert on national interagency mobilization
10 and utilization of fire suppression resources.
- 11 • Develops national plans, standards, and technical guides for the BLM and
12 interagency fire management operations.
- 13 • Supervises the Chief, Branch of Preparedness and Suppression Operations
14 (FA-320), responsible for management and oversight of FA-320 staff
15 specialists, the Great Basin Smokejumpers (FA-321), the National Fire
16 Equipment Program (FA-322), and the National Fire Training and
17 Workforce Development Program (FA-324).
- 18 • Supervises the Chief, Branch of Preparedness and Suppression Support
19 (FA-330), responsible for management and oversight of the FA Veteran
20 Affairs program, the FA Cooperator Assistance program, the National
21 Predictive Services Program Manager, the National Interagency
22 Coordination Center (FA-331), the National Radio Operations Section (FA-
23 332), and the Incident Communications Section (FA-333).
- 24 • Serves as the BLM representative to the National Multi Agency
25 Coordinating Group (NMAC) (may be delegated to Branch Chief).
- 26 • Certifies Area Command and Type 1 Command and General Staff task
27 books and red cards for the national and Washington offices.
- 28 • Provides daily National Multi-Agency Coordinating Group briefings to the
29 Assistant Director and Deputy Assistant Directors, Fire and Aviation; and
30 BLM state fire management officers at National Preparedness Level (PL) 3
31 and above as warranted.

32 **Budget and Evaluation Division Chief (FA-400)**

- 33 • Serves as principal budget advisor of the wildland fire program to the
34 Assistant Director (FA), Deputy Assistant Director (FA), BLM Fire
35 Leadership Team, and to other BLM staffs.
- 36 • Serves as primary BLM representative in the DOI Wildland Fire Budget
37 formulation and execution process.
- 38 • Represents BLM on the DOI Fire Budget Team and at other interagency
39 meetings in regards to budget related policies, requirements, procedures,
40 and reports.
- 41 • Coordinates all budget activities between Washington Office, Office of
42 Wildland Fire, and Fire and Aviation.
- 43 • Provides national oversight for BLM Wildland Fire program budget
44 formulation, justification, and execution. Responsible for the development

- 1 and preparation of the budget justifications, Planning Target Allocation,
2 Annual Work Plan, capability statements, effects statements, and
3 congressional responses.
- 4 • Reviews NIFC offices at mid-year, third quarter, and end-of-year and
5 distributes available funding in accordance with BLM policy.
 - 6 • Provides oversight of Casual Payment Center. Ensures all DOI casual
7 payments are processed in a timely and cost-effective manner adhering to
8 procedures and practices set forth by the DOI agencies.

9 **Aviation Division Chief (FA-500)**

- 10 • Serves as principal aviation advisor to the Assistant Director (FA), Deputy
11 Assistant Director (FA), other staffs, states, and to the DOI.
- 12 • Identifies and develops Bureau aviation policies, methods and procedures,
13 as well as standardized technical specifications for a variety of specialized
14 firefighting missions for incorporation into the directives system.
- 15 • Coordinates aviation-related activities and services between the Washington
16 Office (WO) and states with other wildland firefighting, regulatory,
17 investigative, and military agencies.
- 18 • Coordinates provision and use of aviation resources with business practices,
19 aviation user staffs at the WO, and state office level.
- 20 • Represents the BLM at interagency meetings, in interagency committees
21 developing government-wide aviation policies, requirements, procedures
22 and reports, at aviation industry meetings and conventions.
- 23 • Develops and implements aviation safety programs, accident investigation
24 procedures, and aviation safety trend analyses.
- 25 • Plans and conducts reviews and evaluations of state aviation programs.
- 26 • Plans and conducts technical and managerial analyses relating to the
27 identification of aviation organization and resources appropriate for agency
28 use, cost-effectiveness of aviation firefighting, other specialized missions,
29 aircraft acquisition requirements, equipment developmental needs, and
30 related areas.

31 **Fire Planning and Fuels Management Division Chief (FA-600)**

32 Serves as principal advisor to the Assistant Director (FA), Deputy Assistant
33 Director (FA), Fire Leadership Team, and other BLM staffs for the following
34 wildland fire programs:

- 35 • **Fire Planning** – Responsible for the development and implementation of
36 the Bureau-wide fire planning program and policies. Provides guidance and
37 assistance in administering the technical and operational aspects of BLM's
38 fire planning program.
- 39 • **Fuels Management** – Responsible for the development and coordination of
40 the BLM's fuels management program to restore and maintain healthy,
41 resilient landscapes, reducing wildfire risks to communities and other
42 values. Recommends the distribution of program funds to regions and tracks
43 all fuels management fund distributions and prior year carryover funds.

- 1 Develops and maintains a national database for fuels management
2 accomplishments.
- 3 • **Community Assistance** – Responsible for the development and
4 coordination of the BLM's community assistance program which includes
5 fire prevention, education, mitigation efforts on adjacent non-federal lands
6 and cooperator assistance.
 - 7 • **Fire Investigation and Trespass** – Responsible for the development and
8 coordination of the BLM's fire investigation and trespass programs.
 - 9 • **Smoke Management** – Responsible for the development and coordination
10 of the BLM's smoke management program requirements and compliance
11 with State air quality rules and State Implementation Plans.

12 **External Affairs Division Chief (FA-700)**

- 13 • Responsible for coordination of information between the Department of the
14 Interior and Office of Wildland Fire to the BLM, BIA, USFWS, NPS,
15 USFS, National Association State Foresters (NASF), and Federal
16 Emergency Management Agency (FEMA) at NIFC.
- 17 • Responsible for coordination of the responses to: Office of Management
18 and Budget (OMB), Government Accountability Office (GAO),
19 congressional, other elected officials, and other external inquiries among
20 agencies and departments, establishing and maintaining cooperative
21 relationships resulting in quality work products.
- 22 • Serves as the primary manager of the External Affairs program for the
23 NIFC.
- 24 • Serves as the primary point of contact to external audiences regarding
25 BLM, and at times, DOI fire and aviation policy.
- 26 • Serves as the primary point of contact with the BLM Washington Office
27 and DOI external affairs and communication offices.
- 28 • Develops recommendations pertaining to External Affairs aspects for BLM
29 Fire and Aviation policies.
- 30 • Initiates External Affairs policies and procedures pertaining to Fire and
31 Aviation for adoption at the department level in conjunction with other
32 departments and agencies.
- 33 • Serves as personal and direct representative of the Assistant Director, Fire
34 and Aviation at various meetings and functions with members of congress
35 and staff, state governors and legislatures, officials of local, state and
36 federal agencies, major private corporations, public and private interest
37 groups, and foreign governments.
- 38 • Serves as external affairs expert and consultant to the Assistant Director,
39 (FA) and the Deputy Assistant Director (FA) on a wide variety of issues and
40 policies of controversial nature, providing analysis and advice on public
41 reaction to major policy and program issues.

- 1 • Responsible for management and contact of all NIFC and BLM FA public
2 expressions, including printed material, video productions, and social media
3 products.
- 4 • Coordinates with BLM legislative affairs on proposed legislation regarding
5 FA.

6 **State Director (SD)**

7 The SD is responsible for fire and aviation management programs and activities
8 within the state. The SD will ensure that employees in their organization meet
9 the requirements outlined in the *Interagency Fire Program Management*
10 *Qualifications Standards and Guide* at <https://www.ifpm.nifc.gov/> and will
11 ensure training is completed to support delegations to line.

12 **District Manager (DM)**

13 The DM is responsible to the SD for the safe and efficient implementation of
14 fire and aviation management activities within their district. This includes
15 cooperative activities with other agencies or landowners.

16 **Agency Administrator (AA)**

17 An AA is a BLM line manager (District Manager, Field Manager, or National
18 Conservation Lands Manager) or their designated Acting that has met specific
19 training requirements (as outlined in Instruction Memorandum No. FA IM-
20 2018-003) and has wildland fire decision authority for a defined area, as
21 specified by delegation. All re-delegations must be consistent with *BLM Manual*
22 1203 and State supplements to that manual.

23 A BLM line manager must complete required AA training no later than two
24 years after being appointed to a designated management position. Training that
25 took place prior to a management appointment also meets the requirement.

26 **State Fire Management Officer (SFMO)**

27 The SFMO provides leadership for the BLM fire and aviation management
28 program. The SFMO is responsible and accountable for providing planning,
29 coordination, training, technical guidance, and oversight to the state fire and
30 aviation management programs. The SFMO also represents the SD on
31 interagency geographic area coordination groups and Multi-Agency
32 Coordination (MAC) groups. The SFMO provides feedback to District offices
33 on performance requirements. The SFMO meets the SFMO Assigned Program
34 Responsibilities.

35 **District Fire Management Officer (DFMO)**

36 The DFMO is responsible and accountable for providing leadership for fire and
37 aviation management programs at the local level. The DFMO:

- 38 • Determines local fire program requirements to implement land use
39 decisions through the Fire Management Plan (FMP) to meet land
40 management objectives;

- 1 • Negotiates interagency agreements and represents the District Manager on
- 2 local interagency fire and fire aviation working groups;
- 3 • Meets the DFMO Assigned Program Responsibilities; and
- 4 • Fulfills FMO Safety and Health Responsibilities for the Fire Program.

5 Experience requirements for positions in the Alaska Fire Service, Oregon and
 6 California (O&C) Districts, FA, national office, and other fire management
 7 positions in units and state/regional offices will be established as vacancies
 8 occur, but will be commensurate with the position’s scope of responsibilities.
 9 The developmental training to fully achieve competencies should be addressed
 10 in an IDP within a defined time period.

11 State Directors and District Managers have both authority and responsibility
 12 within the wildland fire management program. The *BLM Manual* Section (MS)-
 13 1203 Delegation of Authority provides a single authoritative source of the
 14 organizational location of authority. The MS-1203 defines authority as the
 15 ability to make the final, binding decision or to take specific action, or both as
 16 an official representing the United States Government. Such authorities have a
 17 legal basis in statute or regulation. Authority to make a decision or take an
 18 action is different from having responsibility.

19 Following are tables that show many of the authorities as well as the assigned
 20 responsibilities for the wildland fire management program. In addition to the
 21 national level MS-1203, each state may have a supplemental manual that is
 22 consistent with the MS-1203. BLM offices should ensure adherence to the MS-
 23 1203 as well as the relevant state supplemental manual.

24 **Management Performance Requirements for Fire Operations**

AUTHORITY	May be re-delegated to:				
	SD	DM	AA	SFMO	DFMO
1. Commit funds and personnel for management of wildfires and all hazard incidents.		X	X ¹	X ²	
2. Coordinate decisions of the Geographic Multi-Agency Coordinating Group as they affect BLM lands to establish fire priorities, allocate and re-allocate fire suppression resources.	X			X ³	
3. Authority to expend up to the State authorization limit for discretionary preposition and short-term fire severity needs.	X			X ⁴	

AUTHORITY	May be re-delegated to:				
	SD	DM	AA	SFMO	DFMO
4. Approve fire operating plans committing funds and/or resources in support of national level agreements for mutual assistance.	X	X			
5. Enter into agreements to provide for the housekeeping functions of combined agency-operated fire facilities.	X	X			
6. Approve Fire Management Plans (FMPs).	X	X ⁵			
7. Approve Wildland Fire decisions.	X	X ⁶			
8. Close areas under the administration of the BLM during periods of high hazard to prevent fires.	X				
9. Issue fire prevention orders that close entry to, or restrict use of, designated public lands.	X				
10. Approve Prescribed Fire Plans.	X	X	X ⁷		
11. Approve Individual Fire Reports.		X			X ⁸
12. Determine liability for unauthorized use on public lands. Accept payment in full. Dispose resources and recover funds.	X	X			
13. Approve aircraft use for transportation of passengers and cargo.	X				

¹ During a wildfire or all-hazard incident, only qualified ICs can be delegated this authority. Cannot be re-delegated below either the Field Manager or NCL Manager, except for Alaska.

² Only the Alaska SFMO is re-delegated this Authority.

³ Delegated to SFMOs.

⁴ May only be re-delegated to SFMO.

⁵ Cannot be re-delegated below the DM level.

⁶ Cannot be re-delegated below Field or NCL Manager level.

⁷ Cannot be re-delegated below the Field or NCL Manager.

⁸ Can only be re-delegated to DFMO.

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
1. Provide a written Delegation of Authority to FMOs that gives them an adequate level of operational authority. If fire management responsibilities are zoned, ensure that all appropriate Agency Administrators have signed the delegation.	X	X	
2. Ensure only trained and qualified personnel are available to support wildland fire operations at the local and national level.	X	X	
3. Annually convene and participate in pre- and post-season fire meetings.	X	X	
4. Review critical operations and safety policies and procedures with fire and fire aviation personnel.	X	X	
5. Ensure fire and fire aviation preparedness reviews are conducted annually in all unit offices. Participate in at least one review annually.	X	X	
6. Complete timely response and follow-up to fire preparedness and program reviews.	X	X	
7. Provide written notification to the: <ul style="list-style-type: none"> • State Director when federal combined expenditures for an incident meet or exceed \$5 million AND more than 50% of the burned acres are managed by the BLM (in Alaska, more than 50% of the burned acres are managed by DOI and ANCSA). • National Director, through the State Director, when federal combined expenditures for an incident meet or exceed \$10 million AND more than 50% of the burned acres are managed by the BLM (in Alaska, more than 50% of the burned acres are managed by DOI and ANCSA). Notifications should be emailed with a cc to the BLM Fire and Aviation Directorate Assistant Director.		X	
8. Ensure proper level of investigations types are conducted per Chapter 18.	X	X	

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
9. Ensure Resource Advisors are identified, trained and available for incident assignment. Refer to the <i>Federal Wildland Fire Qualifications Supplement</i> .		X	
10. Ensure trespass actions are initiated and documented to recover cost of suppression activities, land rehabilitation, and damages to the resource and improvements for all human-caused fires where liability can be determined, as per <i>Fire Trespass Handbook H-9238-1</i> .		X	
11. Ensure completion of Air Quality Exceedance Review.	X	X	X
12. Ensure prescribed fire activities are in compliance with state smoke management program and Clean Air Act. Participate in Air Quality Exceedance Notice of Violation review.	X	X	X
13. Approve the State Fire Trespass Operating Plan.	X		
14. Ensure prescribed fire activities are in compliance with Interagency, National and State Office policy. Participate in periodic reviews of the prescribed fire program.	X	X	
15. Ensure Safety Program is in place, has a current plan, and has an active safety committee that includes the fire program.	X	X	
16. Annually update and review the <i>Agency Administrator's Guide to Critical Incident Management</i> (or equivalent).	X	X	
17. Establish and maintain a Serious Incident or Fatality (SIOF) Plan.	X	X	
18. Ensure that a current emergency medical response plan is in place and accessible.		X	
19. Personally visit fires each year (see Appendix A).			X
20. Provide an Agency Administrator briefing to Incident Management Teams. See Appendix D.			X
21. Attend post fire closeout on Type 1 and Type 2 fires (attendance may be delegated).			X

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
22. Sign and date the <i>Agency Administrator Ignition Authorization</i> (PMS 484-1, Element 2A) with the time frame identified before the prescribed fire is ignited.			X

1 **Post Incident Review**

- 2 Appendix B (*Manager's Supplement for Post Incident Review*) emphasizes the
 3 factors that are critical for ensuring safe and efficient wildland fire suppression,
 4 and provides examples for managers to use in their review of incident operations
 5 and Incident Commanders.

6 **Fire Staff Performance Requirements for Fire Operations**

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
1. Establish and manage a safe, effective, and efficient fire program.	X	X
2. Ensure the Fire Management Plan (FMP) reflects the agency commitment to firefighter and public safety by establishing a fire organization to meet state/unit workload or national allocations, while utilizing the full range of fire management activities available for ecosystem sustainability.		X
3. Ensure Individual Fire Reports are completed, signed/approved, and entered into WFMI.		X
4. Ensure only trained and qualified personnel are assigned to fire and fire aviation duties.	X	X
5. Ensure only trained and qualified fire and non-fire personnel are available to support fire operations at the local and national level.	X	X
6. Organize, train, equip, and direct a qualified work force.	X	X
7. Ensure the fire safety program is implemented according to fire and non-fire safety regulations, training, and concerns.	X	X
8. Ensure compliance with work/rest guidelines during all fire and fire aviation activities.	X	X
9. Ensure completion of a Risk Assessment (RA) for fire and fire aviation activities, and non-fire activities so mitigation measures are taken to reduce risk.	X	X

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
10. Ensure fire and fire aviation management employees understand their role, responsibilities, scope of duty, and accountability.	X	X
11. Establish and implement a post incident assignment performance review process.	X	X
12. Develop, implement, evaluate, and document fire and fire aviation training to meet current and anticipated needs.	X	X
13. Ensure fire and fire aviation policies are understood, implemented, and coordinated with other agencies as appropriate.	X	X
14. Monitor fire suppression activities to recognize when complexity levels exceed program capabilities. Increase managerial and operational resources to meet the need.	X	X
15. Monitor fire season severity predictions, fire behavior, and fire activity levels. Ensure national fire severity funding and national preposition funding is requested in a timely manner, used, and documented in accordance with agency standards.	X	X
16. Monitor the expenditure of Short-Term Severity and State Discretionary Preposition funding.	X	X
17. Ensure agreements with cooperators are valid and in compliance with agency policy, and that attached Annual Operating Plans are current.	X	X
18. Develop annual review and implement current operational plans (e.g., dispatch, preparedness, prevention, draw-down). Ensure that initial response plans reflect agreements and annual operating plans, and are reviewed annually prior to fire season.		X
19. Ensure that initial response plans (e.g., run cards, preplanned response) are in place and provide for initial response commensurate with guidance provided in the Fire Management Plan and Land/Resource Management Plan.		X
20. Develop, maintain, and implement restrictions procedures in coordination with cooperators whenever possible.	X	X
21. Ensure that the use of fire funds complies with department and agency policies.	X	X

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
22. Ensure a process is established to communicate fire information to public, media, and cooperators.	X	X
23. Annually convene and participate in pre-and post-season fire meetings.	X	X
24. Oversee pre-season preparedness review of fire and fire aviation program.	X	X
25. Initiate, conduct, and/or participate in fire program management reviews and investigations as per Chapter 18.	X	X
26. Personally participate in periodic site visits to individual incidents and projects.	X	X
27. Utilize the Risk and Complexity Assessment (Appendix E and F) to ensure the proper level of management is assigned to all incidents.	X	X
28. Ensure transfer of command on incidents occurs as per Chapter 11.		X
29. Ensure incoming personnel and crews are briefed prior to fire and fire aviation assignments.		X
30. Ensure that an accurate and defensible decision is published in the Wildland Fire Decision Support System (WFDSS) for all fires identified as requiring a decision in Chapter 11.	X	X
31. Ensure IMT briefing packages are developed prior to fire season.		X
32. Work with cooperators, groups, and individuals to develop and implement processes and procedures for providing fire safe communities within the wildland urban interface.	X	X
33. Ensure trespass actions are initiated and documented to recover cost of suppression activities, land rehabilitation, and damages to the resource/improvements for all human-caused fires where liability can be determined.	X	X
34. Ensure required personnel are trained in fire cause determination and fire trespass.	X	X
35. Ensure compliance with Interagency, National and State Office policy for prescribed fire activities. Provide periodic reviews of the prescribed fire program.	X	X

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
36. Annually update and review the <i>Agency Administrator's Guide to Critical Incident Management</i> (or equivalent).	X	X
37. Ensure that all fire employees review and update their emergency contact information annually, either in Employee Express or in hard copy format.	X	X
38. Ensure fire season severity predictions, weather forecasts, fire behavior predictors, and fire activity levels are monitored and communicated daily to all employees (hard copy, web page, email, radio, or fax).	X	X
39. Ensure standards in current National and Local Mobilization Guides are followed.	X	X
40. Comply with established property control/management procedures.	X	X
41. Certify Area Command and Type 1 Command and General Staff positions.	X	

- 1 Requirements for fire management positions are outlined in the *Interagency Fire*
2 *Program Management Qualifications Standards and Guide* (IFPM Standard).
3 The supplemental Qualification Standard for professional GS-0401 Fire
4 Management Specialist positions, approved by the Office of Personnel
5 Management, is also included in the IFPM Standard. The *Interagency Fire*
6 *Program Management Qualifications Standards and Guide* can be found in its
7 entirety on the IFPM website at <https://www.ifpm.nifc.gov/>.

8 **Delegation of Authority**

9 **Delegation for State Fire Management Officers (SFMO)**

10 In order to effectively perform their duties, a SFMO must have certain
11 authorities delegated from the State Director. This delegation is normally issued
12 annually following re-delegation direction in the MS 1203. The Delegation of
13 Authority should include what Authorities found in the Management
14 Performance Requirements for Fire Operations table above are being re-
15 delegated. The Delegation of Authority may also include items from the
16 Assigned Program Responsibilities section of the Management Performance
17 table, however there should be a clear delineation between Authority being
18 delegated and assignment of responsibility. Appendix C provides a sample
19 "Delegation of Authority."

20 **Delegation for District Fire Management Officers (DFMO)**

21 In order to effectively perform their duties, a DFMO must have certain
22 authorities delegated from the District Manager. This delegation is normally

1 issued annually following re-delegation direction in the MS 1203. The
2 Delegation of Authority should include what Authorities found in the
3 Management Performance Requirements for Fire Operations table above are
4 being re-delegated. The Delegation of Authority may also include items from
5 the Assigned Program Responsibilities section of the Management Performance
6 table, however there should be a clear delineation between Authority being
7 delegated and assignment of responsibility. Appendix C provides a sample
8 “Delegation of Authority.”

9 **Preparedness Reviews**

10 *The Review and Update of the 1995 Federal Wildland Fire Management Policy*
11 *(January 2001)* states that, “Agencies will ensure their capability to provide
12 safe, cost-effective fire management programs in support of land and resource
13 management plans through appropriate planning, staffing, training, equipment,
14 and management oversight.” The Assistant Director, Fire and Aviation,
15 accomplishes this in part through the fire preparedness review process. Fire
16 preparedness reviews assess fire programs for compliance with established fire
17 policies and procedures as outlined in the current *Interagency Standards for Fire*
18 *and Fire Aviation Operations* and other pertinent policy documents. Reviews
19 identify organizational, operational, procedural, personnel, or equipment
20 deficiencies, and recommend specific corrective actions.

21 **BLM Review Schedules**

- 22 • BLM Districts conduct fire preparedness reviews annually.
- 23 • BLM State Offices conduct state-wide fire preparedness reviews every two
24 years.
- 25 • The BLM National Office conducts national fire preparedness reviews of
26 each BLM state fire program every four years.

27 **BLM Operational Duty Officer (ODO)**

28 Each BLM unit Fire Management Officer will perform the duties of an ODO or
29 will provide a delegated ODO for their units during any period of predicted
30 incident activities. ODO responsibilities may be performed by any individual
31 with a signed Delegation of Authority from the local Agency Administrator.
32 Qualifications for the ODO will be identified within the Unit Annual Operating
33 Plan. The required duties for all BLM ODOs are:

- 34 • Monitor unit incident activities for compliance with BLM safety policies.
- 35 • Coordinate and set priorities for unit suppression actions and resource
36 allocation.
- 37 • Keep unit Agency Administrators, suppression resources, and information
38 officers informed of the current and expected situation.
- 39 • Plan for and implement actions required for future needs.
- 40 • Document all decisions and actions.

1 ODOs will provide operational oversight of these requirements as well as any
2 unit specific duties assigned by the local fire managers through the local unit fire
3 operating plan. ODOs will not fill any ICS incident command functions
4 connected to any incident. In the event that the ODO is required to accept an
5 incident assignment, the FMO will ensure that another qualified and authorized
6 ODO is in place prior to the departure of the outgoing ODO.

7 **State and National Duty Officers**

8 Each state will maintain a state-level duty officer during fire season and
9 dedicated telephone number. State duty officers are responsible for:

- 10 • Establishing a process to identify available assets or needs within their state;
- 11 • Communicating availability of or need for assets to other state duty officers;
- 12 • Maintaining information on the Asset Intelligence Spreadsheet;
- 13 • Approving asset assignments;
- 14 • Facilitating movement of assets using established dispatch/coordination
15 system protocols; and
- 16 • Ensuring emergency notifications are made to the National Duty Officer.

17 FA-320 will maintain a national duty officer and dedicated telephone number.
18 The national duty officer is responsible for:

- 19 • Monitoring and supporting the Asset Intelligence Spreadsheet;
- 20 • Providing coordination and prioritization of prepositioned assets between
21 states if the need arises;
- 22 • Resolving disagreements of asset priorities and/or mobilizations by
23 elevating issues to the Division Chief, Fire Operations (FA DC) or delegate;
- 24 • Facilitating movement of assets using established dispatch/coordination
25 system protocols;
- 26 • Providing briefings and updates to the FA DC/BLM NMAC representative
27 as requested; and
- 28 • Ensuring emergency notifications are made according to FA protocols.

29 All state and national duty officer telephone numbers are listed on the Asset
30 Intelligence Spreadsheet.

31 **Incident Business**

32 A consolidated view of fire business practices, supporting policy, and regulation
33 is contained in the *BLM Standards for Fire Business Management*, available at:
34 http://web.blm.gov/internal/fire/budget/Reference_docs/Incident%20Business/I
35 [B-new/OrangeBk.html](http://web.blm.gov/internal/fire/budget/Reference_docs/Incident%20Business/I).

36 **BLM Fire Management Position Titles and Fire Department Cooperator** 37 **Equivalencies**

38 Bureau of Land Management units that choose to use fire department cooperator
39 nomenclature will utilize the following BLM position title equivalency standard.

BLM Fire Management Position Title	Fire Department Cooperator Equivalency
State FMO, District FMO	Chief
State AFMO, District AFMO	Deputy Chief
State Office Fire Staff	Assistant Chief
Field Office FMO, Center Manager, District Fire Management Specialist, District Fuels Specialist	Division Chief
Fire Operations Specialist, Fuels Specialist, Assistant Center Manager, Prevention/Education Specialist	Battalion Chief
Prevention Technician, Prevention/Education Specialist	Prevention officer
Hotshot Superintendent, Helicopter Manager	Superintendent
Engine Captain, Hotshot Foreman, Assistant Helicopter Manager, Fuels Module Leader	Captain
Fire Engine Operator	Engineer
Communications Technician	Comm.
Mechanic	Repair

1 **Agreements with Cooperators (Rangeland Fire Protection Association**
2 **(RFPA) and Local Fire Department)**

3 The BLM should have a cooperative fire response agreement with any RFPA
4 and local fire department (i.e., rural, volunteer and city) that responds to wildfire
5 incidents on lands under BLM protection. These cooperative fire response
6 agreements can be directly with individual BLM units or administered through a
7 statewide cooperative agreement where BLM is a party. When entering into
8 cooperative fire response agreements, BLM will ensure the following minimum
9 required elements are included in the agreement.

- 10 • RFPA/local fire department personnel responding to incidents on BLM
11 lands must:
- 12 ○ Be 18 years of age or older;
 - 13 ○ Have and use the required personal protective equipment (PPE) found
14 in Chapter 7; and
 - 15 ○ Have a basic level of wildland fire training, identified as the National
16 Wildfire Coordinating Group (NWCG) course S-190 and S-130, which
17 can be modified to fit local needs. I-100 is not required, but ICS must
18 be thoroughly covered within the applicable section of S-190 and S-130
19 (RFPA requirement); or
 - 20 ○ Have a basic level of wildland fire training. The National Wildfire
21 Coordinating Group (NWCG) course S-190 and S-130 are
22 recommended, both courses can be modified to fit local needs (local
23 fire department requirement).

- 1 • Pre-identified incident communication protocols will be established and
- 2 followed (e.g., frequencies plans, points of contact, and interoperable radio
- 3 hardware).
- 4 • The Incident Command System (ICS) will be used to manage all incidents.

5 **Safety and Occupational Health Program**

6 Safety and occupational health program responsibilities are interwoven
 7 throughout Bureau program areas, including fire management. Safety of our
 8 employees lies within every level of the organization and program
 9 implementation can have a direct impact on firefighting personnel. To ensure
 10 that program requirements are met to support the fire and aviation management
 11 program, the following checklist shall be utilized.

12 **Safety and Health Responsibilities for the Fire Program**

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	District/ Field Manager
1. An annual Unit Safety and Health Action Plan is developed, approved, and signed by unit Agency Administrator. This plan outlines courses of action to improve the unit's safety program and is based upon an assessment of what is needed to make the safety program fully functional.		X	X	X
2. Risk Assessments (RAs) are completed for suppression and non-suppression related activities and crews are briefed on RAs prior to beginning work.			X	X
3. An individual has been designated as the Unit Safety Officer.	X			X
4. Maintains a working relationship with all facets of the fire organization including outstations.		X	X	X

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	District/ Field Manager
5. A safety committee or group, which includes fire representation, is organized to monitor safety and health concerns and activities.		X	X	X
6. Written safety and health programs required by OSHA are in place and being implemented to include fire personnel.	X	X		
7. Employees are provided mandatory safety and health training, including the BLM Fire and Aviation Employee Orientation Checklist.		X	X	X
8. Fire safety programs (e.g., SAFENET, 6 Minutes for Safety, Safety Alerts) are known and being utilized.			X	
9. Safety publications are available to all fire employees (e.g., <i>Incident Response Pocket Guide</i> , <i>DOI Occupational Safety and Health Program – Field Manual</i>).			X	
10. Assures that risk management process is integrated into all major policies, management decisions, and the planning and performance of every job. (<i>BLM Manual 1112</i>)			X	
11. Procedures are in place to monitor Work Capacity Test (WCT) results and ensure medical examination policies are followed.			X	

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	District/ Field Manager
12. Safety Data Sheets (SDS) are present, accessible, and available for all hazardous materials used and stored in the work area.		X	X	
13. Procedures are in place to purchase non-standard equipment as identified in the Risk Assessment process, and to ensure compliance with consensus standards (e.g., ANSI, NIOSH) for PPE.	X	X		X
14. Personal protective equipment (PPE) supplied, is serviceable, and being utilized.		X	X	
15. Ensures tailgate safety meetings are held and documented.			X	
16. Monitors and inspects operations and work sites for unsafe acts and conditions and promptly takes appropriate preventative and corrective measures. (<i>BLM Manual 1112</i>)		X		
17. Procedures are in place for reporting unsafe and unhealthful working conditions.		X		X

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	District/ Field Manager
18. Promptly reports and investigates all job-related accidents/incidents that result in or have the potential to cause fatalities, injuries, illnesses, property, or environmental damage. All such reports are electronically submitted to the Safety Management Information System (SMIS). <i>(BLM Manual 1112)</i>			X	X
19. Injury data is monitored and reviewed to determine trends affecting the health and welfare of employees.		X		X
20. Ensures facility and work area inspections are conducted to ensure requirements are met. <i>29 CFR 1960 and 485 DM, Chapter 5 requirements.</i>	X	X		X

1 **Employee Safety and Health Program Responsibility**

- 2 All employees have personal responsibility to ensure safe and healthful work
3 practices and the following elements specifically outline these responsibilities:
- 4 • Complying with applicable work rules, practices, and procedures.
 - 5 • Using safety devices, personal protective equipment, clothing, and other
6 means provided or directed by recognized authority at all times when
7 necessary for their protection.
 - 8 • Reporting unsafe and unhealthful working conditions to management.
 - 9 • Reporting every job-related accident/incident to their supervisor that results
10 in, or has the potential to harm people, property, or the environment.
 - 11 • Reporting personal conditions that could adversely affect their ability to
12 perform in a safe and healthful manner on the job.
 - 13 • Completing the BLM Fire and Aviation Employee Orientation Checklist,
14 available on the BLM Fire Operations website.

1 Emergency Notification and Contact Information

2 After emergency response actions deliver an injured employee to the immediate
3 medical care facility, prompt notification through the chain of command is
4 essential to ensure proper management support to the employee. For fire
5 operations, notification criteria are as follows:

6 Injury on a BLM Fire

7 The responsible unit Fire Management Officer (FMO)/Operational Duty Officer
8 will notify their State Duty Officer (or Fire Operations Group (FOG)
9 representative) immediately. The State Duty Officer (or FOG representative)
10 will then ensure the appropriate local agency GACC operational representative
11 is notified.

12 BLM Employee Injury

13 Injured employee's home unit FMO is notified. The FMO will then notify their
14 State Duty Officer (or FOG representative) immediately. If the employee injury
15 occurs in another state, the State Duty Officer (or FOG representative) will
16 ensure that the hosting State Duty Officer (or FOG representative) is notified of
17 the injury.

18 Great Basin Smokejumpers**19 From the Scene**

- 20 • The accident is reported to the smokejumper spotter, Great Basin
21 Smokejumper Liaison Officer (LO), and local dispatch.
- 22 • When the accident involves a jump injury, the spotter and/or ground contact
23 will convey the medical needs and nature of the injury to the local dispatch.
- 24 • If cellular phone or satellite phone coverage is available, a ground contact
25 will call the Great Basin Smokejumper LO or DO with details about the
26 accident.

27 From the Great Basin Smokejumper Duty Officer

- 28 • The Great Basin Smokejumper Duty Officer will notify the base manager.
- 29 • The smokejumper base manager will notify the Chief, Branch of
30 Preparedness and Suppression Operations (FA-320).
- 31 • The Chief, Branch of Preparedness and Suppression Operations (FA-320)
32 will inform necessary parties up the chain of command and notify the NIFC
33 External Affairs Office.
- 34 • The Great Basin Smokejumper Duty Officer or Base Manager will notify
35 the BLM State Duty Officer (or FOG Representative).
- 36 • The Great Basin Smokejumper Duty Officer will confirm an agency
37 representative will accompany the injured party to the hospital.

1 ***From the BLM Great Basin Smokejumper Base Manager***

- 2 • The smokejumper base manager will contact their base manager counterpart
3 if a visiting jumper is injured.
4 • The smokejumper base manager will notify the emergency contact of the
5 injured smokejumper if the injured smokejumper is unable to do so.

6 All fire and aviation employees are required to review and update their
7 emergency contact information annually, either in Employee Express or in hard
8 copy format. This information will only be used for emergency purposes and
9 only by those authorized to make contact with the employee and/or their
10 personal contact(s) and will be maintained in accordance with the provisions of
11 the Privacy Act of 1974.

12 **Employee Advocacy**

13 Fire operations doctrine acknowledges the inherent danger of fire operations and
14 the potential for serious injury or death to firefighters. When these occur, it is
15 important that Bureau employees are provided the best and most appropriate
16 care and support possible. Managers should consult their human resources
17 experts to ensure that applicable Departmental and Bureau human resources
18 policies and guidelines are followed. In addition, the *Bureau of Land*
19 *Management Line of Duty Death (LODD) Response Guide* provides information
20 to assist managers in dealing with the many complexities of these occurrences.

21 The *LODD Response Guide* is available in the Toolbox section of the BLM Fire
22 Operations Website.

23 **BLM Fire and Aviation Honor Guard**

24 The BLM Fire and Aviation Honor Guard represents the highest ideals of honor,
25 dignity, professionalism and respect in serving the agency, the fire community,
26 and the families, friends and co-workers of those who have lost their lives in the
27 line of duty.

28 The Honor Guard was established to appropriately pay tribute to and honor the
29 memory of employees who perish in the line of duty. The Honor Guard also
30 responds to requests for their participation at events of state and national
31 significance.

32 The Honor Guard is comprised of a cross-section of the BLM workforce from
33 within the fire and aviation program. A commitment to the program directly
34 impacts fellow members and the ability of the team to function at the highest
35 level possible. Members will be expected to commit for no less than a two-year
36 period, and may remain an Honor Guard member until they can no longer fulfill
37 the commitment or wish to retire from the Honor Guard. Members must stay in
38 good standing in the Bureau.

39 For more information, refer to <http://web.blm.gov/internal/fire/honorGuard.htm>.

1 **BLM Mobile Fire Equipment Policy**

2 **Introduction**

3 The following section represents a general overview of the BLM Mobile Fire
4 Equipment Policy. The policy can be found in its entirety on the BLM National
5 Fire Equipment Program (NFEP) Website, located within the BLM Fire
6 Operations website.

7 **Policy and Guidance**

8 The BLM fire equipment program is responsible for the design, development,
9 and acquisition of specialized wildland fire equipment to meet the full range of
10 fire management requirements. The design and development is accomplished
11 through the analysis of performance needs required by BLM field units and
12 working with industry to produce prototypes for testing and eventually
13 production units. Acquisition of equipment is accomplished primarily through
14 contracting. The BLM fire equipment program balances advanced technology
15 with overall cost efficiency to provide maximum safety for personnel while
16 effectively meeting fire management needs.

17 It is agency policy to maintain each piece of fire equipment at a high level of
18 performance and in a condition consistent with the work it has been designed to
19 perform. This shall be accomplished through application of a uniform preventive
20 maintenance program, timely repair of components damaged while on
21 assignment, and in accordance with all agency fiscal requirements. Repairs shall
22 be made as they are identified to keep the equipment functional and in peak
23 operating condition.

24 **Fire Equipment Committees**

25 There are three levels of fire equipment committees: National, State, and
26 Interagency. Fire equipment committees address the broad spectrum of
27 equipment subjects and make recommendations. State committees will report to
28 the respective State Fire Management Officer. The BLM Fire Equipment Group,
29 BLM Dozer/Heavy Equipment Committee, and the BLM Engine Committee
30 report to the Fire Operations Group (FOG). Equipment committees should invite
31 other agency equipment leads to share ideas, transfer technology, and coordinate
32 efforts.

33 **BLM National Fire Equipment Program (NFEP)**

34 The BLM National Fire Equipment Program (NFEP) is located at NIFC. This
35 unit is the sole entity responsible for design, ordering, procurement, and delivery
36 of Working Capital Fund (WCF) 600 series fire equipment that will meet or
37 exceed the minimum performance standards established by the BLM Fire
38 Equipment Group and the BLM Engine Committee. The NFEP website is
39 located within the BLM Fire Operations website.

1 **BLM Fire Equipment Status Report (FES)**

2 Each state will submit an FES report to the NFEP annually by April 15. The
3 FES is required to gather baseline data including the license number, type,
4 make/model and location on mobile asset types (i.e., engines, off-highway
5 vehicles and support vehicles). The Division of Fire Operations will issue an
6 annual reminder notification to the Fire Operations Group (FOG) requesting this
7 information. The FES is available at the NFEP section of the BLM Fire
8 Operations website.

9 **BLM Engine Use Report (EUR)**

10 All BLM engines will utilize the Engine Use Report. The EUR should be printed
11 and completed daily as part of the Fire Equipment Maintenance and Procedure
12 Record (FEMPR) and entered into the BLM EUR Share Point on a monthly
13 basis. Access will be granted by the respective state Fire Operations Group
14 (FOG) representative. The EUR is available at the Engine section of the BLM
15 Fire Operations website.

16 **Equipment Development**

17 The BLM NFEP has established a fire equipment development process to ensure
18 that new fire equipment or technologies meet or exceed established performance
19 standards. All new fire equipment will follow this development process and will
20 be tested and evaluated under actual field conditions prior to being made
21 available for general ordering.

22 **Fire Equipment Standardization**

23 Standardization of fire equipment aids in the ability to produce equipment that
24 effectively meets the Bureau's mission by providing cost effective equipment
25 with the least impact on fire programs. Standardization also contributes to the
26 ability to provide effective, consistent, and quality training to the BLM fire
27 program workforce. The BLM Fire Equipment Group and the BLM Engine
28 Committee have the responsibility to establish and approve minimum
29 performance standards for all BLM-specific fire equipment.

30 **Fire Engine and Command Vehicle Identifier Standards**

31 Bureau of Land Management fire engine and command vehicle identifier
32 standards have been established by the national Fire Operations Group and can
33 be found at the BLM Fire Operations website.

34 **Improvement and Deficiency Reporting**

35 The BLM Fire Equipment Improvement and Deficiency Reporting System is
36 used to collect improvement recommendations and deficiency reports for all
37 BLM fire equipment. The reporting system enables the BLM NFEP to build a
38 comprehensive database to document problems, identify trends, and establish
39 priorities for development and modification of new and existing equipment.

40 District/Field Offices are required to submit timely and detailed deficiency
41 reports for problems encountered with BLM fire equipment. Reports will also be

1 submitted for suggestions for improvement. Submitted reports will receive
2 immediate attention. The NFEP will immediately verify receipt of the deficiency
3 report and will follow-up with the submitting District/Field Office to correct the
4 deficiency or work to incorporate the improvement suggestion. The
5 Improvement and Deficiency Reporting System can be found on the BLM
6 National Fire Equipment Program website, located within the BLM Fire
7 Operations website.

8 **Acquisition of Working Capital Fund Equipment**

9 All WCF 600-series equipment must be ordered through the NFEP using the
10 Fire Equipment Ordering System (FEOS). The National Operations Center
11 (NOC) located in Denver manages the Working Capital Fund (WCF). Each class
12 of vehicle has an established replacement cycle based on miles or hours, vehicle
13 replacement costs, and residual value. The WCF acquires funds through Fixed
14 Ownership and Use Rates determined by the replacement cycle. At the end of
15 the replacement cycle, adequate funds to replace the vehicle are available. For
16 new vehicle purchases, funds are acquired/secured by the receiving unit and the
17 new purchase is added to the WCF. The NOC monitors vehicle usage and
18 replacement cycles, and notifies the NFEP when vehicles need to be replaced.
19 The NFEP then coordinates with the receiving unit to order the replacement
20 vehicle. When the order is placed, the NFEP works with the BLM Fleet
21 Manager, the receiving unit, contracting, and the vendor to fill the order.

22 Acquisition of new WCF 600-series fire equipment that exceeds the Bureau's
23 fleet cap is authorized under the following terms:

- 24 • Vehicles support fire management actions identified in approved
25 Land/Resource Management Plans and their associated Fire Management
26 Plans. Vehicles will be purchased with funds approved by the Fire and
27 Aviation Directorate.
- 28 • Vehicles will be transferred to the benefitting State/Field Office when
29 received. New vehicle purchases will require completion of a BLM Fire
30 and Aviation New Fire Fleet Request in addition to Form 1520-58. The
31 form is located on the NOC Fleet Management website and the NFEP
32 website.

33 **Funding**

34 Procurement of nonstandard equipment with fire management funds when
35 standard equipment is available must have written approval by the Fire
36 Operations Division Chief (FA-300) and the State Fire Management Officer.
37 Most fire vehicles are funded through the WCF. Other types of fire equipment
38 are funded through the normal budget process at the state and local level.
39 Specialized equipment may be funded in a variety of ways including through the
40 Fire and Aviation Directorate, special project allocations, available mid or year
41 end funds, state or local funding, interagency agreement, or through the WCF.

1 BLM Mobile Fire Equipment Ordering

2 Ordering of BLM mobile fire equipment is completed through the NFEP at
3 NIFC. Available equipment is listed in the BLM Fire Equipment Ordering
4 System (FEOS) web page. Contact the National Fire Equipment Program for
5 additional information.

6 States have the authority to order their own equipment using WCF funds.
7 However, the BLM has established required equipment and performance
8 standards for new equipment. These standards have been established to reduce
9 excessive procurement costs, maintain common operational functions, and
10 provide a Bureau wide standard fire fleet.

11 All WCF 600-class vehicles must be ordered through FEOS. If states order their
12 own equipment using WCF funds, they must have approval from the WCF Fleet
13 Manager, State Fire Management Officer, and the Fire Operations Division
14 Chief (FA-300) prior to ordering.

15 Equipment Modification/Retrofitting

16 Modification proposals must be submitted through the Improvement and
17 Deficiency reporting system or applicable FOG subcommittee for consideration
18 and approved through the NFEP. Unauthorized modifications and retrofits have
19 the potential to negatively impact equipment quality and safety and void
20 manufacturer warranties. In such cases, the financial burden of corrective action
21 will be borne by the home state/unit preparedness funding.

22 600-Class Command Vehicle Procurement Standards

23 The 600-class vehicles below have been developed and configured specifically
24 for the roles/asset types listed. New, replacement, or upgraded procurements
25 outside of the listed roles/asset types requires State Fire Management Officer
26 and Division Chief, Fire Operations (FA-300) approval utilizing the New Fire
27 Fleet Request form located at
28 web.blm.gov/internal/fire/fire_ops/nfep_policy.htm. An electronic copy of all
29 approvals will be provided to the National Fire Equipment Program (NFEP)
30 manager prior to order.

- 31 • 644 Crew Carrier: FPDSS funded hand crew.
- 32 • 651/653 Command Truck: District/Unit AFMO, Fire Operations
33 Specialist/Supervisor, FPDSS funded hand crew, FPDSS funded wildland
34 fire module, FPDSS funded helitack crew.
- 35 • 652 Superintendent Truck: FPDSS funded hand crew, FPDSS funded
36 wildland fire module, FPDSS funded helitack crew.
- 37 • 661 Helitack Support: FPDSS funded helitack crew.

38 All 600-class vehicles will be ordered by NFEP through the BLM Fire
39 Equipment Ordering System (FEOS). NFEP will route all FEOS orders through
40 the individual State Fire Operations Group representative.

1 Property Transfer/Replacement

2 Surplus and early turn-in fire vehicles may be transferred to another unit for
3 continued service with the approval of the State Fire Management Officer and
4 the WCF Manager. In these instances, the vehicle remains in the same class, and
5 the FOR and use rates will continue to be charged to the unit acquiring the
6 vehicle. Units may dispose of fire vehicles prior to the normal replacement date.
7 In these instances, no future replacement is automatically provided and there is
8 no accrued credit for the FOR collected on that unit prior to disposal. Units
9 acquiring this type of equipment continue payment of the FOR and use rates.
10 Mobile fire equipment transfers to other agencies or organizations must be
11 approved by the NFEP and FA-300 prior to initiating any transfer actions.

12 Conversions

13 Offices requesting to convert replacement fire equipment to a different class of
14 equipment must follow and provide the following criteria and documentation:

- 15 • Proposed changes meet current and future preparedness requirements
16 identified in Resource/Land Management Plans and Fire Management
17 Plans.
- 18 • Proposed changes result in an overall cost savings to the government.

19 If any proposed changes in equipment result in additional overall costs to the
20 government, documentation must include:

- 21 • Increased production rates which may offset additional costs.
- 22 • The requesting states availability of sufficient funds to cover additional
23 costs.

24 BLM units will use the standard form available on the BLM Fire Operations
25 website to provide required documentation for approval for conversions,
26 transfers, and excess vehicles.

27 BLM Engine Equipment Inventory

28 BLM engines will be stocked as per the BLM National Engine Equipment
29 Inventory found at the BLM Fire Operations Website.

30 Fire Equipment Maintenance and Care Standards

31 BLM fire equipment will be maintained to reflect the highest standards in
32 performance and appearance, and will meet the following standards:

- 33 • Equipment exterior:
 - 34 ○ Clean and waxed
 - 35 ○ Free of debris
 - 36 ○ Items secured
 - 37 ○ Windows and mirrors cleaned
 - 38 ○ All mechanical systems in good working order
- 39 • Equipment interior:
 - 40 ○ Cab and compartments free of dirt and debris
 - 41 ○ Cab free of loose items

- 1 ○ Equipment stored in appropriate compartments and organized
 - 2 ○ Windows and mirrors cleaned
 - 3 ○ Mechanical systems in good working order
- 4 Equipment will be stored in sheltered areas away from environmental elements
5 whenever possible to prevent damage to critical seals, mechanical components,
6 and the high-visibility finish.
- 7 **Fire Equipment Maintenance Procedure and Record (FEMPR)**
8 The Fire Equipment Maintenance Procedure and Record (FEMPR) will be used
9 to document daily inspections and all maintenance for all WCF Class 600 fire
10 equipment and any other vehicle used primarily for fire suppression operations.
11 The FEMPR shall be maintained and archived to record historic maintenance for
12 the duration of the vehicle's service life. This historical data is beneficial in
13 determining trends, repair frequency, and repair costs. The FEMPR can be found
14 at the BLM Fire Operations website.
- 15 Apparatus safety and operational inspections will be performed at the intervals
16 recommended by the manufacturer and on a daily and post-fire basis as required.
17 For engines and water tenders, all annual inspections will include a pump gpm
18 test to ensure the pump/plumbing system is operating at or above the
19 manufacturer's minimum rating for the pump.

20 **Equipment Bulletins and Equipment Alerts**

- 21 The purpose of an Equipment Bulletin (EB) or an Equipment Alert (EA) is to
22 share accurate and timely information regarding potential equipment problems
23 and/or needed repairs. The EB is primarily intended to inform the equipment
24 users of recommendations for repairs, potential hazards, or general information
25 related to the overall maintenance, awareness, and safe operation of fire
26 equipment. The EA is time sensitive and addresses potentially serious hazards or
27 risks. The alert includes a specific action that the user must act upon.
- 28 Unexpected issues involving wildland fire vehicles which do not fall under other
29 types of wildland fire reviews and investigations and/or other applicable federal,
30 state or specific agency requirements must be reported. If an unexpected vehicle
31 issue warrants an EB or EA it is issued by the National Fire Equipment Program
32 Manager through the Operations Advisory Team and the Capital Equipment
33 Committee. Members of these groups must ensure the information reaches all
34 levels of the organization.
- 35 **BLM Implementation of the Department of the Interior (DOI)**
36 **Authorization for Use of Government Passenger Carrier(s) for Home-to-**
37 **Work Transportation**
38 The BLM recognizes the need for domiciling fire vehicles for specific positions
39 during fire season in order to provide for more immediate response to wildfires
40 during off-duty hours, and has been granted this authority by DOI.

- 1 • Only those positions authorized and pre-identified within the DOI
2 memorandum will have the authority to domicile designated government
3 vehicles.
- 4 • This authority is intended only for individuals in first response fire
5 leadership roles who may be responding to initial attack fires directly from
6 their home after hours.
- 7 • Government vehicles are used solely for official business and domiciled
8 only during core fire season months when there is a heightened level of
9 current or expected fire activity.
- 10 • Authorized positions will be recertified every two years and may be revised
11 at that time.
- 12 • Units are responsible for maintaining documentation of home-to-work use
13 of government vehicles. This documentation will be reviewed during annual
14 fire and aviation preparedness reviews. A BLM standard tracking form has
15 been developed and may be used for this purpose. It can be found on the
16 BLM Fire Operations website at
17 http://web.blm.gov/internal/fire/fire_ops/toolbox.htm.

18 **Lights and Siren Response**

19 Responding to BLM wildfire incidents normally does not warrant the use of
20 emergency lights and siren to safely and effectively perform the BLM mission.
21 However, there may be rare or extenuating circumstances when limited use of
22 lights and sirens are appropriate and necessary due to an immediate threat to life.

23 Those BLM state organizations that determine a lights and sirens response is
24 necessary to meet mission requirements must develop an operating plan that is
25 signed and approved by the State Director and forwarded to the Chief, Division
26 of Fire Operations, BLM FA. The operating plan must ensure the following:

- 27 1. All vehicles (command, engines, etc.) will be properly marked, equipped,
28 and operated in accordance with state statutes, codes, permits, and BLM
29 unit requirements.
- 30 2. Drivers will complete training in the proper use of lights and sirens
31 response in accordance with National Fire Protection Association (NFPA)
32 1451 and 1002 standards, as well as any state requirements.
- 33 3. Engine drivers responding with lights and sirens will be minimally qualified
34 as engine operator with a qualified engine boss in the engine; otherwise,
35 driver must be engine boss qualified. Command vehicle drivers will be
36 minimally qualified as single resource boss.
- 37 4. Lights and sirens will meet NFPA and state code requirements.
- 38 5. Posted speed limits will be followed at all times, regardless of response
39 type.
- 40 6. Operators will stop or reduce speed as circumstances dictate prior to
41 proceeding through all intersections.
- 42 7. Traffic light changing mechanisms (e.g., Opticons) will only be used under
43 formal written agreement with state and local governments. They will be

- 1 used only when they are necessary to create safe right-of-way through urban
2 high-traffic areas. All pertinent state and local statutes and procedures will
3 be adhered to.
- 4 8. Authorization to respond with lights and sirens does not cross state lines.
5 No driver will be authorized by one state to operate with lights and sirens in
6 another state.

7 **BLM Firefighters**

8 **Introduction**

9 Firefighters operate within the Incident Command System (ICS), which is a
10 component of the National Incident Management System (NIMS).

11 In the ICS, firefighters are either assigned as single resource overhead
12 (individuals assigned to specific supervisory or functional positions) or as
13 members of an organized unit. The individuals within these units are trained to
14 provide different levels and types of tactical, logistical, and managerial
15 capability.

16 These units include:

- 17 • **Hand Crews** – Vehicle mobile firefighters that specialize in the use of hand
18 tools, chainsaws, portable pumps, and ignition devices for tactical
19 operations. Hand crew types include Interagency Hotshot Crews (IHC)s,
20 Type 2 Initial Attack Crews, Type 2 Crews, and Fire Suppression Modules.
- 21 • **Engine Crews** – Engine mobile firefighters that specialize in the use of
22 engines for tactical operations.
- 23 • **Helitack** – Helicopter mobile firefighters that specialize in the use of
24 helicopters for tactical and logistical operations.
- 25 • **Smokejumpers** – Fixed wing aircraft and parachute mobile firefighters that
26 specialize in the use hand tools, chainsaws, and ignition devices for tactical
27 operations.

28 **BLM Firefighter Priority for Use**

- 29 • Initial attack on lands for which the BLM has suppression responsibility.
- 30 • Other fire suppression/management assignments on BLM lands.
- 31 • Other fire suppression/management assignments on other agency lands.
- 32 • All Hazard – ESF#4 reference:
33 http://web.blm.gov/internal/fire/budget/Reference_docs/esf4/ESF4_page.htm.

34 **BLM Fire Operations Group National Preposition Strategy**

35 The Fire Operations Group (FOG) has established an Asset Intelligence
36 Spreadsheet for priority placement and prepositioning of suppression resources.
37 Information can be found on the FOG website at
38 http://web.blm.gov/internal/fire/fire_ops/fog.htm.

1 Mobilization of BLM Firefighters

2 BLM firefighters are mobilized to perform the following functions:

- 3 • Suppress fires and manage wildland fire incidents;
- 4 • Improve BLM initial attack capability;
- 5 • Maximize the utilization of limited BLM fire operational assets;
- 6 • Provide additional fire management capability in high tempo periods;
- 7 • Provide experience and developmental opportunities to BLM firefighters;
- 8 • Perform fire management project work or assignments; or
- 9 • Perform other project work or assignments.

10 There are six funding mechanisms for mobilizing BLM firefighters:

- 11 • Preparedness funding
- 12 • Suppression funding
- 13 • Short-term severity (State-level/Regional-level Severity) funding
- 14 • National-level severity funding
- 15 • National preposition funding
- 16 • State discretionary preposition funding

17 Preparedness Funding

18 Preparedness funding may be used to mobilize resources for normal
19 preparedness activities such as:

- 20 • Movement of resources within a unit not associated with fire activity;
- 21 • Detailing firefighters to fill vacant positions;
- 22 • Project work or normal preparedness activities; and/or
- 23 • Training.

24 Fire managers have the authority to expend preparedness funding for
25 preparedness activities. Mobilization of non-BLM federal resources with BLM
26 preparedness funding requires a reimbursable agreement.

27 Suppression Funding

28 Suppression funding is used to mobilize resources to wildland fire incidents.
29 BLM firefighters are mobilized directly to incidents using established methods
30 (resource orders, initial attack agreements, dispatch plans, response plans, etc.).

31 Short-Term Severity (State-Level Severity)

32 Short-term severity funding may be used to mobilize resources for state/regional
33 short-term severity needs that are expected to last less than one week, such as:

- 34 • Wind events;
- 35 • Cold dry front passage;
- 36 • Lightning events; and/or
- 37 • Unexpected events such as off-road rallies or recreational gatherings.

38 Each state director and the Fire and Aviation division chiefs for Operations and
39 Aviation have been delegated the authority to expend “short-term” severity

1 funds per fiscal year. This discretionary severity authorization can be expended
2 for appropriate severity activities without approval from Fire and Aviation.
3 States will establish a process for requesting, approving, and tracking short-term
4 severity funds.

5 **National-Level Severity Funding**

6 National-level severity funding is used to mobilize resources to areas where:

- 7 • Preparedness plans indicate the need for additional preparedness/
8 suppression resources;
- 9 • Anticipated fire activity will exceed the capabilities of local resources;
- 10 • Fire season has either started earlier or lasted longer than identified in the
11 Fire Danger Operating Plan;
- 12 • An abnormal increase in fire potential or fire danger (e.g., high fine fuel
13 loading, fuel dryness) not planned for in existing preparedness plans; and/or
- 14 • There is a need to mitigate threats to values identified in Land and Resource
15 Management Plans with AD, Fire and Aviation concurrence.

16 In addition to the above criteria, the AD, Fire and Aviation may consider other
17 factors when approving requests for national severity.

18 Guidance for requesting and utilizing national-level severity funding is found in
19 Chapter 10 and on the BLM Fire Operations website. Requests should be
20 consolidated by state, coordinated with Fire and Aviation, and then submitted to
21 Fire and Aviation by the State Director. The official memo requesting funds
22 should be mailed to the Assistant Director, Fire and Aviation. An electronic
23 copy should also be e-mailed to “BLM_FA_Severity@blm.gov.”

24 Severity funding requests will be accepted and approved for a maximum of 30
25 days, regardless of the length of the authorization. Use of severity funding must
26 be terminated when abnormal conditions no longer exist. If the fire severity
27 situation extends beyond the 30-day authorization, the state must prepare a new
28 severity request.

29 An approval memo from Fire and Aviation will list authorized resources along
30 with a cost string code for each state and field office to use for all resources. All
31 resources authorized through this process will be counted in the state’s severity
32 authorization limit, including extension of exclusive use aircraft contracts.

33 In order to support the BLM national aviation strategy, which includes
34 prioritized allocation based on need, air resource mobility, and cost containment,
35 a state may be directed to release an air resource to another state. All charges
36 related to releasing an air resource will be covered by Fire and Aviation or the
37 receiving state.

38 **National Preposition Funding**

39 National preposition funding is used to mobilize resources to areas with
40 anticipated fire activity when other funding is not available. Units may request
41 national preposition funding from FA to acquire supplemental fire operations

- 1 assets to increase initial attack capability. National preposition funding may be
2 used to mobilize resources when BLM units:
- 3 • Do not have available preparedness funding;
 - 4 • Do not have available short-term severity funding; or
 - 5 • Do not meet the criteria for use of national severity funding.
- 6 Approved national preposition funding may be used only for travel and per diem
7 costs for the duration of the assignment, and overtime labor costs associated
8 with the original preposition move.
- 9 Each State Director has been delegated the authority to expend national
10 preposition funding within an allocation limit established annually through
11 issuance of an Instruction Memorandum. The criteria stated above apply to this
12 allocation.
- 13 • **National Preposition Request Process**
 - 14 ○ Unit FMO identifies need and notifies State FOG representative. FOG
15 representative informs SFMO.
 - 16 ○ FOG representative coordinates with unit FMO to verify need and
17 determine asset types, numbers, and projected preposition location.
 - 18 ○ Requesting FOG representative queries FOG group and identifies
19 available assets.
 - 20 ○ Requesting and sending FOG representatives jointly complete the BLM
21 Preposition Request Form found on the BLM Fire Operations website.
 - 22 ○ Requesting FOG representative will submit the request electronically
23 via e-mail to “BLM_FA_Prepositioning@blm.gov” to acquire Division
24 of Fire Operations (FA-300) approval. If aviation assets are requested,
25 FA-300 will coordinate with the National Aviation Office (FA-500)
26 and secure FA-500 approval.
 - 27 ○ FA-300 will notify the requesting and sending FOG representatives via
28 e-mail when the request is approved.
 - 29 ○ After securing FA-300/500 approval, the requesting FOG
30 representative places name request order(s) for specified assets through
31 normal coordination system channels.
 - 32 ○ Responding BLM assets will be assigned to a temporary host unit by
33 the receiving FOG representative.
 - 34 ○ Responding assets, sending/receiving FOG representatives, and the
35 temporary host unit will negotiate length of assignment and crew
36 rotation, and ensure that prepositioned personnel meet work/rest
37 requirements.
- 38 BLM preposition funding request information can be found at the BLM Fire
39 Operations website.

40 **State Discretionary Preposition Funding**

41 Each State Director has been delegated the authority to expend preposition
42 funding for prepositioning activities in amounts determined by the BLM Fire

1 Leadership Team. This discretionary preposition funding authorization can be
2 expended for appropriate preposition activities (according to the criteria
3 established for National Preposition Funding) without approval from the AD,
4 FA.

5 Each state will establish a process to document requests and approvals, and
6 maintain information in a file.

7 **BLM Fire Training and Workforce Development**

8 **BLM Fire Training and Workforce Development Program**

9 The BLM National Fire Training and Workforce Development Program is
10 located at NIFC and works for the BLM Chief, Preparedness and Suppression
11 Operations. The program develops the wildland firefighting workforce through
12 qualification standards, training standards, and workforce development
13 programs in support of BLM fire management.

14 ***BLM Standards for Fire Training and Workforce Development***

15 The BLM Fire Training and Workforce Development Program, in coordination
16 with the BLM Fire Operations Group and the BLM Fire Training Committee, is
17 responsible for publishing the *BLM Standards for Fire Training and Workforce*
18 *Development*. The *BLM Standards for Fire Training and Workforce*
19 *Development* provides fire and aviation training, qualifications, and workforce
20 development program management direction. This document is available at
21 https://www.nifc.gov/training/trainingBLM_main.html.

22 Personnel hired by the BLM must meet requirements established in the position
23 description. If the position description requires Incident Command System
24 qualifications, only qualifications and minimum requirements specified in the
25 NWCG *NIMS: Wildland Fire Qualification System Guide* (PMS 310-1) will be
26 applied as selective factors and/or screen-out questions. To avoid reducing
27 candidate pools, BLM-specific requirements that are supplemental to the PMS
28 310-1 may not be used as selective placement factors/screen-out questions.
29 Supplemental BLM-specific training or qualification requirements may only be
30 used as selective factors and/or screen-out questions when requested and
31 justified by the selecting official, and approved by human resources. Impacts to
32 the candidate pool must be addressed in the justification. As with all other BLM
33 or DOI-specific training/experience requirements (e.g., Do What's Right
34 training, purchase card training) that newly hired employees from other agencies
35 may not have, the supervisor and IQCS certifying official are responsible for
36 reconciling that employee's training and IQCS record after the employee has
37 entered on duty. This may be accomplished by providing additional
38 training/experience or by manually awarding competencies as per established
39 IQCS protocol.

1 **BLM Firefighters General Non-Fire Training Requirements**2 **Administratively Determined (AD) and Emergency Firefighters (EFF)**

Training Required	Initial Requirement/ Frequency	Delivery Method/ Responsible Party
Defensive Driving (If operating GOV, including rental or leased, vehicle for official purposes.)	<ul style="list-style-type: none"> Prior to operating motor vehicle for official purposes. Once every three years. 	<ul style="list-style-type: none"> DOI Talent or Instructor-led Unit Safety Manager
First Aid/ Cardiopulmonary Resuscitation (CPR)	<ul style="list-style-type: none"> Upon initial employment. Every 3 years or per certifying authority. At least two persons per crew (GS or AD) shall be current and certified. 	<ul style="list-style-type: none"> Instructor-led Unit Safety Manager

3 **Agency Permanent, Career Seasonal, and Temporary Firefighters**

Training Required	Initial Requirement/ Frequency	Delivery Method/ Responsible Party
Safety Orientation	<ul style="list-style-type: none"> Once 	<ul style="list-style-type: none"> Instructor-led Supervisor
Bloodborne Pathogens	<ul style="list-style-type: none"> Once: Awareness level. For employees not at increased risk (e.g., non-fireline support personnel) Annually: For employees at increased risk due to assigned duties (e.g., IHC, Helitack, SMKJ, Engine Crew) 	<ul style="list-style-type: none"> Instructor-led Unit Safety Manager
Defensive Driving	<ul style="list-style-type: none"> Prior to operating motor vehicle for official purposes Once every three years 	<ul style="list-style-type: none"> DOI Talent or Instructor-led Unit Safety Manager
First Aid/ Cardiopulmonary Resuscitation (CPR)	<ul style="list-style-type: none"> Upon initial employment Every 3 years or per certifying authority 	<ul style="list-style-type: none"> Instructor-led Unit Safety Manager
HAZMAT - First Responder Awareness Level	<ul style="list-style-type: none"> Upon initial employment Annually 	<ul style="list-style-type: none"> Instructor-led Unit Safety Manager
USGS Hazard Communications – GHS	<ul style="list-style-type: none"> Upon initial employment 	<ul style="list-style-type: none"> Instructor-led, DOI Talent Unit Safety Manager, Unit Hazardous Materials Coordinator

Training Required	Initial Requirement/ Frequency	Delivery Method/ Responsible Party
Do What's Right/EEO/ Diversity	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • Instructor-led, DOI Talent, or as determined by EEO Manager • FMO (Do What's Right) • EEO Manager

1 **Driver Training for Regular Drivers of Fire Equipment**

2 All regular drivers of specialized vehicles (e.g., engines, water tenders, crew
3 carriers, fuel tenders, helicopter support vehicles) must complete BL-300, *Fire*
4 *Vehicle Driver Orientation* (initially) and RT-301, *Fire Vehicle Driver*
5 *Refresher Training* (annually). Course materials are available at the BLM Fire
6 Training website at <https://www.nifc.gov/training/trainingFireVehicle.html>.

7 For the purposes of this policy, a regular driver is defined as an employee whose
8 duties include driving fire equipment on a regular basis. This may include
9 highway, off-road, city, mobile attack, and extreme terrain driving.

10 **BLM Firefighter Mandatory Physical Fitness Standards**

11 The *NIMS: Wildland Fire Qualification System Guide* (PMS 310-1) establishes
12 physical fitness standards for NWCG sanctioned firefighters. These standards
13 are assessed using the Work Capacity Tests (WCT). Prior to attempting the
14 WCT, all permanent, career-seasonal, temporary, Student Career Experience
15 Program (SCEP), and AD/EFF employees who participate in wildland fire
16 activities requiring a fitness level of arduous must participate in the DOI
17 Medical Qualification Standards Program (DOI MSP).

18 Employees serving in wildland fire positions that require a fitness rating of
19 arduous as a condition of employment are *required* to perform physical fitness
20 conditioning for one hour of duty time each work day. Special exceptions such
21 as being assigned to an incident, travel status, injuries, details, etc., may be
22 granted. BLM employees wholly funded by fire preparedness and/or fuels who
23 maintain a fitness rating of arduous may be *authorized* one hour of daily duty
24 time for physical fitness conditioning. Participation will be negotiated with the
25 employee's supervisor. Employees serving in positions that require a fitness
26 rating of moderate or light may be authorized up to three hours per week.

27 Units will maintain a fitness program that ensures BLM firefighters will possess
28 the physical ability to perform the duties of their positions safely and effectively
29 while ensuring compliance with the requirements of the Work Capacity Test
30 (WCT).

31 Information on the WCT and the DOI MSP is located in Chapter 13 of this
32 publication. Fitness and conditioning information may be found at
33 <https://www.nifc.gov/FireFit/index.htm>.

1 **BLM National Fire Operations Fitness Challenge**

2 The BLM fire operations fitness challenge encourages and recognizes
3 achievement in physical fitness by BLM firefighters. The fitness
4 challenge provides a common system by which BLM firefighters can
5 measure current fitness, establish fitness goals, and track fitness
6 improvement.

7 Efforts are underway to update the fitness challenge. For current
8 specific information about the fitness challenge, refer to the fitness
9 challenge information on the BLM Fire Operations website.

10 **Interagency Fire Program Management Standards**

11 The BLM follows the *Interagency Fire Program Management Qualifications*
12 *Standards and Guide* (IFPM Standard), January 2000. The IFPM Standard does
13 the following:

- 14 • Establishes minimum qualifications standards for 11 key fire management
15 positions. These standards include 1) basic requirements, 2) specialized
16 experience requirements, 3) NWCG incident management qualifications, 4)
17 additional required training.
- 18 • Provides a “complexity rating for program management” table, which is
19 used to determine overall complexity of the unit-level fire program. This is
20 used because qualification standards for some of the 11 identified positions
21 are tied to fire program complexity.

22 State- and unit-level fire managers should consult human resources officials and
23 apply the IFPM Standard as appropriate. IFPM information is located at:
24 <https://www.ifpm.nifc.gov>.

25 **BLM Hand Crews**

26 **BLM Hand Crew Standards (all crew types)**

- 27 • **Language** – CRWB and FFT1: must be able to read and interpret the
28 language of the crew as well as English.
- 29 • **Flight weight** – 5,300 pounds.
- 30 • **Personal gear** – Sufficient for 14-day assignments.
- 31 • **Physical fitness** – Arduous, all positions.
- 32 • **Required equipment and PPE** – Fully equipped as specified in the
33 *Interagency Standards for Fire and Fire Aviation Operations*.

1 BLM Hand Crew Standards by Type

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
Crew Size	Minimum 20 Maximum 25 (See table in Chapter 13 for “Minimum Crew Standards for National Mobilization”)	Minimum 18 Maximum 20	Minimum 18 Maximum 20	Minimum 5 Maximum 10
Leadership Qualifications	1 Supt. 1 Asst. Supt. 3 Squad Leaders 2 Senior Firefighters (FFT1) or 1 Supt. 2 Asst. Supt. 2 Squad Leaders 2 Senior Firefighters (FFT1)	1 CRWB 3 ICT5	1 CRWB 3 FFT1	1 SRB/ICT5 2 FFT1
Fireline Capability	Initial Attack – Can be broken up into squads, fireline construction, complex firing operations (backfire)	Initial Attack – Can be broken up into squads, fireline construction, firing to include burnout	Initial Attack – Fireline construction, firing as directed	Operates as a single module w/T5 command capability
Language Requirement	All senior leadership including Squad Leaders and higher must be able to read and interpret the language of the crew as well as English.	Same as Type 1	Same as Type 1	Same as Type 1
Crew Experience	80% of the crewmembers must have at least 1 season experience in fire suppression	60% of the crewmembers must have at least 1 season experience in fire suppression	20% of the crewmembers must have at least 1 season experience in fire suppression	Agency only

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
Full-Time Organized Crew	Yes (work and train as a unit 40 hours per week)	No	No	No
Crew Utilization	National Shared Resource	Local unit control	Local unit control	Local unit control
Communication	8 programmable handheld radios 1 programmable mobile radio in each truck	4 programmable handheld radios	4 programmable handheld radios	2 programmable handheld radios
Sawyers	4 FAL2, 50% of crew FAL3	1 FAL2, 2 FAL3	None	2 FAL3
Training	As required by the <i>Standards for Interagency Hotshot Crew Operations</i> or agency policy prior to assignment.	Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.	Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.	Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.
Logistics	Squad-level agency purchasing authority	Crew-level agency purchasing authority recommended	No purchasing authority	Self-sufficient for 48 hours; purchasing authority recommended
Maximum Weight	5,300 lbs	5,300 lbs	5,300 lbs	N/A
Dispatch Availability	Available Nationally	Available Nationally	Variable	Variable
Production Factor	1.0	.8	.8	Variable
Transportation	Own transportation	Need transportation	Need transportation	Own transportation
Tools and Equipment	Fully equipped	Not equipped	Not equipped	Variable
Personal Gear	Arrives with crew first aid kit, personal first aid kit, headlamp, 1-qt canteen, web gear, sleeping bag.	Same as Type 1	Same as Type 1	Same as Type 1

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
PPE	All standard designated fireline PPE	Same as Type 1	Same as Type 1	Same as Type 1
Certification	Must be annually certified by the local host unit Agency Administrator or designee prior to being made available for assignment	N/A	N/A	N/A

1 **BLM Interagency Hotshot Crews (IHCs)**

- 2 BLM IHCs will meet all requirements found in the *Standards for Interagency*
3 *Hotshot Crew Operations (SIHCO)* and the *Interagency Standards for Fire and*
4 *Fire Aviation Operations* while providing a safe, professional, mobile, and
5 highly skilled hand crew for all phases of fire management and incident
6 operations.

7 **BLM IHC Locations**

State	Crew	Location
AK	Chena	Fairbanks
	Midnight Sun	
CA	Diamond Mountain	Susanville
	Kern Valley	Bakersfield
CO	Craig	Craig
ID	Snake River	Pocatello
MS	Jackson	Jackson
NV	Silver State	Carson City
	Ruby Mountain	Elko
OR	Vale	Vale
	Lakeview Veteran	Klamath Falls
UT	Bonneville	Salt Lake City

8 **BLM IHC Annual Crew Mobilization**

- 9 Prior to becoming available for mobilization, each BLM IHC will complete the
10 BLM Hotshot Crew Preparedness Review Checklist (#18) and the Annual IHC
11 Mobilization Checklist (SIHCO, Appendix C). The IHC Superintendent,

1 supervising fire management officer, and supervising agency administrator will
2 complete both checklists. Completed and signed checklists will be sent to the
3 State Fire Management Officer for concurrence. Upon concurrence, the State
4 Fire Management Officer will notify the appropriate Geographic Area
5 Coordination Center and the Branch Chief, Preparedness and Suppression
6 Standards (FA-320) of crew status, and provide copies of the BLM Hotshot
7 Crew Preparedness Review Checklist (#18) and the Annual IHC Mobilization
8 Checklist (SIHCO, Appendix C) to each.

9 **Establishing or Converting BLM IHC**

10 BLM state directors must request approval from the AD FA prior to beginning
11 the process to establish a new BLM IHC or to convert a current Type 2 or Type
12 2 IA crew to an IHC. Upon approval from AD FA, BLM states will follow the
13 Crew Certification Process as outlined in the SIHCO, Chapter 5. The IHC
14 certification process will be coordinated with FA-300.

15 **BLM IHC Decertification and Recertification**

16 Changes to crew qualifications and capabilities should be closely examined by
17 the superintendent to ensure that all requirements contained in the SIHCO are
18 met. Any BLM IHC that is unable to meet the minimum requirements will be
19 placed in Type 2 IA status until the requirements can be met. Exceptions to the
20 requirements must be requested by the State Fire Management Officer (for IHCs
21 based in the Eastern and Southern Geographic Areas, the request must be made
22 by the State Director, Eastern States), and may be granted on a case-by-case
23 basis by the Chief, Division of Fire Operations (FA-300).

24 Short-term inability to meet the requirements may not necessarily require
25 recertification, but will require completion of the Annual IHC Mobilization
26 Checklist (SIHCO, Appendix C) and concurrence from the Branch Chief,
27 Preparedness and Suppression Standards before regaining IHC status. Longer-
28 term or more significant failures to meet the requirements may require the full
29 recertification process as stated in the SIHCO, with oversight from the Division
30 of Fire Operations.

31 **BLM IHC Size**

32 Standard crew size is 20-22 with a maximum of 25. For national mobilization,
33 BLM IHCs will have a minimum of 18 personnel. BLM IHC superintendents
34 will obtain prior approval from the respective GACC when the assignment
35 requires fixed wing transport of an IHC with more than 20 personnel.

36 **BLM IHC Status Reporting System**

37 BLM IHCs will utilize the National IHC Status Reporting System to report
38 availability, assignment status, and unavailability periods. Refer to Chapter 13
39 for instructions on how to report.

1 **BLM IHC Training and Qualification Requirements**

Position	NWCG Qualification	Fire Training
Firefighter	FFT2	IS-700 <i>NIMS: An Introduction</i> ICS-100 <i>Introduction to ICS</i> S-130 <i>Firefighter Training</i> S-190 <i>Introduction to Wildland Fire Behavior</i> L-180 <i>Human Factors in the Wildland Fire Service</i>
Senior Firefighter	FFT1	All the above plus: S-211 <i>Portable Pumps and Water Use</i> S-212 <i>Wildland Fire Chain Saws</i> S-131 <i>Firefighter Type 1</i> S-270 <i>Basic Air Operations</i>
Squad Leader	ICT5 CRWB	All the above plus: IS-800 <i>NRF: An Introduction</i> ICS-200 <i>Basic ICS</i> S-215 <i>Fire Operations in the WUI</i> S-230 <i>Crew Boss (Single Resource)</i> S-234 <i>Ignition Operations</i> S-260 <i>Interagency Incident Business Management</i> S-290 <i>Intermediate Wildland Fire Behavior</i> L-280 <i>Followership to Leadership</i>
Assistant Superintendent or Captain	STCR or TFLD CRWB ICT4	All the above plus: ICS-300 <i>Intermediate ICS</i> S-200 <i>Initial Attack IC</i> S-330 <i>Task Force/Strike Team Leader</i> S-390 <i>Introduction to Wildland Fire Behavior Calculations</i> L-380 <i>Fireline Leadership</i> M-410 <i>Facilitative Instructor or equivalent</i>
Superintendent	TFLD ICT4 FIRB	All the above

2 **BLM Fire Suppression Modules**

3 BLM Fire Suppression Modules are comprised of 5-10 firefighters and are used
4 primarily for wildfire suppression, fuels reduction, and other fire management
5 duties. They are capable of performing self-contained initial attack suppression
6 operations, and can generally provide incident management capability at the
7 Type 5 level.

1 **BLM Fire Suppression Module Mobilization**

2 BLM Fire Suppression Modules will be statused, tracked, and mobilized in the
3 ROSS system using the resource identifier “Module, Suppression.”

4 **BLM Wildland Fire Modules**

5 Refer to Chapter 13.

6 **BLM Engines**

7 BLM engines carry 2-6 firefighters and are used primarily for wildfire
8 suppression, fuels reduction, and other fire management duties. They are
9 capable of performing self-contained initial attack suppression operations, and
10 can generally provide single resource incident management capability up to the
11 Type 4 level.

12 **BLM Engine Ordering**

- 13 • BLM engines will status themselves with their local dispatch center in
14 accordance with local policy and procedure.
15 • Availability of BLM engines for off unit assignments rests with local unit
16 fire management.
17 • BLM units needing engines from another state for support will contact their
18 state operations lead with a request.
19 • The state operations lead will contact the FA Division of Operations or
20 other BLM state office operations leads with the request.

21 **BLM Engine Typing**

22 BLM engines are typed according to interagency standards as established by
23 NWCG. See Chapter 14 for engine typing standards.

24 **BLM Engine Minimum Staffing Requirements**

25 All BLM engines will meet these staffing standards on every fire response:

- 26 • BLM engines operating with five or more personnel will always have a
27 fully qualified ENOP (other than the Engine Boss). The Engine Boss must
28 be qualified as ICT4;
29 • BLM engines operating with four personnel will always have an FFT1
30 (other than the Engine Boss). The Engine Boss must be qualified as ICT5;
31 • BLM Engines operating with three or fewer personnel must have an Engine
32 Boss qualified as ICT5 or higher; and
33 • Chase vehicles are considered part of the engine staffing.

34 BLM utilizes the term “Engine Captain” to describe an individual whose
35 position description reflects primary responsibility as a supervisory wildland
36 firefighter of a wildland fire engine in a BLM fire management organization.
37 “Engine Captain” is not a fireline qualification.

BLM WCF Vehicle Class	NWCG Type Class	Engine Boss	Engine Operator	Engine Crewmember
650 Hummer	6	1		1
662 Light	6	1		1
663 Light	6	1		1
664 Enhanced Light	6	1		1
665 Interface	3	1		2
667 Heavy Engine	3, 4	1		2
668 Super-heavy Engine ¹	3, 4	1	1	1
668 Super-heavy Tactical Tender ¹	2 (Tender)	1		1
669 Tactical Water Tender	1, 2 (Tender)		1	1
669 Non-Tactical Water Tender ²	1, 2, 3 (Tender)	See footnote 2 below	See footnote 2 below	See footnote 2 below

¹All WCF class 668 super-heavy engines will be minimally staffed as Type 3 or 4 engines with an Engine Boss, Engine Operator, and Engine Crewmember. All WCF class 668 super-heavy tactical water tenders (2 seats, Tatra chassis, volume pump rated at 250 GPM and 150 PSI or better) will be minimally staffed with an Engine Boss and an Engine Crewmember.

²A WCF class 669 non-tactical water tender may be staffed with a crew of one driver/operator when it is used in a support role as a fire engine refill unit or for dust abatement. These operators will pass the moderate Work Capacity Test (WCT), take BL-300/RT-301 and annual refresher training, and possess a CDL with tank endorsement and air brake endorsement (if applicable).

- 1 When staffing a BLM engine with an employee from another agency on a short-
- 2 term basis (detail, severity assignment, etc.), the qualification standards of that
- 3 agency will be accepted. These qualifications must meet PMS 310-1
- 4 requirements for the position that the detailed employee is serving in. Fire
- 5 Management Officers should consider requiring these employees to attain BLM
- 6 required training and qualifications for long-term details/assignments.

7 **BLM Engine Training and Qualification Requirements**

- 8 BLM has established additional training and qualification requirements for
- 9 Engine Operator (ENOP) and Engine Boss (ENGB). These additional
- 10 requirements are as follows:

Fireline Position	Required Qualifications and Training
Engine Crewmember	IS-700 <i>NIMS: An Introduction</i> ICS-100 <i>Introduction to ICS</i> L-180 <i>Human Factors in the Wildland Fire Service</i> S-130 <i>Firefighter Training</i> S-190 <i>Introduction to Wildland Fire Behavior</i>
Engine Operator	Qualified as FFT1 PMS-419 <i>BLM Engine Operator Course</i> L-280 <i>Followership to Leadership</i> S-131 <i>Firefighter Type 1</i> S-211 <i>Portable Pumps and Water Use</i> S-212 <i>Wildland Fire Chain Saws</i> S-260 <i>Interagency Incident Business Management</i> S-290 <i>Intermediate Wildland Fire Behavior</i> RT-301 <i>BLM Fire Vehicle Driver Refresher - Annually</i>
Engine Boss	Qualified as ENOP and ICT5 ICS-200 <i>Basic ICS</i> S-215 <i>Fire Operations in the Wildland/Urban Interface</i> S-230 <i>Crew Boss (Single Resource)</i> S-290 <i>Intermediate Wildland Fire Behavior</i>

1 **BLM Engine Driver Requirements**

2 For engines greater than 26,000 GVWR, the driver of the engine is required to
3 possess a commercial driver's license. Refer to Chapter 7 for more information.

4 WCF class 650 and 668 vehicle drivers are required to complete *WCF Class 650*
5 *and 668 Driver and Maintenance Training* (once). *WCF Class 650 and 668*
6 *Driver and Maintenance Training* may be conducted at the unit/zone/state level
7 utilizing qualified and experienced 650 and 668 operators, with prior approval
8 and oversight by the NFEP. The NFEP maintains a list of qualified cadre
9 members to assist as needed. NFEP staff are available as unit instructors; the
10 hosting unit is responsible for course coordination.

11 All hands-on components of engine driver training courses will be conducted on
12 the specific vehicle or vehicle type that the driver will be using.

13 Equivalent courses that satisfy driver training requirements, such as the National
14 Safety Council sanctioned *Emergency Vehicle Operator Course* (EVOC), will
15 be approved in writing by the Division Chief, Fire Operations, FA on a case-by-
16 case basis.

17 BLM engine driver training satisfies the Bureau requirement for 4X4 driver
18 training stated in H-1112-1, Chapter 15.

19 **BLM Smokejumpers**

20 BLM Smokejumpers operate in teams of 2-8 firefighters and are used primarily
21 for wildfire suppression, fuels reduction, and other fire management duties.
22 They are capable of performing self-contained initial attack suppression

1 operations, and commonly provide incident management capability at the Type
2 3 level. BLM Smokejumpers provide personnel to Type 1 and Type 2 incidents
3 as command and general staff or other miscellaneous single resource. The
4 primary locations of the BLM smokejumper bases are Boise, Idaho and
5 Fairbanks, Alaska.

6 **BLM Smokejumper (SMKJ) Operations**

7 BLM smokejumper operational and administrative procedures are located in the
8 *Interagency Smokejumper Operations Guide (ISMOG)*, the *BLM Ram-Air*
9 *Training Manual (RATM)*, the *Great Basin Smokejumpers User Guide*, *Alaska*
10 *Geographic Area Coordination Center Mob Guide*, and other pertinent
11 agreements and operating plans.

12 **BLM Smokejumper Mission**

13 BLM smokejumper aircraft are dispatched with a standard load of 8
14 smokejumpers and equipment to be self-sufficient for 48 hours. A typical
15 smokejumper mission takes 30 minutes over a fire. A spotter (senior
16 smokejumper in charge of smokejumper missions) serves as the mission
17 coordinator on smokejumper missions. This may include coordinating
18 smokejumper operation with on-scene aircraft over a fire until a qualified ATGS
19 arrives.

20 **BLM Smokejumper Coordination and Dispatch**

21 Smokejumpers are a national shared resource and are ordered according to
22 geographic area or national mobilization guides. The operational unit for
23 Smokejumpers is “one load” (8 smokejumpers). Specific information on the
24 coordination, dispatch, ordering, and use of BLM smokejumpers can be found in
25 the *BLM Great Basin Smokejumpers User Guide*, and in the *Alaska Geographic*
26 *Area Coordination Center Mob Guide*. Contact BLM smokejumpers in Boise at
27 (208) 387-5426 or in Alaska at (907) 356-5540 for these publications.

28 **BLM Ram-Air Parachute System Management**

29 The BLM has exclusive authority for all aspects of BLM Ram-Air parachute
30 system management and operations. This includes:

- 31 • System Changes and Modifications – All BLM Ram-Air parachute system
32 modifications, research, and development will be documented and approved
33 using the BLM Smokejumper Modification Document (MODOC) System.
- 34 • Ram-Air Training – All smokejumpers utilizing the BLM Ram-Air
35 Parachute system will adhere to the training processes and procedures in the
36 *BLM Ram-Air Training Manual*.
- 37 • Malfunction Abnormality and Reporting System (MARS) – The MARS is a
38 BLM smokejumper system used to report and document malfunctions and
39 abnormalities associated with BLM smokejumper parachute jumping,
40 parachute equipment, and parachute related aircraft operations. The MARS
41 database is used by BLM smokejumper management to analyze
42 malfunctions and abnormalities, identify trends, and initiate corrective

- 1 actions. BLM retains exclusive authority to apply corrective actions to all
2 MARS.
- 3 • BLM Approved Smokejumper Equipment List – All smokejumpers using
4 the BLM Ram-Air parachute system will only utilize equipment listed in the
5 BLM Approved Smokejumper Equipment List unless specific approval is
6 authorized through a BLM Smokejumper Modification Document
7 (MODOC).
 - 8 • Incidents, Reviews, and Accident Investigations – BLM smokejumpers will
9 follow all procedures for accident review and investigation as outlined in
10 the *Interagency Standards for Fire and Fire Aviation Operations*, Chapters
11 2 and 18. The BLM smokejumpers will report incidents/accidents as
12 appropriate, on the MTDC Injury Reporting Form. A BLM Smokejumper
13 subject matter expert will participate in any investigation or review
14 involving the BLM Ram-Air Parachute System.
 - 15 • Adherence to Agency Policies and Manuals – BLM will adhere to its own
16 policies, guidelines, manuals, handbooks and other operational documents
17 as they pertain to smokejumper parachuting operations. The Smokejumper
18 Base Managers will work through established command channels to change
19 BLM Ram-Air Parachute System policies, guidelines, manuals, handbooks
20 and other operational documents, and/or to request research and
21 development of new products.

22 **BLM Smokejumper Aircraft**

23 BLM Smokejumpers use aircraft approved by the Interagency Smokejumper
24 Aircraft Screening and Evaluation Subcommittee (SASES). All aviation
25 operations will be performed according to agency policies and procedures. BLM
26 Smokejumper-specific aviation standards are identified in the *BLM*
27 *Smokejumper Air Operations Manual*.

28 **BLM Smokejumper Training**

29 To ensure proficiency and safety, smokejumpers complete annual training in
30 aviation, parachuting, fire suppression, administration, and safety. Experienced
31 jumpers receive annual refresher training in these areas. First-year
32 smokejumpers undergo a rigorous 4-5 weeks long smokejumper training
33 program.

34 Candidates are evaluated to determine:

- 35 • Level of physical fitness
- 36 • Ability to learn and perform smokejumper skills
- 37 • Ability to work as a team member
- 38 • Attitude
- 39 • Ability to think clearly and remain productive in a stressful environment

1 **BLM Smokejumper Training and Qualification Targets**

Position	IQCS Target	Smokejumper Training Target
Department Managers	T1 and T2 C&G	
Spotter	ICT3, DIVS, ATGS RXB2, SOFR	
Senior Smokejumper	STLD, TFLD	Senior Rigger, FOBS
Smokejumper	ICT4, CRWB, FIRB	FEMO
Rookie Smokejumper	ICT5	

2 **BLM Smokejumper Jump Proficiency Guideline**

3 To ensure proficiency and safety, it is the goal of BLM smokejumpers to
 4 perform a training or operational jump every 14 days. A longer duration time
 5 period between jumps can occur due to fire assignments or other duties.
 6 Guidelines for managing gaps between jumps beyond 14 days are included in
 7 the BLM Ram-Air Training Manual. Funding for currency and/or training jumps
 8 are included in the home unit's normal preparedness budgets. Units hosting
 9 contingents or spike bases will not be charged for any proficiency jump or
 10 related activities.

11 **BLM Smokejumper Physical Fitness Standards**

12 The BLM smokejumper physical fitness standards are mandatory. All BLM
 13 smokejumpers must pass the BLM smokejumper physical fitness standards in
 14 order to participate in smokejumper parachute training.

BLM Smokejumper Physical Fitness Standards
(Two options)*: A. 1.5-mile run in 10:47 minutes or less, or B. 3-mile backpacking with a 110-pound load within 65 minutes.
30 push-ups
6 pull-ups
Arduous Work Capacity Test

* Both options of this element are tested during smokejumper rookie training.

15 **Retesting**

16 Retesting criteria include:

- 17 • Returning BLM smokejumpers will be provided up to three opportunities to
 18 pass the BLM smokejumper physical fitness standards. Each retest will
 19 occur no sooner than 24 hours after failing the previous test, and will
 20 consist of **all** elements of the smokejumper physical fitness test.
- 21 • BLM smokejumper candidates will be provided one opportunity to pass the
 22 BLM smokejumper physical fitness standards.

- 1 • If an employee sustains an injury (verified by a licensed medical provider)
 2 during a test, the test will not count as an attempt. Once an injured
 3 employee has been released for full duty, the employee will be given time
 4 to prepare for the test (not to exceed 4 weeks).

5 **BLM Exclusive Use Helitack Crews**

6 The BLM contracts for the exclusive use of vendor supplied and supported
 7 helicopters. These aviation resources are Type 2 (medium) or Type 3 (light)
 8 helicopters and are located at BLM Districts throughout the western United
 9 States. Helitack Crews are assigned to manage each contracted helicopter and
 10 perform suppression and support operations to accomplish fire and resource
 11 management objectives.

12 Each contract specifies a Mandatory Availability Period (MAP) that the aircraft
 13 will be assigned for the exclusive use of the BLM. The National Aviation Office
 14 provides the funding to pay for the aircraft's availability costs.

15 The BLM host unit is responsible for providing a Helitack Crew that meets the
 16 minimum experience and qualification requirements specified in the Exclusive
 17 Use Fire Helicopter Position Prerequisites table in Chapter 16. Each functional
 18 or supervisory level must have met the experience and qualification
 19 requirements of the next lower functional level. The minimum daily staffing
 20 level (7 day staffing) must meet the level indicated in the *Interagency Helicopter*
 21 *Operations Guide (IHOG)* Chapter 2 (BLM helicopters operated in Alaska need
 22 only be staffed with a qualified Helicopter Manager).

23 The host unit is also responsible for providing administrative support, and
 24 *Interagency Helicopter Operations Guide (IHOG)* specified equipment,
 25 vehicles, and facilities for their Helitack Crews and any other associated
 26 specialized equipment.

27 **BLM Exclusive Use Helicopter Locations**

State	Location	NWCG Type
AK	Fairbanks	2 (4 ea.), 3 (3 ea.)
AZ	Wickenburg	3
CA	Apple Valley	2
	Ravendale	3
CO	Rifle	3
ID	Boise	1
	Twin Falls	2
MT	Lewistown	3
	Miles City	3

State	Location	NWCG Type
NV	Elko	3
	Ely	3
	Las Vegas	3
OR	Burns	2
	Lakeview	2
	Vale	3
UT	Moab	3
	Salt Lake City	3
	St. George	3
WY	Rawlins	3

- 1 **Target (Desired) Exclusive Use Helitack Crew Qualifications and**
- 2 **Composition**
- 3 The following chart indicates **target** IQCS qualifications for BLM exclusive use
- 4 helitack crews. These targets are NOT required, but provide direction for
- 5 increased program capabilities. This chart does not replace the minimum
- 6 requirements specified in Chapter 16.

Role	Target IQCS Qualifications	Target Training
Fire Helicopter Crew Supervisor	ICT3 or DIVS, HEBM, PLDO, HLCO, ASGS	S-300 or S-339, S-378, L-381, S-375
Assistant Fire Helicopter Crew Supervisor	TFLD, HEBM, PLDO	S-215, S-330, S-390, S-371, L-380
Fire Helicopter Squad Boss	ICT4, HMGB	S-200, S-230, S-290, M-410, S-230
Helicopter Senior Crew Member	ICT5, HMGB(T)	S-372, L-280
Helicopter Crew Member	FFT1, HECM	S-131

7 **Management Actions for Noncompliant Remote Automatic Weather**
8 **Stations (RAWS)**

- 9 Fire managers must be cognizant that all RAWS will not be 100% compliant
- 10 with standards established in the *Interagency Wildland Fire Weather Station*
- 11 *Standards and Guidelines* (NWCG PMS 426-3) at all times. Furthermore, even
- 12 when RAWS are fully compliant and operational, RAWS data should be used
- 13 only in conjunction with other predictive services and fireline data sources in
- 14 fire management decision making, particularly at the tactical level.
- 15 Fire managers must monitor RAWS status and recognize when a station is
- 16 noncompliant. Noncompliant stations are broadly categorized as follows:

- 1 • *Inoperative station.* This station is noncompliant but poses no danger of
2 providing inaccurate weather data because it is not transmitting data.
- 3 • *Operating station that has exceeded the required maintenance cycle.* These
4 stations are identified in the weekly “Wildland Fire Management
5 Information (WFMI) weather Noncompliance Report,” which is widely
6 distributed by email and available at <https://raws.fam.nwcg.gov/nfdrs.html>.
7 Although transmitted data may be accurate, noncompliance means the data
8 should not be trusted.
- 9 • *Operating station that transmits data outside of NWCG PMS 426-3
10 standards due to faulty sensors or components.* These stations are most
11 easily identified by local users who are familiar with environmental trends
12 and conditions and can recognize data that seems abnormal or clearly
13 unrepresentative of current conditions. This usually indicates faulty sensors
14 or components.

15 When noncompliant RAWS are identified or suspected, fire managers should
16 implement the following hazard mitigation actions to expedite RAWS repair and
17 to reduce risk to fire personnel:

- 18 • Contact the RAWS Help Desk (208-387-5475 or rawshelp@blm.gov).
19 Identify the station and discuss troubleshooting steps or schedule the
20 necessary repairs. If there are trained personnel in the local area, the Help
21 Desk may be able to ship the required parts and coordinate the repairs via
22 phone. If a professional technician needs to make a site visit, provide a local
23 individual to assist, and use this opportunity to provide training for local
24 personnel.
- 25 • Ensure that appropriate personnel and organizations know which stations
26 are out of compliance, and which sensors are affected, if possible. Direct
27 them to alternative weather data sources if possible.
- 28 • Use nearby compliant RAWS if available.
- 29 • Based on local knowledge of specific RAWS problems (e.g., which sensor
30 is out of compliance), separate reliable data from unreliable data.
- 31 • Consider using data from belt weather kit readings, other portable device
32 observations, Predictive Services or National Weather Service offices, or
33 non-fire weather sources such as airports.

34 Fire managers should ensure that locally held portable RAWS are compliant
35 prior to use; noncompliant portable RAWS will not be activated for data
36 processing via WFMI-weather.

37 **Sagebrush Rangeland and Sage-Grouse Conservation Related to Wildland** 38 **Fire**

39 Firefighter and public safety has been, and continues to be, the BLM’s highest
40 fire management priority. Protecting, conserving, and restoring the sagebrush
41 rangelands and sage-grouse habitat are among BLM fire management’s highest
42 natural resource objectives.

1 The BLM's management responsibilities include taking actions on public lands
2 to control and manage wildfire and invasive plants in order to protect, conserve,
3 and restore the sagebrush rangelands and sage-grouse habitat. The BLM's goal
4 is to limit acres burned and damaged within and adjacent to sage-grouse habitat.
5 The BLM will meet this goal through the certain management actions, including
6 fuels management, fire operations and post fire recovery. The following
7 provides guidance to convey leader's intent while recognizing that not all of
8 these actions and activities apply to all affected offices and successful
9 implementation may look different throughout the BLM.

10 Prior to, during, and following wildfires, BLM field offices will:

- 11 • Protect, conserve, and restore sagebrush rangelands and sage-grouse habitat.
- 12 • Strive to maintain and enhance resilience of the sagebrush rangelands,
13 including through fuels and vegetation treatments.
- 14 • Foster existing relationships with partners and develop new cooperative
15 relationships that will help bolster BLM capacity to protect sagebrush
16 rangelands and sage-grouse habitat.

17 With regard to fire operations in sagebrush rangelands and sage-grouse habitat,
18 BLM field offices will:

- 19 • Prioritize firefighter and public safety including following our "Standard
20 Firefighting Orders," mitigate any "Watch-Out Situations," and apply the
21 principles of Lookouts, Communications, Escape Routes, and Safety Zones
22 on all fire assignments.
- 23 • Maintain a strong and proactive preparedness capability when conditions
24 indicate potential for multiple ignitions and large fire growth.
- 25 • Maintain situational awareness during suppression resource drawdown
26 levels under multiple ignition and large fire growth conditions.
- 27 • Boost suppression capability in critical sage grouse habitat when severe fire
28 weather conditions are predicted.
- 29 • Generate interest in local residents and public land users becoming a trained
30 and equipped fire response force to work in concert with existing partners.
- 31 • Expand the use of Rangeland Fire Protection Association (RFPA) or Rural
32 Fire Department (RFD) suppression resources.
- 33 • Continue and expand efforts to train and use local, non-federal agency
34 individuals as liaisons in wildland fire detection and suppression operations.

35 The Fire and Aviation Directorate may continue to review wildfires occurring in
36 sagebrush rangelands and sage-grouse habitat as part of the Significant Wildland
37 Fire Review process. A Significant Wildland Fire Review may be conducted, in
38 part, when there are significant political, social, natural resource, complexity,
39 size, or policy concerns; significant and complicated cost-share or multi-
40 jurisdictional issues; or the affected line officer requests a review.

41 When sage-grouse habitat is burned or threatened by wildland fires burning on
42 or originating on Bureau managed lands, reporting requirements and
43 documentation in the Incident Status Summary (ICS-209) regarding the impact

1 to sage-grouse habitat should be in accordance with National Multi-Agency
2 Coordinating Group (NMAC) Correspondence #2015-7 dated June 23, 2015 and
3 the Office of Wildland Fire (OWF) Policy Memorandum #2015-007. For
4 additional guidance on sage-grouse inputs to the ICS-209, see the *National*
5 *Interagency Mobilization Guide*.

6 Current habitat designations geospatial data layers provided to the WFDSS
7 system and for calculating acres burned are available at
8 <https://www.nifc.gov/fireandsagegrouse/mapsData.html>.

9 **BLM Use of the Wildland Fire Decision Support System (WFDSS)**

10 BLM follows interagency policy regarding use of WFDSS. Standards for when
11 WFDSS will be used are found in Chapter 11.

12 **BLM Global Positioning System (GPS) Datum and Coordinate Format** 13 **Standard**

14 To ensure safe and efficient suppression operations, all BLM fire resources will
15 use a standard GPS datum and latitude/longitude (coordinate) format when
16 communicating GPS references. The standard datum is WGS84, and the
17 standard coordinate format is Degrees Decimal Minutes (DDM). For other
18 activities (e.g., mapping, fire reporting, planning) agency standards will apply.

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