



United States Department of the Interior

NATIONAL PARK SERVICE
Branch of Wildland Fire
Fire Management Program Center
3833 S. Development Avenue
Boise, Idaho 83705-5354

September 29, 2015

Memorandum

To: Fire Management Officers

From: Branch Chief, Wildland Fire /s/ Dan Buckley

Subject: Fiscal Year 2016 Implementation of Department of the Interior Wildland Firefighter Medical Standards Program

The intent of this memo and the attached documents is to provide continued guidance on the Department of Interior Wildland Firefighter Medical Standards Program (DOI MSP) for National Park Service arduous duty wildland firefighters.

Phased implementation of contracted medical examination services continues with incorporation of additional NPS units into the contract beginning September 30, 2015. These units are referred to as Phase II parks. Phase I parks will continue using CHS exams for new employees and the Self Certification process as described in the following link for those who had a CHS exam as part of Phase I: http://www.nifc.gov/medical_standards/Program/index.html. Exam frequency standards and Self Certification process will apply to all employment types.

NPS units not identified in Phase I or Phase II will continue to use the Annual Exam process and will receive CHS provided medical examinations in the final phase of implementation (Phase III). To determine which Phase a park is in go to the link above and click on NPS. More detailed information regarding use of the Annual Exam can be found in the attached document.

Specific guidance for Phase I, Phase II parks, and the Annual Exam packet for Phase III parks can be found at the link above.

Guidance for collateral duty Law Enforcement Rangers and Phase III parks can be found in the attached document.

All arduous duty firefighters in the Phase II parks will receive an exam through CHS in Fiscal Year 2016 and includes the following employment categories:

- Incumbent employees
- All new permanent employees (permanent full-time, career seasonal, term, or Pathways interns)
- All temporary employees
- All arduous duty Casual Hire (Administratively Determined) firefighters

- All collateral duty arduous wildland firefighters (as evidenced by guidance issued in NPS HR Bulletin 13-0, and use of Attachment #4).

Militia Firefighters (also known as collateral duty)

Permanent employees who are new militia/collateral duty firefighters must undergo an exam. Temporary employees who are militia firefighters must also undergo an exam. While the exam is not a condition of hire or employment for these responders it is a condition of performing arduous duty wildland fire work. The type of exam required is based on which Phase of implementation their home park is in. Again, exam frequency standards and Self Certification process will apply to militia firefighters including temporary employees.

Exams performed under the contract will be paid by a national level billing process.

Neither parks nor individuals should pay for an exam conducted by CHS.

For parks and offices in which affected employees are represented by labor unions, prior to implementation of this policy, applicable bargaining unit obligations must be met. Please provide appropriate notice of this change in working conditions to affected employees. For further information and assistance and/or if the park receives notice of a request to bargain, contact David Davies, Chief, Division of Labor and Employee Relations, Washington Office, at (202) 354-1969 or dave_davies@nps.gov.

The Risk Mitigation/Waiver process has not changed from previous years and is the same for all arduous duty wildland firefighters. See the attached document 1st Level Risk Mitigation/Waiver Process for a quick reference including roles and responsibilities.

Questions may be addressed to the DOI Wildland Firefighter MSP at 1-888-286-2521 or wffcsr@blm.gov, by contacting your regional Wildland Firefighter MSP lead, or NPS Wildland Fire Operations Specialist, Miranda Stuart at (850)728-8200 or Miranda_stuart@nps.gov. Questions related to FBMS should be directed to Sheila Williams at 208-387-5203 or Sheila_Williams@nps.gov.

Attachments: Phase III and Law Enforcement Ranger Guidance
2016 NPS Wildland Firefighter Phase III Exam Matrix
1st Level Risk Mitigation/Waiver Process

Cc: Bill Kaage, Division Chief, Fire and Aviation Management, FMPC
Mark Koontz, Operations Program Leader, FMPC
Chad Fisher, Wildland Fire Safety Program Manager, FMPC
Miranda Stuart, Wildland Fire Operations Specialist, FMPC
Sheila Williams, Administrative Officer, FMPC
Christine Peters, National Incident Business Lead, FMPC
David Davies, Division Chief, Labor and Employee Relations, WASO
Melissa Anglin, HR Specialist, WASO, Office of Human Resources
Jean Fisher, Law Enforcement Medical Standards Program Manager, VRP
Cindy Rose, FAM Administrative Clerk, FMPC
Larry K. McCray, DOI Wildland Firefighter Medical Standards Program Manager, NIFC