# Chapter 2
## BLM Program Organization and Responsibilities

### Introduction

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

### Sexual Harassment, Harassment Non-Sexual and Illegal Discrimination

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

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

Managers and supervisors have a duty to act when they observe or informed of allegations of harassing conduct. Managers and supervisors must make every effort to provide a work environment free of illegal harassment and ensure subordinates are aware of the policy and its requirement. The manager/supervisor who receives the report of, or otherwise becomes aware of, harassing conduct must promptly contact the servicing HRO. If the reported activity poses a security risk or there is a threat of immediate physical harm, law enforcement must be notified immediately.

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

Workplace harassment of any kind may also be a form of discrimination if it involves unwelcome verbal or physical conduct based on race, color, national origin, religion, sex, age (over 40), disability, sexual orientation, or genetic information. Behavior that is hostile and/or intimidating creates an abusive or

1 offensive work environment and there will be consequences to those who are
2 found to have engaged in harassing conduct.

3 All allegations of harassment (sexual or non-sexual) will be taken seriously and
4 dealt with fairly and promptly. Contacting home unit Human Resources (HR)
5 and Equal Employment Opportunity (EEO) offices when harassment of any kind
6 occurs while on fire assignment is critical.

7 Reprisal against an individual who reports harassment of any kind is illegal.
8 Reprisal is the wrongful threatening or taking of either unfavorable action or
9 withholding favorable action from another solely in response for their opposing
10 employment discrimination or participating in an EEO activity protected by
11 employment discrimination statutes.

12 An employee who engages in harassment or discrimination faces consequences
13 ranging from verbal warnings and letters of reprimand, up to termination from
14 employment, depending on the seriousness of the misconduct. Managers and
15 supervisors who do not act when they know or suspect that harassment or
16 discrimination is occurring also face discipline. Contractor staff may be subject
17 to comparable penalties from their employers. A contractor who fails to enforce
18 this policy may have its contract terminated. Visitors to fire camps who engage
19 in harassment may be removed and prevented from returning.

20 Fire leaders at all levels have the responsibility to serve as role models of
21 appropriate behavior, and should confront any form of discrimination,
22 harassment, or other improper behavior when it is observed or reported.
23 Supervisors have a duty to act when they become aware of harassment of any
24 kind and will be held accountable for responding to and stopping harassment
25 while on fire assignments.

26 All reports of alleged discrimination will be taken seriously, promptly
27 investigated, and handled with professionalism, dignity, and fairness. Incident
28 personnel who believe they have been subjected to discrimination, harassment,
29 or reprisal, should be directed to their home unit EEO manager or an EEO
30 counselor within 45 days of the alleged discriminatory matter.

31 Department of Interior Personnel Bulletin No. 18-01, *Prevention and*
32 *Elimination of Harassing Conduct* (https://www.doi.gov/employees/anti-
33 harassment/personnel-bulletin-18-01), updates and amends the Department's
34 policy on providing a work environment free from harassment.

35 All questions or concerns regarding harassment, sexual harassment, or any form
36 of illegal discrimination should be directed to the home unit EEO manager or
37 the Fire and Aviation Directorate (FAD) EEO Manager (208-387-5454).

38 **Employee Conduct**

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

1    Misconduct includes but is not limited to alcohol misuse, driving while
2    intoxicated, the use of illegal drugs, hazing, insubordination, disregard for
3    policies and procedures, and the destruction or theft of Government property.

4    **Examples of Misconduct**
5    • **Hazing** – Hazing is considered a form of harassment. *Hazing* is defined as
6        "any action taken, or situation created intentionally, to produce mental or
7        physical discomfort, embarrassment, or ridicule."
8    • **Alcohol** – The use of alcohol during any work period is strictly prohibited.
9        The performance of job duties while under the influence of alcohol is
10       prohibited. Underage personnel alcohol use is prohibited at all times.

11   **Critical Incident Stress Management (CISM) Program**

12   **Standard of Care and Certification**
13   The BLM FAD is committed to crisis intervention practices that adhere to the
14   standard of care established by the International Critical Incident Stress
15   Foundation (ICISF), in providing stabilization of personnel and preventing
16   further harm. A licensed mental health professional is required to assist critical
17   incident peer support (CIPS) groups. Peer supporters are not trained nor are they
18   qualified to operate independently; doing so is a violation of the established
19   boundaries of competence and compromises the integrity of the program.

20   **CISM Qualifications**
21   All BLM personnel participating in a CISM response shall be qualified as a
22   CISM team member (also CISM) or as a CISM team leader (CISL). Position
23   qualifications are adopted from the Department of the Interior (DOI) *Incident*
24   *Positions Qualification Guide* (*IPQG*) and are in the *Federal Wildland Fire*
25   *Qualifications Supplement* (https://iqcsweb.nwcg.gov/). Special consideration
26   shall be given when recommending or approving either CISM or CISL. A
27   recommendation by the employee's fire management officer is required. This
28   recommendation will go to the Geographic Area Coordination Center (GACC)
29   CISM coordinator for approval. If the GACC does not have a CISM program or
30   coordinator, recommendations must be sent to the BLM National CISM
31   Coordinator for approval. Approval for CISL qualifications will be made by the
32   BLM National CISM Coordinator after review of a recommendation from the
33   employee's state fire management officer and the GACC CISM coordinator.

34   **CISM Request Processes**
35   The BLM Fire and Aviation Directorate's (FAD) CISM Program is intended for
36   employees who work in the fire and aviation program with work-related needs
37   but may assist other employees as needed and requested. Crisis intervention
38   should be based on recognition of need, not strictly the occurrence of an event.
39   What is appropriate will depend on the nature, severity, and duration of the
40   event; the number, skills, and cohesiveness of those involved; and the severity of
41   their physical and emotional symptoms. The CISM Program does not replace
42   professional counseling and other services available to employees through the

Employee Assistance Program (EAP), but it does help align those resources as an appropriate next step when applicable.

- **Fire Request**

  The BLM does not maintain standing CISM teams or an on-call rotation. An agency administrator (AADM) or designee requests CISM through the GACC CISM coordinator. If the GACC does not have a CISM coordinator, the GACC will notify the BLM National CISM Coordinator. A CIPS group will be assembled at the time of request and will be composed of members who align with the backgrounds and experience of those involved in the critical incident (e.g., hand crews, helitack crews, veterans, dispatchers).

- **Non-Fire Request**

  Bureau requests for CISM support for non-fire incidents must be authorized by the state director and routed to the Assistant Director (FAD). The BLM National CISM Coordinator shall work directly with the unit affected to determine the most appropriate response and ensure the appropriate response is coordinated with necessary resources. Use of the coordination system is not required for non-fire events.

Additional information can be found at https://gacc.nifc.gov/cism/index.html.

## BLM Fire Operations Website

BLM Fire Operations maintains a website that hosts operational, informational, and policy-related documents. The website also contains information about the National Fire Equipment Program (NFEP), the National Fire Training and Workforce Development Program, and the BLM Fire Operations Group (FOG) and its subcommittees. Refer to the BLM Fire Operations website at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations.

## National Wildfire Coordinating Group Relationship to BLM

The National Wildland Coordinating Group (NWCG) provides national leadership to enable interoperable wildland fire operations among Federal, State, local, Tribal, and territorial partners. The NWCG establishes national interagency wildland fire operations standards, but the decision to adopt the standards is made independently by the members and communicated through their respective directives systems.

See chapter 8 for NWCG members.

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

## BLM Fire and Aviation Directorate

The BLM Fire and Aviation Directorate (FAD) consists of the Assistant Director, FAD; Deputy Assistant Director, FAD; Fire Operations Division

Chief; Aviation Division Chief; Fire Planning and Fuels Management Division Chief; Support Services Division Chief; Budget and Evaluation Division Chief; External Affairs Division Chief; Equal Employment Opportunity Manager; and Fire Safety Program Manager.

## Program Manager Responsibilities

**Assistant Director, Fire and Aviation (FA-100)**

**Deputy Assistant Director, Fire and Aviation (FA-100)**

- Develops policies and standards for firefighting safety, training, prevention, suppression, and use of wildland fires on BLM-managed lands.
- Provides guidance to state directors on the use of prescribed fire and fuels management to achieve management objectives.
- Integrates fire and aviation management with natural resource management programs.
- Establishes position competencies, standards, and minimum qualifications for fire management officers, fire management specialists, and leaders based on Federal interagency standards.
- Reviews and evaluates state fire and aviation management programs.
- Represents the BLM in the coordination of overall fire and aviation management activities at the National Interagency Fire Center (NIFC) on intra- and interagency fire committees, groups, and working teams.
- Establishes priorities in conjunction with Federal fire directors for assignment of critical resources during wildfire emergencies.
- Initiates or participates on boards of review concerning actions taken on selected wildland fires.
- Negotiates cooperative agreements and/or modifications of existing national level agreements to improve fire and aviation management activities on BLM-managed lands.
- Makes determinations on wildland fire management program funding to States and recommends approval to the BLM Director.
- Serves as the BLM focal point for the significant wildland fire review (SWFR) process and initiates, facilitates, and provides oversight for the SWFR process. The Assistant Director (FAD) coordinates with the appropriate state director, assembles a SWFR team, provides a delegation of authority, initiates the SWFR, and provides briefings to the BLM Director, as appropriate.
- Serves as designated contact for the United States Department of the Treasury for the certification and revocation of certifying officers (CO) and assistant disbursing officers (ADO) and designated officials for emergency incident payments.

**Equal Employment Opportunity Manager (FA-120)**

- Manages the BLM fire and aviation Equal Employment Opportunity (EEO) Program in accordance with legal, regulatory, and policy requirements.

- Manages and directs the counseling program and the alternative dispute resolution (ADR) program in accordance with Equal Employment Opportunity Commission (EEOC) regulations and BLM policy as well as for other agencies located at NIFC.
- Advises managers and aggrieved persons of employee rights and responsibilities, procedural options, and timeframes in conflict situations, and formulates proposed resolutions.
- Negotiates with managers, aggrieved persons, and their representatives to informally resolve EEO matters and executes final settlement agreements.
- Manages the Affirmative Employment Program (AEP).
- Develops and maintains the accessibility program for the disabled, required under Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disability Act of 1990.
- Conducts analyses to evaluate progress in meeting equal employment opportunity program goals.
- Administers training activities for the organization.
- Provides managers and supervisors with guidance and advice on issues related to EEO/civil rights program activities.
- Represents the organization in meetings with public and private groups, universities, minority and women's organizations, other DOI components, and other Federal agencies.

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

- Manages all aspects of the business responsibilities and programs under the jurisdiction of NIFC for the benefit of the BLM and cooperating agencies.
- Directs the accomplishment of the approved operating budget, exercising appropriate control to assure program quality goals are met according to established standards.
- Interprets DOI and BLM policies and directives as they affect BLM-NIFC programs.
- Participates in the bureauwide and interagency task force activities as a leader or member.
- Oversees NIFC site and facilities management, the NIFC Safety and Health Program, business practices, Human Resources, information resource management, maintenance and security, Remote Automated Weather Stations (RAWS) Program, and transportation.
- Serves as a focal point and frequent spokesperson for the BLM and the national-level management, assures a public awareness of BLM programs and coordinates with key officials in affected Federal agencies, States, and occasionally with other entities, such as foreign governments, private individuals, private organizations, vendors, suppliers, transportation groups, airlines.
- Supports the implementation of BLM automation/modernization/ information resource management (IRM) initiatives as they apply to BLM-NIFC.

- Supervises the Fire Safety Program Manager who develops and implements safety programs, accident investigation procedures, and safety trend analyses.
- Supervises the National Critical Incident Response Program Manager.

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

- Serves as the principal technical expert on fire operations to the Assistant Director (FAD), Deputy Assistant Director (FAD), and to the BLM state fire programs.
- Provides the Assistant Director (FAD) and the Deputy Assistant Director (FAD) technical advice, operational oversight, and leadership in all aspects of fire operations.
- Performs annual fire program preparedness reviews. Evaluates compliance with policies, objectives, and standards. Assesses operational readiness and provides technical assistance to solve identified problems. Performs other operations reviews as required/requested.
- Assists the Assistant Director (FAD) and Deputy Assistant Director (FAD) in the formulation and establishment of national policies and programs pertinent to wildland fire preparedness, suppression, shared national resources, safety, training, fire facilities, and equipment.
- Serves as the BLM technical expert on national interagency mobilization and utilization of fire suppression resources.
- Develops national plans, standards, and technical guides for the BLM and interagency fire management operations.
- Supervises the Chief, Branch of Preparedness and Suppression Operations (FA-320), responsible for management and oversight of FA-320 fire management specialists, the Great Basin smokejumpers (FA-321), the National Fire Equipment Program (FA-322), and the National Fire Training and Workforce Development Program (FA-324).
- Supervises the Chief, Branch of Preparedness and Suppression Support (FA-330), responsible for management and oversight of the FA Veteran Affairs Program, the FA Cooperator Assistance Program, the National Predictive Services Program Manager, the National Interagency Coordination Center (FA-331), the National Radio Operations Section (FA-332), and the Incident Communications Section (FA-333).
- Serves as the BLM representative to the National Multi-agency Coordinating Group (NMAC). (May be delegated to a branch chief).
- Certifies Area Command and Complex Incident Management Command and General Staff position task books and red cards for the national and Washington offices.
- Provides daily NMAC briefings to the Assistant Director (FAD) and Deputy Assistant Director (FAD); and BLM state fire management officers at national preparedness level (PL) 3 and above, as warranted.

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

- Serves as principal budget advisor of the wildland fire program to the Assistant Director (FAD), Deputy Assistant Director (FAD), BLM Fire Leadership Team (FLT), and to other BLM staffs.
- Serves as primary BLM representative in the DOI wildland fire budget formulation and execution process.
- Represents BLM on the DOI Fire Budget Team and at other interagency meetings regarding budget-related policies, requirements, procedures, and reports.
- Coordinates all budget activities between Washington Office (WO), Office of Wildland Fire (OWF), and fire and aviation.
- Provides national oversight for BLM wildland fire program budget formulation, justification, and execution. Responsible for the development and preparation of the budget justifications, planning target allocation, work plan, capability statements, effects statements, and congressional responses.
- Reviews NIFC offices at mid-year, third quarter, and end-of-year and distributes available funding in accordance with BLM policy.
- Provides oversight of Casual Payment Center. Ensures all DOI casual payments are processed in a timely and cost-effective manner adhering to procedures and practices set forth by the DOI agencies.

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

- Serves as principal aviation advisor to the Assistant Director (FAD), Deputy Assistant Director (FAD), other staffs, states, and to the DOI.
- Identifies and develops BLM aviation policies, methods, and procedures, as well as standardized technical specifications for a variety of specialized firefighting missions for incorporation into the directives system.
- Coordinates aviation-related activities and services between the WO and states with other wildland firefighting, regulatory, investigative, and military agencies.
- Coordinates provision and use of aviation resources with business practices, aviation user staffs at the WO and state office levels.
- Represents the BLM at interagency meetings; in interagency committees developing governmentwide aviation policies, requirements, procedures, and reports; and at aviation industry meetings and conventions.
- Develops and implements aviation safety programs, accident investigation procedures, and aviation safety trend analyses.
- Plans and conducts reviews and evaluations of state aviation programs.
- Plans and conducts technical and managerial analyses relating to the identification of aviation organization and resources appropriate for agency use, cost effectiveness of aviation firefighting, other specialized missions, aircraft acquisition requirements, equipment developmental needs, and related areas.

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

Serves as principal advisor to the Assistant Director (FAD), Deputy Assistant Director (FAD), FLT, and other BLM staffs for the following wildland fire programs:

- **Fire Planning –** Responsible for the development and implementation of the bureauwide fire planning program and policies. Provides guidance and assistance in administering the technical and operational aspects of BLM's fire planning program.
- **Fuels Management –** Responsible for the development and coordination of the BLM Fuels Management Program to restore and maintain healthy, resilient landscapes, reducing wildfire risks to communities and other values. Recommends the distribution of program funds to regions and tracks all fuels management fund distributions and prior year carryover funds. Develops and maintains a national database for fuels management accomplishments.
- **Community Assistance –** Responsible for the development and coordination of the BLM Community Assistance Program which includes fire prevention, education, mitigation efforts on adjacent non-Federal lands and cooperator assistance.
- **Fire Investigation and Trespass –** Responsible for the development and coordination of the BLM fire investigation and trespass programs.
- **Smoke Management –** Responsible for the development and coordination of the BLM Smoke Management Program requirements and compliance with State air quality rules and state implementation plans.

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

- Responsible for coordination of information between the DOI and OWF to the BLM, BIA, FWS, NPS, USFS, National Association State Foresters (NASF), and Federal Emergency Management Agency (FEMA) at NIFC.
- Responsible for coordination of the responses to Office of Management and Budget (OMB), Government Accountability Office (GAO), congressional, other elected officials, and other external inquiries among agencies and departments, establishing and maintaining cooperative relationships resulting in quality work products.
- Serves as the primary manager of the External Affairs Program for the NIFC.
- Serves as the primary point of contact to external audiences regarding BLM, and at times, DOI fire and aviation policy.
- Serves as the primary point of contact with the WO and DOI external affairs and communication offices.
- Develops recommendations pertaining to external affairs aspects for BLM FAD policies.
- Initiates external affairs policies and procedures pertaining to fire and aviation for adoption at the Department level in conjunction with other departments and agencies.

- Serves as personal and direct representative of the Assistant Director (FAD) at various meetings and functions with members of congress and staff, State governors and legislatures, officials of local, State and Federal agencies, major private corporations, public and private interest groups, and foreign governments.
- Serves as external affairs expert and consultant to the Assistant Director, (FAD) and the Deputy Assistant Director (FAD) on a variety of issues and policies of controversial nature, providing analysis and advice on public reaction to major policy and program issues.
- Responsible for management and contact of all NIFC and BLM FAD public expressions, including printed material, video productions, and social media products.
- Coordinates with BLM legislative affairs on proposed legislation regarding FAD.

**State Director**

The state director (SD) is responsible for fire and aviation management programs and activities within the state. The SD will ensure that employees in their organization meet the requirements outlined in the *Interagency Fire Program Management Qualifications Standards and Guide* at https://www.nifc.gov/programs/interagency-fire-program-management and will ensure training is completed to support delegations to line managers.

**District Manager**

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

**Agency Administrator**

An AADM is a BLM line manager (district manager, field manager, or national conservation lands manager) or their designated acting that has met specific training requirements (as outlined in Instruction Memorandum No. FA IM-2018-003) and has wildland fire decision authority for a defined area, as specified by delegation. All re-delegations must be consistent with *BLM Manual* Section 1203 and state supplements to that manual.

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

**State Fire Management Officer**

The state fire management officer (SFMO) s responsible and accountable for providing leadership for fire and aviation management programs at the state level. The SFMO is responsible and accountable for providing planning, coordination, training, technical guidance, and oversight to the state fire and aviation management programs. The SFMO also represents the SD on interagency geographic area coordination groups and multi-agency coordination

(MAC) groups. The SFMO provides feedback to district fire staff regarding performance requirements.

**District Fire Management Officer**

The district fire management officer (DFMO) is responsible and accountable for providing leadership for fire and aviation management programs at the local level. The DFMO:

- Determines local fire program requirements to implement land use decisions through the Fire Management Plan (FMP) to meet land management objectives;
- Negotiates interagency agreements and represents the district manager on local interagency fire and fire aviation working groups;
- Meets the DFMO assigned program responsibilities; and
- Fulfills safety and health responsibilities.

Experience requirements for positions in the Alaska Fire Service, Oregon and California (O&C) districts, FAD, and other fire management positions in units and state/regional offices will be established as vacancies occur but will be commensurate with the position's scope of responsibilities. The developmental training to fully achieve competencies should be addressed in an individual development plan (IDP) within a defined timeframe.

Selective factors for all BLM district assistant fire management officer (DAFMO) positions shall mirror those of the DFMO in the district in which the position is being flown.

- **High-Complexity Districts** – NWCG qualifications must be in either pathway 1 or 2, currency not required.
  - Pathway 1 – division group supervisor (DIVS), incident commander (IC) – type 3 (ICT3), or prescribed burn boss – type 2 (RXB2)
  - Pathway 2 – air support group supervisor (ASGS) and ICT3
  - Completion of *Fire Program Management, an Overview,* M-581, will be a condition of employment, to be completed within one year of official hiring date.
- **Moderate-Complexity Districts** – NWCG qualifications must be in either pathway 1 or 2, currency not required.
  - Pathway 1 – task force leader (TFLD) and ICT3 or RXB2
  - Pathway 2 – helibase manager (HEBM) and ICT3
  - Completion of *Fire Program Management, an Overview*, M-581, will be a condition of employment, to be completed within one year of official hiring date.

**Management Performance Requirements for Fire Operations**

State directors and district managers have both authority and responsibility within the wildland fire management program. The *BLM Manual* Section 1203 (MS-1203) – Delegation of Authority provides a single authoritative source of the organizational location of authority. The MS-1203 defines authority as the

1 ability to make the final, binding decision or to take specific action, or both, as
2 an official representing the United States Government. Such authorities have a
3 legal basis in statute or regulation. Authority to make a decision or take an
4 action is different from having responsibility.

5 The current H-1203 references the red book for five specific authorities.
6 Information for the five authorities and forthcoming directives can be found in
7 the Agency Administrator Tool Box at
8 https://doimspp.sharepoint.com/sites/blm-fa/fire-
9 operations/SitePages/Agency%20Administrator%20Toolbox.aspx.

| ASSIGNED PROGRAM RESPONSIBILITY | SD | DM | AADM |
|---|:---:|:---:|:---:|
| 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 AADMs 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 preseason and postseason fire meetings. | X | X | |
| 4. Review critical operations and safety policies and procedures with fire and fire aviation personnel. | X | X | |
| 5. Complete timely response and follow-up to fire preparedness and program reviews. | X | X | |
| 6. Ensure fire and fire aviation preparedness reviews are conducted annually in all unit offices. Participate in at least one review annually. | X | X | |
| 7. Ensure proper level of investigation types are conducted per chapter 18. | X | X | |
| 8. Ensure resource advisors are identified, trained, and available for incident assignment. Refer to the *Federal Wildland Fire Qualifications Supplement*. | | X | |

| ASSIGNED PROGRAM RESPONSIBILITY | SD | DM | AADM |
|---|:---:|:---:|:---:|
| 9.   Provide written notification to the:<br>• State director when Federal combined expenditures for an incident, or a complex of incidents, 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 Alaska Native Claims Settlement Act [ANCSA]).<br>• BLM Director, through the state director, when Federal combined expenditures for an incident, or a complex of incidents, 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).<br><br>Notifications should be emailed with a copy to the Assistant Director (FAD). |  | **X**[1] |  |
| 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 *Fire Trespass Handbook, H-9238-1.* |  | X |  |
| 11.   Ensure completion of Air Quality Exceedance Review. | X | X | X |
| 12.   Ensure prescribed fire activities comply 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 comply 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 |  |

| ASSIGNED PROGRAM RESPONSIBILITY | SD | DM | AADM |
|---|---|---|---|
| 16. Establish and annually update a Serious Incident or Fatality (SIOF) Response Plan. SIOF team template: https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Serious-Incident-or-Fatality-(SIOF).aspx. | X | X | |
| 17. Ensure that a current emergency medical response plan is in place and accessible. | | X | |
| 18. Personally visit fires each year (see appendix A). | | | X |
| 19. Provide an AADM briefing to incident management teams (IMT). (See appendix D.) | | | X |
| 20. Attend post-fire closeout on complex, type 1, and type 2 fires. Attendance may be delegated. | | | X |
| 21. Sign and date the Agency Administrator Ignition Authorization (PMS 484-1, element 2A) with the time frame identified before the prescribed fire is ignited. | | | X |
| 22. Ensure smoke impacts to the public and fire personnel are addressed through IMTs ordering of air resource advisors (ARA, technical specialist) on type 1 fires to the maximum extent practicable. Consider ordering ARAs to type 2 fires (as per Public Law 116-9, the Dingell Act, 2019). | | X | X |

[1] In Alaska, notifications will be made by the State FMO.

**Post-Incident Review**

*Manager's Supplement for Post Incident Review* (appendix B) emphasizes the factors that are critical for ensuring safe and efficient wildland fire suppression and provides examples for managers to use in their review of incident operations and ICs.

**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 |

| ASSIGNED PROGRAM RESPONSIBILITY | State FMO | District FMO |
|---|:---:|:---:|
| 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 the Interagency Fire Occurrence Reporting Modules (InFORM). | | 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 levels. | 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 |
| 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 |

| ASSIGNED PROGRAM RESPONSIBILITY | State FMO | District FMO |
|---|:---:|:---:|
| 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 operating plans are current. | X | X |
| 18. Implement current operational plans (e.g., dispatch, preparedness, prevention, draw-down). Ensure that initial response plans reflect agreements and 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 land and resource management plans (L/RMP) and associated FMPs. | | 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 |
| 22. Ensure a process is established to communicate fire information to the public, media, and cooperators. | X | X |
| 23. Convene and participate in annual preseason-and postseason fire meetings. | X | X |
| 24. Oversee preseason preparedness review of fire and fire aviation programs. | X | X |
| 25. Initiate, conduct, and/or participate in fire program management reviews and investigations as per chapter 18. | X | X |
| 26. 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 |

| ASSIGNED PROGRAM RESPONSIBILITY | State FMO | District FMO |
|---|---|---|
| 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 personnel performing fire cause determination and fire trespass are properly trained. | 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 |
| 36. Establish the SIOF Response Plan and update annually. | X | X |
| 37. Ensure that all fire employees annually review and update emergency contact information, either in Employee Express or in hardcopy format. | X | X |
| 38. Ensure fire season severity predictions, weather forecasts, fire behavior predictors, and fire activity levels are monitored and communicated daily (hard copy, web page, email, radio, or fax) to all employees. | 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 |

| ASSIGNED PROGRAM RESPONSIBILITY | State FMO | District FMO |
|---|---|---|
| 41. Certify Area Command and Complex Incident Management Command and General Staff positions. | X | |

## Delegation of Authority

### Delegation for State Fire Management Officers

In order to effectively perform their duties, an SFMO must have certain authorities delegated from the state director. This delegation is normally issued annually following re-delegation direction in the MS-1203. The delegation of authority should include what authorities found in the "Management Performance Requirements for Fire Operations" table above are being re-delegated. The delegation of authority may also include items from the "Assigned Program Responsibilities" section of the table; however, there should be a clear delineation between authority being delegated and assignment of responsibility. "Appendix C" provides a sample delegation of authority.

### Delegation for District Fire Management Officers

In order to effectively perform their duties, a DFMO must have certain authorities delegated from the district manager. This delegation is normally issued annually following re-delegation direction in the MS-1203. The delegation of authority should include authorities found in the "Management Performance Requirements for Fire Operations" table above are being re-delegated. The delegation of authority may also include items from the "Assigned Program Responsibilities" section of the table; however, there should be a clear delineation between authority being delegated and assignment of responsibility. "Appendix C" provides a sample delegation of authority.

## Preparedness Reviews

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

### BLM Review Schedules
- BLM districts conduct fire preparedness reviews annually.
- BLM state offices conduct statewide fire preparedness reviews every two years.

- The BLM national office conducts national fire preparedness reviews of each BLM state fire program every four years.

## Fire Leadership Team

The FLT consists of the Assistant Director (FAD), Deputy Assistant Director (FAD), state fire management officers, division chiefs (FAD), and the EEO Manager (FAD). The FLT directs the fire and aviation program by implementing policy and guiding strategic and practical decisions.

The FLT has several chartered subgroups that accomplish work to support the FLT and BLM fire and aviation program.

## BLM Operational Duty Officer

Each BLM unit fire management officer will perform the duties of an operational duty officer (ODO) or will provide a delegated ODO for their units during any period of predicted incident activities. ODO responsibilities may be performed by any individual with a signed delegation of authority from the local AADM. Qualifications for the ODO will be identified within the local unit Fire Operating Plan. The required duties for all BLM ODOs are:

- Monitor unit incident activities for compliance with BLM safety policies.
- Coordinate and set priorities for unit suppression actions and resource allocation.
- Keep unit AADMs, suppression resources, and information officers informed of the current and expected situation.
- Plan for and implement actions required for future needs.
- Document all decisions and actions.

ODOs will provide operational oversight of these requirements as well as any unit specific duties assigned by local fire managers through the local unit Fire Operating Plan. Operational duty officers will not fill any Incident Command System (ICS) functions connected to any incident. If the ODO is required to accept an incident assignment, the FMO will ensure that another qualified and authorized ODO is in place prior to the departure of the outgoing ODO.

## State and National Duty Officers

Each state will maintain a state-level duty officer (DO) during fire season and dedicated telephone number. State DOs are responsible for:

- Establishing a process to identify available assets or needs within their state;
- Communicating availability of or need for assets to other state DOs;
- Approving asset assignments;
- Facilitating movement of assets using established dispatch/coordination system protocols; and
- Ensuring emergency notifications are made to the national DO.

FA-320 will maintain a national DO dedicated telephone number. The national DO is responsible for:

1 • Providing coordination and prioritization of prepositioned assets between
2   States if the need arises;
3 • Resolving disagreements of asset priorities and/or mobilizations by
4   elevating issues to the Division Chief, Fire Operations (FA-300) or
5   designee;
6 • Facilitating movement of assets using established dispatch/coordination
7   system protocols;
8 • Providing briefings and updates to the Division Chief, Fire
9   Operations/BLM NMAC representative as requested; and
10 • Ensuring emergency notifications are made according to FAD protocols.

11 **Incident Business**

12 A consolidated view of fire business practices, supporting policy, and regulation
13 is contained in the *BLM Standards for Fire Business Management*, available at
14 https://web.blm.gov/internal/fire/budget/index.html.

15 **BLM Fire Management Position Titles and Fire Department Cooperator**
16 **Equivalencies**

17 BLM units that choose to use fire department cooperator nomenclature will
18 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, fire operations coordinator | 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 |
| Assistant engine captain | Engineer |
| Communications technician | Comm. |
| Mechanic | Repair |

## Agreements with Cooperators (Rangeland Fire Protection Association and Local Fire Department)

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

- RFPA/local fire department personnel responding to incidents on BLM-managed lands must:
  - Be 18 years of age or older;
  - Have and use the required personal protective equipment (PPE) found in chapter 7; and
  - *RFPA requirement:* Have a basic level of wildland fire training, identified as the NWCG course S-190 and S-130, which can be modified to fit local needs. I-100 is not required, but ICS must be thoroughly covered within the applicable section of S-190 and S-130; or
  - *Local fire department requirement:* Have a basic level of wildland fire training. The NWCG course S-190 and S-130 are recommended, both courses can be modified to fit local needs.
- Preidentified incident communication protocols (e.g., frequencies plans, points of contact, and interoperable radio hardware) will be established and followed.
- ICS will be used to manage all incidents.

## Safety and Occupational Health Program

Safety and Occupational Health Program responsibilities are interwoven throughout BLM program areas, including fire management. Safety of our employees lies within every level of the organization and program implementation can have a direct impact on firefighting personnel. To ensure that program requirements are met to support the fire and aviation management program, the following table shall be utilized.

**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 plan is developed, approved, and signed by the unit AADM. | | X | X | X |

| PERFORMANCE REQUIRED | State Safety Manager | District/ Zone Safety Manager | Unit FMO | District/ Field Manager |
|---|:---:|:---:|:---:|:---:|
| 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 | 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 |
| 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 "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., *Incident Response Pocket Guide, DOI Occupational Safety and Health Program – Field Manual*). | | | X | |

| PERFORMANCE REQUIRED | State Safety Manager | District/ Zone Safety Manager | Unit FMO | District/ Field Manager |
|---|---|---|---|---|
| 10. Assures that the risk management process is integrated into all major policies, management decisions, and the planning and performance of every job. (*BLM Manual 1112)* | | | X | |
| 11. Procedures are in place to monitor work capacity test (WCT) results and ensure medical examination policies are followed. | | | X | |
| 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 nonstandard equipment as identified in the risk assessment process and to ensure compliance with consensus standards (e.g., American National Standards Institute [ANSI], National Institute for Occupational Safety and Health [NIOSH]). | X | X | | X |
| 14. Personal protective equipment supplied, is serviceable, and being utilized. | | X | X | |
| 15. Ensures tailgate safety meetings are held and documented. | | | X | |

| PERFORMANCE REQUIRED | State Safety Manager | District/ Zone Safety Manager | Unit FMO | District/ Field Manager |
|---|---|---|---|---|
| 16. Monitors and inspects operations and work sites for unsafe acts and conditions and promptly takes appropriate preventative and corrective measures. *(BLM Manual 1112)* | | X | | |
| 17. Procedures are in place for reporting unsafe and unhealthful working conditions. | | X | | X |
| 18. Injury data is monitored and reviewed to determine trends affecting the health and welfare of employees. | | X | | X |
| 19. Ensures facility and work area inspections are conducted to ensure requirements are met (*29 CFR 1960* and *485 DM, chapter 5 requirements)*. | X | X | | X |
| 20. 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). *(BLM Manual 1112)* | | | X | X |

1 **Employee Safety and Health Program Responsibility**

2 All employees are responsible for ensuring safe and healthful work practices.

3 • Comply with applicable work rules, practices, and procedures.

4 • Use safety devices, PPE, clothing, and other means provided or directed by

5   policy at all times.

6 • Report unsafe and unhealthful working conditions to management.

- Report job-related accidents/incidents to the supervisor that results in, or has the potential to harm, people, property, or the environment.
- Report personal conditions that could adversely affect the ability to perform in a safe and healthful manner on the job.
- Complete the "Fire and Aviation Employee Orientation Checklist," available on the BLM Fire Operations website at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations.

## Emergency Notification and Contact Information

All employees are required to review and update their emergency contact information annually, either in Employee Express or in hardcopy format. This information will only be used for emergency purposes and only by those authorized to contact the employee and/or their personal contact(s) and will be maintained in accordance with the provisions of the Privacy Act of 1974.

### Injury on a BLM Fire
After emergency response actions, deliver an injured employee to the immediate medical care facility; prompt notification through the chain of command is essential to ensure proper management support to the employee.

The responsible unit FMO/ODO will notify their state DO (or FOG representative) immediately. The state DO (or FOG representative) will then ensure the appropriate local agency GACC operational representative is notified.

### BLM Employee Injury
Follow the unit SIOF for notification procedures.

### Great Basin Smokejumpers
*From the Scene*
- The accident is reported to the smokejumper spotter, Great Basin smokejumper liaison officer (LO), and local dispatch.
- When the accident involves a jump injury, the spotter and/or ground contact will convey the medical needs and nature of the injury to the local dispatch.
- If cellular phone or satellite phone coverage is available, a ground contact will call the Great Basin smokejumper LO or DO with details about the accident.

*From the Great Basin Smokejumper Duty Officer*
- The Great Basin smokejumper DO will notify the smokejumper base manager.
- The base manager will notify the Chief, Branch of Preparedness and Suppression Operations (FA-320).
- The Chief, Branch of Preparedness and Suppression Operations (FA-320) will inform necessary parties up the chain of command and notify the NIFC External Affairs office.
- The Great Basin smokejumper DO or base manager will notify the BLM state DO (or FOG representative).

- The Great Basin smokejumper DO will confirm an agency representative will accompany the injured party to the hospital.

*From the BLM Great Basin Smokejumper Base Manager*
- The base manager will contact their base manager counterpart if a visiting jumper is injured.
- The base manager will notify the emergency contact of the injured smokejumper if the injured smokejumper is unable to do so.

## Employee Advocacy

Fire operations doctrine acknowledges the inherent danger of fire operations and the potential for serious injury or death to firefighters. When death or injuries occurs, employees must be provided the best and most appropriate care and support possible. Managers should consult the *Bureau of Land Management Loss of Human Life Handbook (LOHL)* https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Serious-Incident-or-Fatality-(SIOF).aspx).

## Fire and Aviation Honor Guard

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

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

The Honor Guard is comprised of a cross-section of the BLM workforce from within the fire and aviation program. A commitment to the program directly impacts fellow members and the ability of the team to function at the highest level possible. Members will be expected to commit for no less than a two-year period and may remain an Honor Guard member until they can no longer fulfill the commitment or wish to retire from the Honor Guard. Members must stay in good standing in the BLM. For more information visit https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Fire-and-Aviation-Honor-Guard.aspx.

## Mobile Fire Equipment Policy

### Introduction
The following section represents a general overview of the BLM Mobile Fire Equipment Policy. Several policy related items can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx

**National Fire Equipment Program**

The BLM National Fire Equipment Program (NFEP) is responsible for the design, development, and acquisition of specialized wildland mobile fire equipment to meet the full range of fire management requirements. Design and development are accomplished through the analysis of performance needs required by field units and working with industry experts to produce prototypes for testing and eventually production units. Acquisition of equipment is accomplished primarily through contracting. The NFEP balances advanced technology with cost efficiency to provide maximum safety for personnel while effectively meeting fire management needs defined by fire equipment committees and approved by the Fire Operation Group (FOG).

**Policy and Guidance**

Agency policy requires that fire equipment be maintained at a high level of performance and in a condition consistent with the work is designed to perform. This shall be accomplished through application of a uniform preventative maintenance program, timely repair of damaged components and in accordance with agency requirements. Repairs shall be made as they are identified to keep the equipment functional and in peak operating condition. Repair expenses that are not considered normal wear and tear are the responsibility of the benefiting activity and not the Working Capital Fund (WCF).

**Fire Equipment Committees**

State committees report to the respective SFMO or FOG representative. National-level BLM committees include the Fire Equipment Group, Dozer/Heavy Equipment, Engine, Helitack, and Hotshot committees which report to the FOG. Equipment committees are encouraged to invite other agency equipment leads to share ideas, transfer technology, and coordinate efforts. https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Fire-Resources.aspx

**Fire Equipment Standardization**

Standardization of fire equipment aids in the ability to produce equipment that effectively meets the BLM's mission by providing cost-effective equipment with the least impact on fire programs. Standardization also contributes to the ability to provide effective, consistent, and quality training to the BLM fire and aviation program workforce.

Respective committees have the responsibility to establish minimum performance standards and acquire FOG approval for all BLM-specific WCF 600-class fire equipment.

The NFEP has established required equipment and performance standards for new equipment. These standards reduce excessive procurement costs, maintain common operational functions, and provide a standardized fire fleet. Specifications have been developed for each 600 class of equipment and include standard items. Costs for standard items are covered by WCF when replacing vehicles at the end of their established lifecycle. Optional equipment, in addition

to the standard are available to order for most classes, however another funding
source must be provided by the state or local unit to purchase these items.

**Fire Equipment Identifier Standards**
All fire equipment equipped with a location-based services (LBS) terminal shall
meet all fire equipment identification and numbering standards found at
https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-
Policy-Resources.aspx.

**Equipment Modification/Retrofitting**
Modification proposals must be submitted through the BLM Fire Equipment
Improvement and Deficiency Reporting System or applicable FOG
subcommittee for consideration and approved through the NFEP. BLM units are
responsible for maintaining documentation of approvals. Unauthorized
modifications and retrofits have the potential to negatively impact equipment
quality and safety and void manufacturer warranties. In such cases, the financial
burden of corrective action will be the responsibility of the home state/unit
preparedness funding.

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

District/field offices are required to submit timely and detailed deficiency
reports for problems encountered with BLM fire equipment. Reports will also be
submitted for suggestions for improvement. The NFEP will verify receipt of the
deficiency report and will follow-up with the submitting district/field office to
correct the deficiency or work to incorporate the improvement suggestion.

The BLM Fire Equipment Improvement and Deficiency Reporting System can
be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-
operations/SitePages/Improvement-and-Deficiency-Reports.aspx.

**Acquisition of Working Capital Fund Equipment**
All WCF 600-class equipment must be ordered through the NFEP using the Fire
Equipment Ordering System (FEOS). The National Operations Center (NOC)
manages the WCF.

Each class of vehicle has an established lifecycle based on miles or hours. The
WCF acquires funds through fixed ownership rates (FOR) and use rates
determined by the replacement cost plus the residual value and class repair costs
throughout the equipment lifecycle. At the end of the lifecycle, funds generated
are used to replace the equipment. For new vehicle purchases, funds are
acquired/secured by the receiving unit and if approved, the new purchase is
added to the WCF.

The NOC monitors vehicle usage and replacement cycles and notifies the NFEP when vehicles need to be replaced. The NFEP then coordinates with the receiving unit to order the replacement vehicle. When the order is placed, the NFEP works with the BLM Fleet Manager, the receiving unit, contracting, and the vendor to fill the order.

Acquisition of new WCF 600-class fire equipment that exceeds the BLM's fleet cap is authorized under the following terms:

- Vehicles support fire management actions identified in approved land/resource management plans and their associated fire management plans. Vehicles will be purchased with funds approved by the FAD.
- New vehicle purchases require completion and approval of a BLM Fire and Aviation WCF 600 Series Request, Form 1520-58; *Vehicle or Equipment Justification and Approval*; and 1510-18v, *Obligating Funds for Acquisition of Working Capital Fund Assets*. Forms are located at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx.

**Funding**

Specialized equipment may be funded through various mechanisms, including the FAD, special project allocations, available mid- or year-end funds, state or local funding, interagency agreement, or through the WCF.

Procurement of nonstandard equipment with fire management funds when standard equipment is available must have written approval by the Fire Operations Division Chief (FA-300) and the SFMO.

Most fire vehicles are funded through the WCF. Other types of fire equipment are funded through the normal budget process at the state and/or local level.

**BLM Mobile Fire Equipment Ordering**

Ordering of BLM mobile fire equipment accomplished through the NFEP utilizing the Fire Equipment Ordering System (FEOS). All orders are routed from the NFEP through the state FOG representative or designee. Summary specifications are available at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Equipment-Ordering.aspx. Contact the NFEP for additional information.

States have the authority to order equipment using WCF funds; however, prior to ordering, approval is required from the WCF Fleet Manager, SFMO, and the Fire Operations Division Chief (FA-300).

**600-Class Command Vehicle Procurement Standards**

The 600-class vehicles below have been developed and configured specifically for the roles/asset types listed. New, replacement, or upgraded procurements outside of the listed roles/asset types requires state fire management officer and Fire Operations Division Chief (FA-300), and when utilizing fuels funds, Division Chief, Fire Planning and Fuels Management (FA-600) approvals utilizing the WCF 600 Series Request form found at

https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx. An electronic copy of all approvals shall be provided to the appropriate NFEP Manager prior to order.

- District/unit AFMO, fire operations specialist/supervisor, fuels specialist: 651/653/ 654/655/656/657/658 command truck.
- Fire Program Decision Support System (FPDSS)-funded hotshot crew: 652 or 658 superintendent truck (1 each), 644 crew carrier 10 passenger (2 each), 652 or 658 chase/utility truck (1 each), and (optional) utility task vehicle and trailer (1 each).
- FPDSS-funded hand crew: 644 crew carrier, 651/653/657/658 command truck, 652 superintendent truck.
- FPDSS-funded helitack crew: 651/653/657/658 command truck, 652 superintendent truck, 661 helitack support.
- Standard vehicle configuration for wildland fire modules: 651/653/657/658 command truck, 652 superintendent truck.

**Property Transfer/Replacement**

Surplus and early replacement fire vehicles may be transferred to another unit for continued service with the approval of the SFMO(s), the BLM Fleet Manager, and the WCF Manager. In these instances, the vehicle remains in the same class and the FOR and use rates will continue to be charged to the unit acquiring the vehicle. Units may dispose of fire vehicles prior to the normal replacement date. In these instances, no future replacement is automatically provided and there is no accrued credit for the FOR collected on that unit prior to disposal. Units acquiring this type of equipment continue payment of the FOR and use rates.

Mobile fire equipment transfers require approvals on the *BLM Fire and Aviation Fire Fleet Transfer Notification* and 1520-104v, *Transfer of Asset-Fleet.* Transfer documents are located at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx and sent to the responsible NFEP Production Manager.

**Conversions**

Offices requesting to convert replacement fire equipment to a different class of equipment must have documentation showing:

- Proposed changes meet current and future preparedness requirements identified in land/resource management plans and fire management plans.
- Proposed changes result in an overall cost savings to the Government or increased production rates offset additional costs.

Any additional cost will be the responsibility of the requesting unit.

Conversions require completion and approval on the following forms:
- ○ BLM Fire and Aviation WCF 600 Series Request form
- ○ Form 1520-104v, *Transfer of Asset-Fleet*
- ○ Form 1520-58, *Vehicle or Equipment Justification and Approval*

- ○ Form 1510-18V, *Obligating Funds for Acquisition of Working Capital Fund Assets* (if additional funding is necessary).
- Conversion documents are located at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx.

## BLM Engine Equipment Inventory

Engines will be stocked with Normal Unit Stocking found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx.

## Fire Equipment Maintenance and Care Standards

BLM fire equipment will be maintained to reflect the highest standards in performance and appearance.

All mechanical systems shall be properly maintained and kept in good repair. All interior/exterior equipment components shall be kept clean/waxed, and all items shall be properly secured or locked. Whenever possible mobile fire equipment should adhere to the following guidelines:

- ○ Repair deficient items as soon as issues are identified.
- ○ Store equipment in sheltered areas away from environmental elements to prevent damage to critical seals, mechanical components, and the high-visibility finish.
- ○ Ensure repairs and maintenance are performed by manufacturer dealerships or authorized repair facilities.
- ○ Ensure that any/all eligible items are covered under warranty.
- ○ Follow manufacturers owner's manual guidance for the most severe duty cycles.
- ○ Keep thorough documentation of all maintenance and repair work.

Following these guidelines will aide in acquiring approvals for repairs.

## Fire Equipment Maintenance Procedure and Record

The Fire Equipment Maintenance Procedure and Record (FEMPR) is used to document daily inspections and all maintenance for WCF Class 600 fire equipment. The FEMPR shall be maintained and archived to record historic maintenance for the duration of the vehicle's service life. This historical data is beneficial in determining trends, repair frequency, and repair costs. FEMPR templates can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/FEMPR.aspx.

Apparatus safety and operational inspections will be performed at the intervals recommended by the manufacturer and on a daily and post-fire basis as required.

- For engines and water tenders, all annual inspections will include a pump gallons per minute (GPM) test to ensure the pump/plumbing system is operating at or above the manufacturer's minimum rating for the pump.
- Comprehensive (i.e., internal) tire inspections of all tires, including spare tires, will be completed during required annual inspections/service and at 10,000-mile intervals. Comprehensive inspections will be completed by tire

1 service technicians and documented in the Tire Log. Additional information
2 on WCF 600-class fire fleet vehicle tire inspection and replacement
3 standards can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-
4 operations/SitePages/NFEP-Policy-Resources.aspx.

5 **Location-Based Services Program**
6 The LBS Program combines current Global Positioning System (GPS)
7 technologies with BLM fire and aviation preparedness to provide a situational
8 awareness tool by tracking equipment. LBS is incorporated into dispatch and
9 other operating procedures to enhance situational awareness and accountability
10 of WCF 600-class fire equipment. This program meets the intent of S.47 - John
11 D. Dingell, Jr. Conservation, Management, and Recreation Act, SEC. 1114. (d)
12 *Location Systems for Wildland Firefighters*.

13 When a new terminal is received, replacement equipment arrives, or an error
14 with the terminal has been identified, the installation, transfer, or repair must be
15 completed in no more than 15 days.

16 Equipment location can be viewed in the Vehicle Tracker Portal (VTP) or Fire
17 Enterprise Geospatial Portal (EGP). VTP access can be requested for an
18 individual or a group account for dispatch centers. The VTP account request
19 form and additional information can be found
20 at https://doimspp.sharepoint.com/sites/blm-fa/fire-
21 operations/SitePages/Location-Based-Services-(LBS).aspx.

22 **BLM Engine Use Report**
23 All BLM engines will utilize the Engine Use Report (EUR). The EUR should be
24 printed and completed daily as part of the FEMPR and entered monthly into the
25 EUR SharePoint website at https://doimspp.sharepoint.com/sites/blm-fa/fire-
26 operations/SitePages/Engine-Use-Reporting-(EUR).aspx. Access will be granted
27 by the respective state FOG representative.

28 **Equipment Bulletins and Equipment Alerts**
29 The purpose of an Equipment Bulletin (EB) or an Equipment Alert (EA) is to
30 share accurate and timely information regarding potential equipment problems
31 and/or needed repairs. The EB is intended to inform equipment users of
32 recommendations for repairs, potential hazards, or general information related to
33 the overall maintenance, awareness, and safe operation of fire equipment. The
34 EA is time sensitive and addresses potentially serious hazards or risk and a
35 specific action the user must act upon.

36 Unexpected issues involving wildland fire vehicles which do not fall under other
37 types of wildland fire reviews and investigations and/or other applicable
38 Federal, State, or specific agency requirements must be reported. If an
39 unexpected vehicle issue warrants attention, the NFEP Manager through the
40 Operations Advisory Team and the Capital Equipment Committee will issue the
41 EB or EA. Members of these groups must ensure the information reaches all
42 levels of the organization.

*Website:* https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Equipment-Alerts-Bulletins.aspx

**BLM Implementation of the Department of the Interior Authorization for Use of Government Passenger Carrier(s) for Home-to-Work Transportation**

The BLM recognizes the need for domiciling fire vehicles for specific positions during fire season to provide for more immediate response to wildfires during off-duty hours and has been granted this authority by DOI.

- Only those positions authorized and preidentified within the DOI memorandum will have the authority to domicile designated Government vehicles.
- This authority is intended only for individuals in first response fire leadership roles who may be responding to initial attack fires directly from their home after hours.
- Government vehicles are used solely for official business and domiciled only during core fire season months when there is a heightened level of current or expected fire activity.
- Authorized positions will be recertified every two years and may be revised at that time.
- Units are responsible for maintaining documentation of home-to-work use of Government vehicles. This documentation will be reviewed during annual fire and aviation preparedness reviews. A standard tracking form has been developed and may be used for this purpose.

*Website:* https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Policy-and-References.aspx

**Lights-and-Sirens Response**

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

Those BLM state organizations that determine a lights-and-sirens response is necessary to meet mission requirements must develop an operating plan that is signed and approved by the state director and forwarded to the Fire Operations Division Chief (FA-300). The operating plan must ensure the following:

1. All vehicles (command, engines, etc.) will be properly marked, equipped, and operated in accordance with State statutes, codes, permits, and BLM unit requirements.
2. Drivers will complete training in the proper use of lights-and-sirens response in accordance with National Fire Protection Association (NFPA) 1451 and 1002 standards, as well as any State requirements.
3. Engine drivers responding with lights and sirens will be minimally qualified as engine operator with a qualified engine boss in the engine; otherwise, driver must be engine boss qualified. Drivers of any other mobile fire

equipment responding with lights and sirens shall be minimally qualified as single resource boss.

4. Lights and sirens will meet NFPA and State code requirements.
5. Operators will follow posted speed limits at all times, regardless of response type.
6. Operators will stop or reduce speed as circumstances dictate prior to proceeding through all intersections.
7. Operators will only use traffic light changing mechanisms (e.g., Opticons) under formal written agreement with State and local governments and only when necessary to create safe right-of-way through urban high-traffic areas.
8. Drivers shall only respond with lights and sirens in the State or States authorized by their local unit.

**Foam Use**

BLM engines are designed with integrated foam tanks and automatic foam proportioners as standard equipment. When properly used along with various foam nozzles, foam use increases the effectiveness of water. This equipment should be used to apply approved foam concentrate along with water delivery during fire suppression. Special exceptions should be made where accidental spillage or overspray of the chemical could be harmful to the aquatic ecosystem or where other identified resource concerns are identified.

## BLM Firefighters

**Introduction**

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

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

These units include:
- **Hand Crews** – Vehicle-mobile firefighters that specialize in the use of hand tools, chainsaws, portable pumps, and ignition devices for tactical operations. Hand crew types include interagency hotshot crews (IHCs), type 2 initial attack crews, type 2 crews, and fire suppression modules.
- **Engine Crews** – Engine-mobile firefighters that specialize in the use of engines for tactical operations.
- **Helitack** – Helicopter mobile firefighters that specialize in the use of helicopters for tactical and logistical operations.
- **Smokejumpers** – Fixed-wing-aircraft-and-parachute-mobile firefighters that specialize in the use hand tools, chainsaws, and ignition devices for tactical operations.

Addition or establishment of the following assets requires approval from the
Assistant Director (FAD):

- Firefighting engines and water tenders (refer to existing guidance regarding acquisition of WCF equipment in this chapter);
- Firefighting dozers and dozer modules (refer to existing guidance regarding acquisition of WCF equipment in this chapter);
- Type 1, type 2 initial attack, and type 2 hand crews;
- Fire suppression modules funded as a preparedness resource (modules assembled for individual fire assignment are exempted);
- Wildland fire modules;
- Exclusive-use helitack crews; and
- Fuels management modules/crews.

**BLM Firefighter Priority for Use**

- Initial attack on lands for which the BLM has suppression responsibility.
- Other fire suppression/management assignments on BLM-managed lands.
- Other fire suppression/management assignments on other agency lands.
- All-hazards (ESF#4) reference http://web.blm.gov/internal/fire/budget/Reference_docs/esf4/ESF4_page.htm.

## Mobilization of BLM Firefighters

BLM firefighters are mobilized to perform the following functions:

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

There are six funding mechanisms for mobilizing BLM firefighters:

- Preparedness funding
- Suppression funding
- Short-term severity (state-/regional-level severity) funding
- National-level severity funding
- National preposition funding
- State discretionary preposition funding

**Preparedness Funding**

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

- Movement of resources within a unit not associated with fire activity;
- Detailing firefighters to fill vacant positions;

- Project work or normal preparedness activities; and/or
- Training.

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

**Suppression Funding**

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

**Short-Term Severity, State-Level**

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

- Wind events;
- Dry cold front passage;
- Lightning events; and/or
- Unexpected events, such as off-road rallies or recreational gatherings.

Each state director and the division chiefs for operations and aviation have the delegated authority to expend "short-term" severity funds per fiscal year. This discretionary severity authorization can be expended for appropriate severity activities without approval from FAD. States will establish a process for requesting, approving, and tracking short-term severity funds.

**National-level Severity Funding**

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

- Preparedness plans indicate the need for additional preparedness/ suppression resources;
- Anticipated fire activity will exceed the capabilities of local resources;
- Fire season has either started earlier or lasted longer than identified in the Fire Danger Operating Plan;
- An abnormal increase in fire potential or fire danger (e.g., high fine fuel loading, fuel dryness) not planned for in existing preparedness plans; and/or
- There is a need to mitigate threats to values identified in land and resource management plans (L/RMP) with Assistant Director (FAD) concurrence.

In addition to the above criteria, the Assistant Director (FAD) may consider other factors when approving requests for national severity.

Guidance for requesting and utilizing national-level severity funding is found in chapter 10 and on the BLM Fire Operations website at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Program-Areas.aspx. The state director will submit requests, consolidated by state and coordinated with FAD, through official memorandum to the Assistant Director (FAD). An electronic copy should also be e-mailed to "BLM_FA_Severity@blm.gov."

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

The FAD will issue an approval memorandum listing authorized resources along with a cost string code for each state and field office to use for all resources. All resources authorized through this process will be counted in the state's severity authorization limit, including extension of exclusive-use aircraft contracts.

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

**National Preposition Funding**

National preposition funding is used to mobilize resources to areas with anticipated fire activity when other funding is not available. Units may request national preposition funding from FAD to acquire supplemental fire operations assets to increase initial attack capability when BLM units do not:

- Have available preparedness funding;
- Have available short-term severity funding; or
- Meet the criteria for use of national severity funding.

Approved national preposition funding may be used only for travel and per diem costs for the duration of the assignment and overtime labor costs associated with the original preposition move.

Each state director has been delegated the authority to expend national preposition funding within an allocation limit established annually through issuance of an instruction memorandum.

*National Preposition Request Process*

- Unit FMO identifies need and notifies state FOG representative. FOG representative informs SFMO.
- FOG representative coordinates with unit FMO to verify need and determine asset types, numbers, and projected preposition location.
- Requesting FOG representative queries FOG and identifies available assets.
- Requesting and sending FOG representatives jointly complete the BLM Preposition Request Form.
- Requesting FOG representative will submit the request electronically via e-mail to "BLM_FA_Prepositioning@blm.gov" to acquire Fire Operations Division (FA-300) approval. If aviation assets are requested, FA-300 will coordinate with the National Aviation Office (FA-500) and secure FA-500 approval.

- FA-300 will notify the requesting and sending FOG representatives via e-mail when the request is approved/disapproved.
- After securing FA-300/500 approval, the requesting FOG representative places name request order(s) for specified assets through normal coordination system channels.
- Receiving FOG representative will assign the responding BLM assets to a temporary host unit.
- Responding assets, sending/receiving FOG representatives, and the temporary host unit will negotiate length of assignment and crew rotation, and ensure that prepositioned personnel meet work/rest requirements.

BLM preposition funding request information can be found at the BLM Fire Operations website.

**State Discretionary Preposition Funding**
Each state director has the delegated authority to expend preposition funding for prepositioning activities in amounts determined by the BLM FLT. This discretionary preposition funding authorization can be expended for appropriate preposition activities (according to the criteria established for national preposition funding) without approval from the Assistant Director (FAD).

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

## BLM Fire Training and Workforce Development

**BLM Fire Training and Workforce Development Program**
The BLM National Fire Training and Workforce Development Program is located at NIFC and works for the Chief, Branch of Preparedness and Suppression Operations (FA-320). The program develops the wildland firefighting workforce through qualification standards, training standards, and workforce development programs in support of BLM fire management.

*BLM Standards for Fire Training and Workforce Development*
The BLM Fire Training and Workforce Development Program, in coordination with the FOG and state training officers, is responsible for publishing the *BLM Standards for Fire Training and Workforce Development.* The *BLM Standards for Fire Training and Workforce Development* provides fire and aviation training, qualifications, and workforce development program management direction. This document is available at https://www.nifc.gov/about-us/our-partners/blm/training.

Personnel hired by the BLM must meet requirements established in the position description. If the position description requires ICS qualifications, only qualifications and minimum requirements specified in the *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310-1) will be applied as selective factors and/or screen-out questions. To avoid reducing candidate pools, BLM-specific requirements that are supplemental to the PMS 310-1 may not be used as selective placement factors/screen-out questions. Supplemental BLM-specific

1 training or qualification requirements may only be used as selective factors
2 and/or screen-out questions when requested and justified by the selecting official
3 and approved by HR. Impacts to the candidate pool must be addressed in the
4 justification. As with all other BLM- or DOI-specific training/experience
5 requirements (e.g., Do What's Right training, purchase card training) that newly
6 hired employees from other agencies may not have, the supervisor and Incident
7 Qualifications and Certification System (IQCS) certifying official are
8 responsible for reconciling that employee's training and IQCS Responder
9 Master Record after the employee has entered on duty. This may be
10 accomplished by providing additional training/experience or by manually
11 awarding competencies as per established IQCS protocol.

12 **BLM Firefighters General Non-Fire Training Requirements**

13 **Administratively Determined and Emergency Firefighters**

| Training Required | Initial Requirement/ Frequency | Delivery Method/ Responsible Party |
|---|---|---|
| Defensive Driving (if operating a Government vehicle, or rental/leased vehicle for official purposes) | • Prior to operating motor vehicle for official purposes <br> • Once every three years | • DOI Talent or instructor-led <br> • Unit safety manager |
| First Aid/ Cardiopulmonary Resuscitation (CPR) | • Upon initial employment <br> • Every 2 years or per certifying authority <br> • At least two persons per crew (GS or AD) shall be current and certified. | • Instructor-led <br> • Unit safety manager |
| Fuel Transport Hazardous Materials Training (required for all employees who transport, prepare for transport, load, unload, handle, or are responsible for the safety of hazardous materials that are being transported) | • Upon initial employment and a refresher every 3 years thereafter | • https://www.fs.usda.gov/t-d/fueltran/training/index.htm |

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

| Training Required | Initial Requirement/ Frequency | Delivery Method/ Responsible Party |
|---|---|---|
| Bloodborne Pathogens | • Once: Awareness level for employees not at increased risk (e.g., non-fireline support personnel)<br>• Annually: For employees at increased risk due to assigned duties (e.g., IHC, helitack, SMKJ, engine crew) | • Instructor-led<br>• Unit safety manager |
| Defensive Driving (if operating a Government vehicle, or rental/leased vehicle for official purposes) | • Prior to operating a motor vehicle for official purposes<br>• Once every three years | • DOI Talent or instructor-led<br>• Unit safety manager |
| Do What's Right/EEO/ Diversity | • Annually | • Instructor-led, DOI Talent, or as determined by EEO manager<br>• Do What's Right – FMO<br>• EEO/Diversity – EEO manager |
| First Aid/ Cardiopulmonary Resuscitation (CPR) | • Upon initial employment<br>• Every 2 years or per certifying authority | • Instructor-led<br>• Unit safety manager |
| HAZWOPER – Field Awareness (section 6) | • Upon initial employment<br>• Annually | • Instructor-led<br>• Unit safety manager<br>• https://www.ntc.blm.gov/krc/viewresource.php?courseID=1086&programAreaId=118 |
| BLM Hazard Communications (HAZCOM) – Globally Harmonized System (GHS) | • Upon initial employment | • DOI Talent (Course Shortname BLM-H-010)<br>• Unit safety manager, unit hazardous materials coordinator |
| Safety Orientation | • Once | • Instructor-led<br>• Supervisor |

| Training Required | Initial Requirement/ Frequency | Delivery Method/ Responsible Party |
|---|---|---|
| Fuel Transport Hazardous Materials Training (required for all employees who transport, prepare for transport, load, unload, handle, or are responsible for the safety of hazardous materials that are being transported) | • Upon initial employment and a refresher every 3 years thereafter | • https://www.fs.usda.gov /t-d/fueltran/training/index .htm |

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

All regular drivers of specialized vehicles (e.g., engines, water tenders, crew carriers, fuel tenders, helicopter support vehicles) must complete BL-300, *Fire Vehicle Driver Orientation* (initially) and RT-301, *Fire Vehicle Driver Refresher Training* (annually). Course materials are available via the BLM Fire Training website at https://www.nifc.gov/about-us/our-partners/blm/training/fire-vehicle.

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

**BLM Firefighter Mandatory Physical Fitness Standards**

The *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310-1) establishes physical fitness standards for NWCG-sanctioned firefighters. These standards are assessed using the work capacity test (WCT). Prior to attempting the WCT, all permanent, career-seasonal, temporary, and AD/EFF employees who participate in wildland fire activities requiring a fitness level of arduous must participate in the DOI Medical Qualification Standards Program (DOI MSP).

Employees serving in wildland fire positions that require a fitness rating of arduous as a condition of employment are required to perform physical fitness conditioning for one hour of duty time each workday while in pay status. Special exceptions such as being assigned to an incident, travel status, injuries, details, etc., may be granted. BLM employees funded by fire preparedness and/or fuels who do not require a fitness rating of arduous as a condition of employment but do maintain a fire qualification with an arduous rating may be authorized one hour of daily duty time for physical fitness conditioning. Participation will be negotiated with the employee's supervisor. Employees serving in positions that require a fitness rating of moderate or light may be authorized up to three hours per week.

Information on the WCT and the DOI MSP is located in chapter 13.

**BLM National Fire Operations Fitness Challenge**

The BLM Fire Operations Fitness Challenge encourages and recognizes achievement in physical fitness by BLM firefighters. The fitness challenge provides a common system by which BLM firefighters can measure current fitness, establish fitness goals, track fitness improvement, and receive recognition for their efforts. The fitness challenge is voluntary, but BLM firefighters are strongly encouraged to participate. The BLM Fire Operations Fitness Challenge was updated in 2022.

BLM State offices and BLM districts will recognize achievement in the BLM Fire Operations Fitness Challenge. Nationally, FAD will annually recognize individuals that demonstrate the most improvement and top over-all scores by gender and age group.

Information about the BLM Fire Operations Fitness Challenge is available at: https://www.nifc.gov/about-us/our-partners/blm/training/fitness-challenge.

**Interagency Fire Program Management Standards**

The BLM follows the *Interagency Fire Program Management Qualifications Standards and Guide*, January 2000. The guide does the following:

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

The supplemental qualification standard for professional GS-0401 fire management specialist positions, approved by the Office of Personnel Management, is also included in the guide.

State- and unit-level fire managers should consult HR officials and apply Interagency Fire Program Management (IFPM) standards as appropriate. Information is located at https://www.nifc.gov/programs/interagency-fire-program-management.

**BLM Hand Crews**

**BLM Hand Crew Standards (All Crew Types)**
- **Language –** Crew boss (CRWB) and firefighter type 1 (FFT1); must be able to read and interpret the language of the crew as well as English
- **Flight weight** – 5,300 pounds
- **Personal gear –** Sufficient for 14-day assignments
- **Physical fitness –** Arduous; all positions
- **Required equipment and PPE –** Fully equipped as specified in the *Interagency Standards for Fire and Fire Aviation Operations*

1  **BLM Hand Crew Standards by Type**

| Crew Details | Type 1 IHC | Type 2 Initial Attack | Type 2 | Fire Suppression Module |
|---|---|---|---|---|
| **Crew Size** | Minimum 20 Maximum 25 (See table in chapter 13 for "Crew Standards for National Mobilization") | Minimum 18 Maximum 20 | Minimum 18 Maximum 20 | Minimum 5 Maximum 10 |
| **Leadership Qualifications** | 1 Superintendent 1 Asst. Superintendent 3 Squad leaders 2 Senior FFTs (FFT1) or 1 Superintendent 2 Asst. Superintendent 2 Squad Leaders 2 Senior FFTs (FFT1) | 1 CRWB 3 ICT5 | 1 CRWB 3 FFT1 | 1 single resource boss (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 | Initial attack – Fireline construction | Operates as a single module with type 5 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 |
| **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 |

| Crew Details | Type 1 IHC | Type 2 Initial Attack | Type 2 | Fire Suppression Module |
|---|---|---|---|---|
| **Communication** | 8 programmable handheld radios<br>1 programmable mobile radio in each truck | 4 programmable handheld radios | 4 programmable handheld radios | 2 programmable handheld radios |
| **Sawyers** | 4 faller type 2 (FAL2), 50% of crew FAL3 | 1 FAL2,<br>2 FAL3 | None | 2 FAL3 |
| **Training** | As required by the *Standards for Interagency Hotshot Crew Operations* or agency policy prior to assignment | Basic firefighter training<br>or<br>once qualified, 4 hours annual fireline refresher training prior to assignment | Basic firefighter training<br>or<br>once qualified, 4 hours annual fireline refresher training prior to assignment | Basic firefighter training<br>or<br>once qualified, 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-quart canteen, web gear, sleeping bag | Same as type 1 | Same as type 1 | Same as type 1 |
| **PPE** | All standard designated fireline PPE | Same as type 1 | Same as type 1 | Same as type 1 |

| Crew Details | Type 1 IHC | Type 2 Initial Attack | Type 2 | Fire Suppression Module |
|---|---|---|---|---|
| Certification | Must be annually certified by the local host unit AADM or designee prior to being made available for assignment | N/A | N/A | N/A |

1 **BLM Interagency Hotshot Crews**
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 Interagency Hotshot Crew Locations*

| State | Crew | Location |
|---|---|---|
| AK | Chena | Fairbanks |
|  | Midnight Sun |  |
| AZ | Aravaipa Veteran | Sierra Vista |
| 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 *Annual Interagency Hotshot Crew Mobilization Requirements*
9 Prior to becoming available for mobilization, each BLM IHC will complete the
10 BLM Hotshot Crew Preparedness Review Checklist #16 and the Annual IHC
11 Mobilization Checklist (SIHCO, appendix C). The IHC superintendent,
12 supervising fire management officer, and supervising AADM will complete both
13 checklists and send to the SFMO for concurrence. Upon concurrence, the SFMO
14 will notify the appropriate Geographic Area Coordination Center (GACC) and
15 the Chief, Branch of Preparedness and Suppression Operations (FA-320) of

crew status and provide copies of the BLM Hotshot Crew Preparedness Review
Checklist #16 and the Annual IHC Mobilization Checklist (SIHCO, appendix C)
to each.

### Establishing or Converting BLM Interagency Hotshot Crews

BLM state directors must request approval from the Assistant Director (FAD)
prior to beginning the process to establish a new BLM IHC or to convert a
current type 2 or type 2 initial attack crew to an IHC. Upon approval from
Assistant Director (FAD), BLM states will follow the crew certification process
as outlined in the SIHCO, chapter 5. The IHC certification process will be
coordinated with FA-300.

### BLM Interagency Hotshot Crew Decertification and Recertification

Changes to crew qualifications and capabilities should be closely examined by
the superintendent to ensure that all requirements contained in the SIHCO are
met. Any BLM IHC that is unable to meet the minimum requirements will be
placed in type 2 initial attack status until the requirements can be met.
Exceptions to the requirements must be requested by the state fire management
officer (for IHCs based in the eastern and southern geographic areas, the request
must be made by the State Director, Eastern States), and may be granted on a
case-by-case basis by the Fire Operations Division Chief (FA-300).

Short-term inability to meet the requirements may not necessarily require
recertification but may require completion of the Annual IHC Mobilization
Checklist (SIHCO, appendix C) and concurrence from the Chief, Branch of
Preparedness and Suppression Operations (FA-320) before regaining IHC status.
Longer-term or more significant failures to meet the requirements may require
the full recertification process as stated in the SIHCO, with oversight from the
Fire Operations Division.

### BLM Interagency Hotshot Crew Size

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

### BLM Interagency Hotshot Crew Training and Qualification Requirements

| Position | NWCG Qualification | Fire Training | |
|---|---|---|---|
| Firefighter | FFT2 | IS-700 | *An Introduction to the NIMS* |
| | | ICS-100 | *Introduction to the ICS* |
| | | S-130 | *Firefighter Training* |
| | | S-190 | *Introduction to Wildland Fire Behavior* |
| | | L-180 | *Human Factors in the Wildland Fire Service* |

| Position | NWCG Qualification | Fire Training |
|---|---|---|
| **Senior Firefighter** | FFT1 | All the above plus:<br>S-211 *Portable Pumps and Water Use*<br>S-212 *NWCG Standards for Wildland Fire Chainsaw Operations*<br>S-131 *Firefighter Type 1*<br>S-270 *Basic Air Operations* |
| **Squad Leader** | • ICT5<br>• CRWB | All the above plus:<br>IS-800 *National Response Framework (NRF): An Introduction*<br>ICS-200 *Basic ICS for Initial Response*<br>S-215 *Fire Operations in the WUI*<br>S-230 *Crew Boss (Single Resource)*<br>S-219 *Firing Operations*<br>S-260 *Interagency Incident Business Management*<br>S-290 *Intermediate Wildland Fire Behavior*<br>L-280 *Followership to Leadership* |
| **Assistant Superintendent or Captain** | • Strike team leader crew (STCR) or task force leader (TFLD)<br>• CRWB<br>• ICT4 | All the above plus:<br>ICS-300 *Intermediate ICS*<br>S-200 *Initial Attack Incident Commander (IC)*<br>S-330 *Task Force/Strike Team Leader*<br>S-390 *Introduction to Wildland Fire Behavior Calculations*<br>L-380 *Fireline Leadership*<br>M-410 *Facilitative Instructor* or equivalent |
| **Superintendent** | • TFLD<br>• ICT4<br>• Firing boss (FIRB) | All the above |

1 *Interagency Hotshot Crew Position Descriptions and Selective Placement*
2 *Factors*

| Position Description Number | Title/Series/Grade(s) | NWCG Selective Placement Factor(s) | IHC Position | Firefighter Retirement Coverage |
|---|---|---|---|---|
| FDI0203 | Forestry Aid, Wildland Firefighter GS-0462-03 | None | Firefighter/ crewmember | Primary |
| FDI0204 | Forestry Technician, Wildland Firefighter GS-0462-04 | None | Firefighter/ crewmember | Primary |

| Position Description Number | Title/Series/Grade(s) | NWCG Selective Placement Factor(s) | IHC Position | Firefighter Retirement Coverage |
|---|---|---|---|---|
| FDI0205* | Forestry Technician, Senior Wildland Firefighter GS-0462-05 | FFT1 and S-290 | Senior (lead) firefighter | Primary |
| FDI0206* | Forestry Technician (Fire) GS-0462-06 | FFT1 and S-290 | Senior (lead) firefighter | Primary |
| FDI207B/A | Forestry Technician (Fire) GS-0462-06/07 | CRWB and ICT5 | Squad leader | Primary |
| FDI0217 | Forestry Technician (Fire) Assistant IHC Superintendent GS-0462-08 | STCR or TFLD and CRWB and ICT4 | Assistant superintendent/ captain | Secondary/ administrative |
| FDI0216* | Forestry Technician (Fire) IHC Superintendent GS-0462-09 | TFLD and ICT4 and FIRB | Superintendent | Secondary/ administrative |

**Position Description Standards for Hand Crew Supervisors (non-Interagency Hotshot Crew)**

Department of Interior standard position descriptions (SPDs) FDI0216 and FDI0217, found at https://www.doi.gov/flert/DOI_std_pds, may be utilized for any non-IHC hand crew or module leader, crew boss, or assistant crew boss positions. This includes hand crew leaders on type 2 initial attack and type 2 hand crews, fire suppression modules, wildland fire modules, fuels hand crews, and fuels modules.

- Interagency Fire Program Management (IFPM) requirements will not be applied. Selective factors and Incident Command System (ICS) qualification requirements will be based on hand crew requirements found in the *Interagency Standards for Fire and Fire Aviation Operations* (Red Book), the *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310- 1), and other agency and interagency policy. Selecting officials may also determine selective factors in addition to minimum requirements as appropriate.
- The qualification requirements specified in the *Standards for Interagency Hotshot Crew Operations (SIHCO)* do not apply to these positions and will not be required prior to entrance into these positions as stated in the SPDs unless independently determined by the Selecting Official.
- If utilized for BLM Veteran hand crews, additional standards may apply. These additional standards are found in the *BLM Standards for Veteran Crew Operations*, located at https://www.nifc.gov/about-us/our-partners/blm/blm-crews.
- Servicing human resources offices will consult with fire management officers and utilize the appropriate hand crew leader position naming convention for vacancy announcements and personnel systems.

**BLM Veteran Crews**

BLM veteran crews are comprised primarily of veterans from the United States Armed Forces. Each veteran crew trains and works as a single unit and mobilizes fully equipped with transportation. The diverse make-up of veteran crewmembers provides a high level of professionalism, leadership, and skills that are transferable to the wildland fire environment. *Standards for Veteran Crew Operations* is available at https://www.nifc.gov/about-us/our-partners/blm/blm-crews.

*BLM Veteran Crew Types and Locations*

| State | Crew | Type | Location |
|---|---|---|---|
| **AZ** | Aravaipa Veteran | IHC | Sierra Vista |
| **CA** | Folsom Lake | Type 2 initial attack | Placerville |
| **MT** | Billings | Type 2 initial attack | Billings |
| **NV** | Vegas Valley | Type 2 initial attack | Las Vegas |
| **OR** | Lakeview Veteran | IHC | Klamath Falls |
|  | Medford[1] | Type 2 initial attack | Medford |
| **WA** | Spokane | Fire suppression module | Spokane |
| **WY** | Devil's Canyon | Type 2 initial attack | Worland |

[1] Not funded with preparedness funding.

**BLM Fire Suppression Modules**

Fire suppression modules are comprised of 5-10 firefighters and are used primarily for wildfire suppression, fuels reduction, and other fire management duties. Fire suppression modules can perform self-contained, initial attack suppression operations and can generally provide incident management capability at the type 5 level.

*BLM Fire Suppression Module Mobilization*

Fire suppression modules will be statused, tracked, and mobilized in the Interagency Resource Ordering Capability (IROC) system using the resource identifier "Module, Suppression."

**BLM Wildland Fire Modules**

Refer to chapter 13.

**BLM Engines**

Engines carry two to six firefighters and are used primarily for wildfire suppression, fuels reduction, and other fire management duties. Engine personnel can perform self-contained, initial attack suppression operations and can generally provide single resource incident management capability up to the type 4 level.

**BLM Engine Ordering**

- Engine personnel will status through the local dispatch center in accordance with local policy and procedures.
- Availability of engines for off-unit assignments rests with local unit fire management.
- Units needing engines from another state for support will contact their state operations lead with a request.
- The state operations lead will contact the Fire Operations Division (FA-300) or other state office operations leads with the request.

**BLM Engine Typing**

Engines are typed according to interagency standards as established by NWCG. See chapter 14 for engine typing standards.

**BLM Engine Minimum Staffing Requirements**

All engines will meet these minimum staffing requirements on every incident response:

- Minimum staffing for type 6 engines is two personnel: one single resource boss-engine (ENGB) and one firefighter type 2 (FFT2).
- Minimum staffing for type 3, 4, and 5 engines is three personnel: one ENGB and two FFT2s.

When staffing an engine with an employee from another agency on a short-term basis (detail, severity assignment, etc.), the qualification standards of that agency will be accepted. These qualifications must meet PMS 310-1 requirements for the position.

**BLM Engine Training and Qualification Requirements**

BLM has established additional training and qualification requirements for engine operator (ENOP) and engine boss (ENGB). These additional requirements are as follows:

| Fireline Position | Required Qualifications and Training | |
|---|---|---|
| **Firefighter type 2** | IS-700 | *An Introduction to the NIMS* |
| | ICS-100 | *Introduction to the ICS* |
| | L-180 | *Human Factors in the Wildland Fire Service* |
| | S-130 | *Firefighter Training* |
| | S-190 | *Introduction to Wildland Fire Behavior* |

| Fireline Position | Required Qualifications and Training |
|---|---|
| **Engine Operator[1]** | Qualified as FFT1<br>N9018　　*BLM Engine Operator Course*<br>L-280　　*Followership to Leadership*<br>S-131　　*Firefighter Type 1*<br>S-211　　*Portable Pumps and Water Use*<br>S-212　　*NWCG Standards for Wildland Fire Chainsaw*<br>　　　　*Operations*<br>S-260　　*Interagency Incident Business Management*<br>S-290　　*Intermediate Wildland Fire Behavior*<br>RT-301　 *BLM Fire Vehicle Driver Refresher - Annually* |
| **Engine Boss** | Qualified as ENOP and ICT5<br>ICS-200　*Basic ICS for Initial Response*<br>S-215　　*Fire Operations in the Wildland/Urban Interface*<br>S-230　　*Crew Boss (Single Resource)*<br>S-290　　*Intermediate Wildland Fire Behavior* |

1　[1]The BLM utilizes the ENOP fireline qualification to provide additional expertise in engine
2　maintenance, pump operations, and vehicle operation. ENOP is required prior to qualification as a
3　BLM ENGB.

4　**Engine Crew Position Descriptions and Selective Placement Factors**
5　Guidance for utilization of DOI standard position descriptions and selective
6　placement factors when recruiting and filling position on BLM engine crews can
7　be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-
8　operations/SitePages/Policy-and-References.aspx. The DOI standard position
9　descriptions (SPDs) and the National Wildfire Coordinating Group (NWCG)
10　qualification requirements will be utilized when recruiting and filling positions
11　on engine crews. The NWCG qualifications listed below are minimum required
12　qualifications; higher NWCG qualifications can be substituted and utilized for
13　all positions. Human resources specialists should first consult FMOs for
14　questions on NWCG qualifications or the Interagency Fire Program
15　Management (IFPM) position standards
16　(https://www.nifc.gov/programs/interagency-fire-program-management). The
17　SPDs for DOI wide use can be found at https://www.doi.gov/flert/DOI_std_pds.

| Position Description Number | Title/Series/Grade(s) | Minimum Selective Placement Factor(s) | Working Title(s) | Firefighter Retirement Coverage |
|---|---|---|---|---|
| FDI0203 | Forestry Aid, Wildland Firefighter GS-0462-03 | None | Firefighter/ crewmember | Primary |
| FDI0204 | Forestry Technician, Wildland Firefighter GS-0462-04 | *Temporary:* 90 days prior wildland fire experience | Firefighter/ crewmember | Primary |

| Position Description Number | Title/Series/Grade(s) | Minimum Selective Placement Factor(s) | Working Title(s) | Firefighter Retirement Coverage |
|---|---|---|---|---|
| | | *Permanent:* None | | |
| FDI0205* | Forestry Technician, Senior Wildland Firefighter GS-0462-05 | FFT1 and S-290 | Senior (lead) firefighter | Primary |
| FDI0206* | Forestry Technician (Fire) GS-0462-06 | FFT1 and S-290 | Senior (lead) firefighter | Primary |
| FDI207B/A* | Forestry Technician (Fire) GS-0462-06/07 | FFT1 and S-290 | Senior (lead) firefighter/ engine operator/ assistant engine boss/ assistant Engine Captain | Primary |
| FDI236B/A* | Forestry Technician (Fire) Engine Captain GS-0462-07/08 | ENGB, ICT5, and S-211** | Engine boss/ engine captain | Primary |

1   *IFPM minimum qualification standards apply.
2   **Because minimum staffing of BLM engines is two personnel (Type 6 engines) or three
3   personnel (Type 3/4/5 Engines), the *Supervisory Fire Engine Operator (Supervising Three*
4   *or Fewer Crew Members)* IFPM qualification standard will be applied bureauwide.

5   **BLM Engine Driver Requirements**

6   For engines greater than 26,000 gross vehicle weight rating (GVWR), the driver
7   of the engine is required to possess a commercial driver's license (CDL). Refer
8   to chapter 7 for more information.

9   WCF class-668 vehicle drivers are required to complete *WCF Class-668 Driver*
10  *and Maintenance Training* (once). *WCF Class-668 Driver and Maintenance*
11  *Training* may be conducted at the unit/zone/state level utilizing qualified and
12  experienced class-668 operators. NFEP staff are available as unit instructors; the
13  hosting unit is responsible for course coordination.

14  All hands-on components of engine driver training courses will be conducted on
15  the specific vehicle or vehicle type the driver will be operating.

16  Equivalent courses that satisfy driver training requirements, such as the National
17  Safety Council-sanctioned *Emergency Vehicle Operator Course* (EVOC), will

be approved in writing by the Fire Operations Division Chief (FA-300) on a case-by-case basis.

BLM engine driver training satisfies the BLM requirement for 4X4 driver training stated in H-1112-1, chapter 15.

## BLM Smokejumpers

Smokejumpers operate in teams of two to eight firefighters and are used primarily for wildfire suppression, fuels reduction, and other fire management duties. Smokejumpers can perform self-contained, initial attack suppression operations, and commonly provide incident management capability at the type 3 level. Smokejumpers provide personnel to type 1 and type 2 incidents as command and general staff or other miscellaneous single resources. BLM smokejumper bases are located in Boise, Idaho, and Fairbanks, Alaska.

### BLM Smokejumper (SMKJ) Operations
The *Interagency Smokejumper Operations Guide (ISMOG), BLM Ram-air Training Manual (RATM), Great Basin Smokejumpers User Guide, Alaska Geographic Area Coordination Center Mob Guide,* and other pertinent agreements and operating plans contain smokejumper operational and administrative procedures.

### BLM Smokejumper Mission
Smokejumper aircraft are dispatched with a standard load of 8 smokejumpers and equipment to be self-sufficient for 48 hours. A typical smokejumper mission takes 30 minutes over a fire. A spotter (senior smokejumper in charge of smokejumper missions) serves as the mission coordinator on smokejumper missions. This may include coordinating smokejumper operation with on-scene aircraft over a fire until a qualified air tactical group supervisor (ATGS) arrives.

### BLM Smokejumper Coordination and Dispatch
Smokejumpers are a national shared resource and are ordered according to geographic area or national mobilization guides. The operational unit for smokejumpers is "one load" (8-12 smokejumpers). Specific information on the coordination, dispatch, ordering, and use of BLM smokejumpers can be found in the *BLM Great Basin Smokejumpers User Guide*, and in the *Alaska Geographic Area Coordination Center Mob Guide.* Contact BLM smokejumpers in Boise at (208) 387-5426 or in Alaska at (907) 356-5540 for these publications.

### BLM Ram-Air Parachute System Management
The BLM has exclusive authority for all aspects of BLM Ram-Air parachute system management and operations. This includes:
- **System Changes and Modifications** – All BLM Ram-Air parachute system modifications, research, and development will be documented and approved using the BLM Smokejumper Modification Document (MODOC) System.

- **Ram-Air Training** – All smokejumpers utilizing the BLM Ram-Air parachute system will adhere to the training processes and procedures in the *BLM Ram-Air Training Manual.*

- **Malfunction Abnormality and Reporting System (MARS)** – MARS is a reporting system utilized to report and document malfunctions and abnormalities associated with smokejumper parachute jumping, parachute equipment, and parachute-related aircraft operations. The MARS database is hosted by the USFS and is used by both the BLM and USFS to analyze malfunctions and abnormalities, identify trends, and initiate corrective actions. BLM retains exclusive authority to apply corrective actions to BLM equipment and procedures.

- **BLM-Approved Smokejumper Equipment List** – All smokejumpers using the BLM Ram-Air parachute system will only utilize equipment listed in the BLM-approved smokejumper equipment list unless specific approval is authorized through a MODOC.

- **Incidents, Reviews, and Accident Investigations** – BLM smokejumpers will follow all procedures for accident review and investigation as outlined in the *Interagency Standards for Fire and Fire Aviation Operations*, chapters 2 and 18. The BLM smokejumpers will report incidents/accidents as appropriate, on the National Technology and Development Program (NTDP) formerly known as Missoula Technology and Development Center (MTDC) Injury Reporting Form. A BLM smokejumper subject matter expert will participate in any investigation or review involving the BLM Ram-air parachute system.

- **Adherence to Agency Policies and Manuals** – BLM will adhere to its own policies, guidelines, manuals, handbooks, and other operational documents as they pertain to smokejumper parachuting operations. The smokejumper base managers will work through established command channels to change BLM Ram-air parachute system policies, guidelines, manuals, handbooks, and other operational documents, and/or to request research and development of new products.

**BLM Smokejumper Aircraft**

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

**BLM Smokejumper Training**

To ensure proficiency and safety, smokejumpers complete annual training in aviation, parachuting, fire suppression, administration, and safety. Experienced smokejumpers receive annual refresher training in these areas. First-year smokejumpers undergo a rigorous 4-to-5-week training program.

Candidates are evaluated to determine:

- Level of physical fitness

- Ability to learn and perform smokejumper skills
- Ability to work as a team member
- Attitude
- Ability to think clearly and remain productive in a stressful environment

**BLM Smokejumper Training and Qualification Targets**

| Position | IQCS Target | Smokejumper Training Target |
|---|---|---|
| **Department managers** | Type 1 and type 2 command and general staff | |
| **Spotter** | ICT3, DIVS, ATGS, RXB2, safety officer (SOFR) | |
| **Senior smokejumper** | Strike team leader (STLD), TFLD | Senior rigger, field observer (FOBS) |
| **Smokejumper** | ICT4, CRWB, FIRB | Fire effects monitor (FEMO) |
| **Rookie smokejumper** | ICT5 | |

**BLM Smokejumper Jump Proficiency Guideline**

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

**BLM Smokejumper Physical Fitness Standards**

The BLM smokejumper physical fitness standards are mandatory. All BLM smokejumpers must pass the BLM smokejumper physical fitness standards to perform training or operational jumps.

BLM smokejumper chiefs are authorized to allow refresher training jumps for experienced jumpers if course conditions are unsafe for runs or packs.

| **BLM Smokejumper Physical Fitness Standards** |
|---|
| (Two options)*:<br>    • 1.5-mile run in 10:47 minutes or less, or<br>    • 3-mile backpacking with a 110-pound load within 65 minutes |
| 30 push-ups |
| 6 pull-ups |
| Arduous WCT |

\* Successful completion of both elements is required during smokejumper rookie training.

**Retesting**

Retesting criteria include:

- Returning smokejumpers are allowed three opportunities to pass the BLM smokejumper physical fitness standards. Each retest will occur no sooner than 24 hours after failing the previous test and will consist of all elements of the smokejumper physical fitness test.
- Smokejumper candidates have one opportunity to pass the BLM smokejumper physical fitness standards.
- If an employee sustains an injury (verified by a licensed medical provider) during a test, the test will not count as an attempt. Once an injured employee has been released for full duty, the employee will be given time to prepare for the test (not to exceed 4 weeks).

## BLM Exclusive-Use Helitack Crews

The BLM contracts type 1, type 2 or type 3 exclusive use of vendor-supplied and -supported helicopters in BLM districts throughout the United States. Helitack crews are assigned to manage each contracted helicopter and perform suppression and support operations to accomplish fire and resource management objectives.

Each contract specifies a mandatory availability period (MAP) that the aircraft will be assigned for the exclusive use of the BLM. The National Aviation Office provides the funding to pay for the aircraft's availability costs.

The BLM host unit is responsible for providing a helitack crew that meets the minimum experience and qualification requirements specified in the Exclusive-use Fire Helicopter Position Prerequisites table in chapter 16. Each functional or supervisory level must have met the experience and qualification requirements of the next lower functional level. The minimum daily staffing level (seven-day staffing) must meet the level indicated in the *NWCG Standards for Helicopter Operations,* chapter 2. BLM helicopters operated in Alaska need only be staffed with a qualified helicopter manager.

The host unit is also responsible for providing administrative support; equipment, vehicles, and facilities for helitack crews as specified in the *NWCG Standards for Helicopter Operations;* and other associated specialized equipment.

The BLM type 1 helicopter's primary mission is initial attack. While most effective at providing rapid initial response, the crew is well equipped to respond to extended-attack incidents and critical need missions on large fires. Extended attack incidents that utilize the crew to fill critical positions should immediately order replacement personnel for those positions in case the aircraft and crew are reassigned. BLM states may request to preposition the helicopter and crew, either directly to the BLM state DO hosting the crew, or through the national duty officer (208-387-5876) followed by a resource order placed through the established dispatch channels.

1  **BLM Exclusive-Use Helicopter Locations**

| State | Location | NWCG Type |
|-------|----------|-----------|
| **AK** | Fairbanks | 2 (4 each), 3 (3 each) |
| **AZ** | Wickenburg | 3 |
|  | St. George | 3 |
| **CA** | Apple Valley | 2 |
|  | Ravendale | 3 |
| **CO** | Rifle | 3 |
| **ID** | Boise | 1 |
|  | Twin Falls | 2 |
| **MT** | Lewistown | 3 |
|  | Miles City | 3 |
| **NV** | Elko | 3 |
|  | Ely | 3 |
|  | Las Vegas | 3 |
| **OR** | Burns | 2 |
|  | Lakeview | 2 |
|  | Vale | 3 |
| **UT** | Moab | 3 |
|  | Salt Lake City | 3 |
| **WY** | Rawlins | 3 |

2  **Fire Helicopter Crew Position Descriptions and Selective Placement Factors**
3  The following DOI standard position descriptions, BLM standard position
4  descriptions, and National Wildfire Coordinating Group (NWCG) qualification
5  requirements will be utilized to recruit and fill all BLM exclusive use helitack
6  crews. The NWCG qualifications listed below are minimum required
7  qualifications; higher NWCG qualifications can be substituted and utilized for
8  all positions at the discretion of the selecting official. Human resource
9  specialists should consult with fire management officers for questions on
10  NWCG qualifications. Standard position descriptions can be found at
11  https://www.doi.gov/flert/DOI_std_pds.

| Position Description Number | Title/Series/Grade(s) | NWCG Selective Placement Factor(s) | Exclusive-Use Helitack Crew Position | Firefighter Retirement Coverage |
|-----------------------------|-----------------------|-----------------------------------|--------------------------------------|----------------------------------|
| FDI0204 | Forestry Technician, Wildland Firefighter GS-0462-04 | None | Firefighter/ Crewmember | Primary |

| Position Description Number | Title/Series/Grade(s) | NWCG Selective Placement Factor(s) | Exclusive-Use Helitack Crew Position | Firefighter Retirement Coverage |
|---|---|---|---|---|
| FDI0205* | Forestry Technician, Senior Wildland Firefighter GS-0462-05 | FFT1 and S-290 | Senior (Lead) Firefighter | Primary |
| FDI0206* | Forestry Technician (Fire) GS-0462-06 | FFT1 and S-290 | Senior (Lead) Firefighter | Primary |
| FDI207B/A | Forestry Technician (Fire) GS-0462-06/07 | FFT1 and ICT5 and HECM | Squad Leader | Primary |
| F300054 | Forestry Technician (Fire) – Assistant Fire Helicopter Crew Supervisor GS-0462-08 | ICT4 and HMGB and HEBM(T) | Assistant Fire Helicopter Crew Supervisor | Secondary/ Administrative |
| F300053* | Forestry Technician (Fire) – Fire Helicopter Crew Supervisor GS-0462-09 | ICT4 and HMGB and HEBM | Fire Helicopter Crew Supervisor | Secondary/ Administrative |

1   * Indicates an Interagency Fire Program Management (IFPM) qualification standard applies

## Management Actions for Noncompliant Remote Automated Weather Stations

Fire managers must be cognizant that all RAWS will not be 100% compliant with standards established in the *NWCG Standards for Fire Weather Stations* (PMS 426-3) at all times. Furthermore, even when RAWS are fully compliant and operational, RAWS data should be used only in conjunction with other predictive services and fireline data sources in fire management decision making, particularly at the tactical level.

Fire managers must monitor RAWS status and recognize when a station is noncompliant. Noncompliant stations are broadly categorized as follows:

- *Inoperative station.* This station is noncompliant but poses no danger of providing inaccurate weather data because it is not transmitting data.
- *Operating station that has exceeded the required maintenance cycle.* These stations are identified in the weekly "Wildland Fire Management Information (WFMI) Weather Noncompliance Report," which is widely distributed by email and available at https://raws.nifc.gov/standards-guidelines. Although transmitted data may be accurate, noncompliance means the data should not be trusted.
- *Operating station that transmits data outside of PMS 426-3 standards due to faulty sensors or components.* These stations are most easily identified by local users who are familiar with environmental trends and conditions and

can recognize data that seems abnormal or clearly unrepresentative of current conditions. This usually indicates faulty sensors or components.

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

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

Fire managers should ensure that local portable RAWS are compliant prior to use; noncompliant portable RAWS will not be activated for data processing via WFMI weather.

## Sagebrush Rangeland and Sage-Grouse Conservation Related to Wildland Fire

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

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

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

- Protect, conserve, and restore sagebrush rangelands and sage-grouse habitat.

- Strive to maintain and enhance resilience of the sagebrush rangelands, including through fuels and vegetation treatments.
- Foster existing relationships with partners and develop new cooperative relationships that will help bolster BLM capacity to protect sagebrush rangelands and sage-grouse habitat.

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

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

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

When sage-grouse habitat is burned or threatened by wildland fires burning on or originating on BLM-managed lands, reporting requirements and documentation in the Incident Status Summary (ICS-209) regarding the impact to sage-grouse habitat should be in accordance with NMAC correspondence #2015-7 dated June 23, 2015, and the OWF Memorandum #2015-007. For additional guidance on sage-grouse inputs to the ICS-209, see the *National Interagency Mobilization Guide*.

Current habitat designations geospatial data layers provided to the WFDSS system and for calculating acres burned are available at https://nifc.maps.arcgis.com/apps/dashboards/ae72e294414f4504be7677c153ad77d5.

## BLM Use of the Wildland Fire Decision Support System

BLM follows interagency policy regarding use of the Wildland Fire Decision Support System (WFDSS). Standards for when WFDSS will be used are found in chapter 11.

The following information provides direction for BLM AADM engagement in the WFDSS decision-making and documentation process for published decisions involving multiple jurisdictions (FA-IM-2020-021).

### When BLM Initiates a Wildland Fire Decision Support System Decision

The BLM AADM is responsible for ensuring affected Federal agencies are notified as soon as practicable and provided an opportunity to participate in the WFDSS decision process. Documentation of coordination with AADMs from each affected Federal agency within the WFDSS planning area should be included in the decision rationale. Additionally, the AADM should continue to engage affected Federal, Tribal, State, and local agencies as appropriate.

See the following examples of WFDSS decision rationale documentation to be included on multi-jurisdictional fires.

- Documentation of engagement with other agencies:

   *"The following jurisdictions were engaged in this decision-making process [identify all jurisdictions] and coordination between agency administrator(s) will be ongoing to ensure Incident objectives and requirements continue to be tied to each agency's strategic objectives and management requirements."*

- Other agency declines engagement due to lack of threat:

   *"The agency administrator for the [jurisdictional agency] was invited to engage as an approver in this decision but declined because the fire is currently not a threat to the agency's lands at this time. Coordination with the agency administrator will be ongoing to ensure opportunities to engage in the decision process are provided when there is a reasonable expectation that the fire might threaten or impact the [jurisdictional agency] lands or contingency suppression actions may occur on their lands."*

- Other agency declines engagement due to no additional impacts to their lands:

   *"The agency administrator for the [jurisdictional agency] was invited to engage as an approver in this decision but declined because the fire has burned completely through their agency's lands and no further suppression actions or suppression repair will occur on their lands."*

### When Other Agency (non-BLM) initiates a WFDSS Decision

When BLM-managed lands are included in a wildfire's planning area for a WFDSS decision initiated by another agency, the BLM AADM must participate

1  in the WFDSS decision process. If a BLM AADM requests to participate in the
2  decision process for an incident that has BLM-managed lands within the
3  planning area but is denied that opportunity, notify the BLM state fire
4  management officer who will work to rectify the situation.

5  **BLM Global Positioning System Datum and Coordinate Format Standard**

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