Chapter 2
BLM Program Organization and Responsibilities

Introduction

This chapter provides policy and guidance for Bureau of Land Management 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 Bureau 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. BLM 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.

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.

Harassment that is not sexual in nature 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. It is behavior that is hostile and/or intimidating, which creates an abusive or offensive work environment.

All allegations of harassment (sexual or non-sexual) will be taken seriously and dealt with fairly and promptly. It is critical that home unit human resources (HR) and Equal Employment Opportunity (EEO) offices be contacted when harassment of any kind occurs while on fire assignment.

Reprisal against an individual who reports harassment of any kind is illegal. Reprisal is the wrongful threatening or taking of either unfavorable action or

withholding favorable action from another solely in response for their opposing employment discrimination or participating in an EEO activity protected by employment discrimination statutes.

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

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

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

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

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

Employee Conduct

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

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

Examples of Misconduct
- **Hazing –** Hazing is considered a form of harassment. *Hazing* is defined as "any action taken, or situation created intentionally, to produce mental or physical discomfort, embarrassment, or ridicule."

- **Alcohol –** The use of alcohol during any work period is strictly prohibited. The performance of job duties while under the influence of alcohol is prohibited. Underage personnel alcohol use is prohibited at all times.

Critical Incident Stress Management (CISM) Program

Standard of Care and Certification

The Bureau of Land Management (BLM) Fire & Aviation Directorate is committed to crisis intervention practices that adhere to the Standard of Care established by the International Critical Incident Stress Foundation (ICISF), in providing stabilization of personnel and preventing further harm. A licensed Mental Health Professional (MHP) is required to assist Critical Incident Peer Support (CIPS) Groups. Peer Supporters are not trained nor are they qualified to operate independently; doing so is a violation of the established Boundaries of Competence and compromises the integrity of the program.

CISM Qualifications

All BLM personnel participating in a CISM response shall be qualified as a Critical Incident Stress Management Team Member (CISM) or as a Critical Incident Stress Management Team Leader (CISL). Position qualifications are adopted from the DOI Incident Positions Qualification Guide (IPQG) and are in the Federal Wildland Fire Qualifications Supplement (https://iqcsweb.nwcg.gov/). Special consideration shall be given when recommending or approving either CISM or CISL. A recommendation by the employee's fire management officer is required. This recommendation will go to the geographical area coordination center (GACC) CISM coordinator for approval. If the GACC does not have a CISM program or coordinator, recommendations must be sent to the BLM National CISM Coordinator for approval. Approval for CISL qualifications will be made by the BLM national CISM coordinator after review of a recommendation from the employee's state fire management officer and GACC CISM coordinator (if GACC has a CISM coordinator).

CISM Request Processes

The BLM Fire and Aviation Directorate's CISM program is intended for employees who work in the fire and aviation program with work-related needs but may assist other employees as needed and requested. Crisis intervention should be based on recognition of need, not strictly the occurrence of an event. What is appropriate will depend on the nature, severity and duration of the event; the number, skills and cohesiveness of those involved; and the severity of their physical and emotional symptoms. The CISM program does not replace professional counseling and other services available to employees through the Employee Assistance Programs (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 or designee requests CISM through their 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**
  BLM requests for CISM support for non-fire incidents must be authorized by the state director and routed to the assistant director, fire and aviation. The BLM's 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, the National Fire Training and Workforce Development Program, and the BLM Fire Operations Group and its subcommittees. This website is referenced throughout this document. The address of the BLM Fire Operations website is https://doimspp.sharepoint.com/sites/blm-fa/fire-operations.

National Wildfire Coordinating Group (NWCG) Relationship to BLM

The 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.

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.

Fire and Aviation Directorate

The BLM Fire and Aviation Directorate (FAD) consists of the assistant director (FA), deputy assistant director (FA), fire operations division chief, aviation division chief, fire planning and fuels management division chief, support services division chief, budget and evaluation 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 <u>use</u> of wildland fires on bureau lands.
- Provides guidance to state directors on the use of prescribed fire and fuels management to achieve management objectives.
- Integrates fire and aviation management programs 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.
- In conjunction with federal fire directors, establishes priorities 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 bureau lands.
- Makes determinations on wildland fire management program funding to states and recommends approval to the BLM director.
- Serves as the bureau's focal point for the Significant Wildland Fire Review (SWFR) process and initiates, facilitates, and provides oversight for the SWFR process. The assistant director (AD) coordinates with the appropriate state director, assembles a SWFR team, provides a delegation of authority, initiates the SWFR, and provides briefings to the bureau director, as appropriate.
- Serves as designated contact for the United States Department of the Treasury for the certification and revocation of certifying officers and assistant disbursing officers (CO/ADO) and designated officials for emergency incident payments.

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

- Manages the Equal Employment Opportunity (EEO) program in accordance with legal, regulatory, and policy requirements.
- Manages and directs the counseling program, and alternative dispute resolution (ADR) programs 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 (ADA) 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 departmental and bureau policies and directives as they affect BLM-NIFC programs.
- Participates in the BLM-wide and interagency task force activities as a leader or member.
- Responsible for the NIFC site and facilities management, NIFC Safety and Health program, business practices, human resources, information resource management, maintenance and security, remote automated weather stations (RAWS) program, and transportation.
- Is a focal point and frequent spokesperson for the bureau and the national-level management, assures a public awareness of bureau 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, and others.
- Supports the implementation of the BLM's 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 (FA), deputy assistant director (FA), and to the BLM state fire programs.
- Provides the assistant director (FA) and the deputy assistant director (FA) 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 (FA) and deputy assistant director (FA), 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 staff 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 (NMAC) Group (may be delegated to branch chief).
- Certifies area command and Type 1 command and general staff position task books and red cards for the national and Washington offices.
- Provides daily NMAC Group briefings to the assistant director and deputy assistant director, fire and aviation; 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 (FA), deputy assistant director (FA), 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 in regards to budget related policies, requirements, procedures, and reports.
- Coordinates all budget activities between Washington Office, Office of Wildland Fire, 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, annual 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 (FA), deputy assistant director (FA), other staffs, states, and to the DOI.
- Identifies and develops bureau 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 Washington Office (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 level.
- Represents the BLM at interagency meetings, in interagency committees developing governmentwide aviation policies, requirements, procedures and reports, 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 (FA), deputy assistant director (FA), FLT, and other BLM staffs for the following wildland fire programs:

- **Fire Planning –** Responsible for the development and implementation of the bureau-wide 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's 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's 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's fire investigation and trespass programs.
- **Smoke Management** – Responsible for the development and coordination of the BLM's 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 Office of Wildland Fire to the BLM, BIA, USFWS, 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 BLM Washington Office and DOI external affairs and communication offices.
- Develops recommendations pertaining to External Affairs aspects for BLM Fire and Aviation 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 (FA) 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, (FA) and the Deputy Assistant Director (FA) 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 FA public expressions, including printed material, video productions, and social media products.
- Coordinates with BLM legislative affairs on proposed legislation regarding FA.

State Director (SD)

The state director 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.ifpm.nifc.gov/ and will ensure training is completed to support delegations to line.

District Manager (DM)

The district manager 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 (AA)

An Agency administrator 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 AA 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 (SFMO)

The state fire management officer provides leadership for the BLM fire and aviation management program. 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 offices on performance requirements. The SFMO meets the SFMO assigned program responsibilities.

District Fire Management Officer (DFMO)

The district fire management officer 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 FMO safety and health responsibilities for the fire program.

Experience requirements for positions in the Alaska Fire Service, Oregon and California (O&C) districts, FA, national office, 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 time period.

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 – DIVS and ICT3 or RXB2
  - Pathway 2 – ASGS and ICT3
  - Completion of M-581, *Fire Program Management, an Overview*, 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 – TFLD and ICT3 or RXB2
  - Pathway 2 – HEBM and ICT3
  - Completion of M-581, *Fire Program Management, an Overview*, 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 ability to make the final, binding decision or to take specific action, or both, as an official representing the United States Government. Such authorities have a legal basis in statute or regulation. Authority to make a decision or take an action is different from having responsibility.

The following tables show many of the authorities as well as the assigned responsibilities for the wildland fire management program. In addition to the national-level MS-1203, each state may have a supplemental manual that is

1 consistent with the MS-1203. BLM offices should ensure adherence to the MS-
2 1203 as well as the relevant state supplemental manual.

				May be re-delegated to:		
	AUTHORITY	SD	DM	AA	SFMO	DFMO
1.	Commit funds and personnel for management of wildfires and all hazard incidents.		X	X[1]	X[2]	
2.	Coordinate decisions of the geographic multi-agency coordinating group as they affect BLM lands to establish fire priorities, allocate and reallocate fire suppression resources.	X			X[3]	
3.	Authority to expend up to the state authorization limit for discretionary preposition and short-term fire severity needs.	X			X[4]	
4.	Approve fire operating plans committing funds and/or resources in support of national-level agreements for mutual assistance.	X	X			
5.	Enter into agreements to provide for the housekeeping functions of combined agency-operated fire facilities.	X	X			
6.	Approve fire management plans (FMPs).	X	X[5]			
7.	Approve wildland fire decisions.	X	X[6]			
8.	Close areas under the administration of the BLM during periods of high hazard to prevent fires.	X				
9.	Issue fire prevention orders that close entry to, or restrict use of, designated public lands.	X				
10.	Approve prescribed fire plans.	X	X	X[7]		
11.	Approve individual fire reports.		X			X[8]
12.	Determine liability for unauthorized use on public lands. Accept payment in full. Dispose resources and recover funds.	X	X			

AUTHORITY	SD	DM	May be re-delegated to:		
			AA	SFMO	DFMO
13. Approve aircraft use for transportation of passengers and cargo.	X				

[1] During a wildfire or all-hazard incident, only qualified ICs can be delegated this authority. Cannot be re-delegated below either the field manager or NCL manager, except for Alaska.
[2] Only the Alaska SFMO is re-delegated this Authority.
[3] Delegated to SFMOs.
[4] May only be re-delegated to SFMO.
[5] Cannot be re-delegated below the DM level.
[6] Cannot be re-delegated below field or NCL manager level.
[7] Cannot be re-delegated below the field or NCL manager.
[8] Can only be re-delegated to DFMO.

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
1. Provide a written delegation of authority to FMOs that gives them an adequate level of operational authority. If fire management responsibilities are zoned, ensure that all appropriate agency administrators have signed the delegation.	X	X	
2. Ensure only trained and qualified personnel are available to support wildland fire operations at the local and national level.	X	X	
3. Annually convene and participate in pre- and post-season fire meetings.	X	X	
4. Review critical operations and safety policies and procedures with fire and fire aviation personnel.	X	X	

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
5. Provide written notification to the: • 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 ANCSA). • National 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). Notifications should be emailed with a cc to the BLM Fire and Aviation Directorate assistant director.		X	
6. Complete timely response and follow-up to fire preparedness and program reviews.	X	X	
7. Ensure fire and fire aviation preparedness reviews are conducted annually in all unit offices. Participate in at least one review annually.	X	X	
8. Ensure proper level of investigations types are conducted per chapter 18.	X	X	
9. Ensure resource advisors are identified, trained and available for incident assignment. Refer to the *Federal Wildland Fire Qualifications Supplement*.		X	
10. Ensure trespass actions are initiated and documented to recover cost of suppression activities, land rehabilitation, and damages to the resource and improvements for all human-caused fires where liability can be determined, as per *Fire Trespass Handbook, H-9238-1*.		X	
11. Ensure completion of Air Quality Exceedance Review.	X	X	X

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
12. Ensure prescribed fire activities are in compliance with state smoke management program and Clean Air Act. Participate in Air Quality Exceedance Notice of Violation review.	X	X	X
13. Approve the state Fire Trespass Operating Plan.	X		
14. Ensure prescribed fire activities are in compliance with interagency, national and state office policy. Participate in periodic reviews of the prescribed fire program.	X	X	
15. Ensure safety program is in place, has a current plan, and has an active safety committee that includes the fire program.	X	X	
16. Annually update and review the *Agency Administrator's Guide to Critical Incident Management*, or Serious Incident or Fatality (SIOF) Response Plan or equivalent.	X	X	
17. Establish and maintain a Serious Incident or Fatality (SIOF) Response Plan. SIOF team template: https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Policy-and-References.aspx.	X	X	
18. Ensure that a current emergency medical response plan is in place and accessible.		X	
19. Personally visit fires each year (see appendix A).			X
20. Provide an agency administrator briefing to incident management teams (see appendix D).			X
21. Attend post-fire closeout on Type 1 and Type 2 fires. Attendance may be delegated.			X
22. 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

ASSIGNED PROGRAM RESPONSIBILITY	SD	DM	AA
23. Ensure smoke impacts to the public and fire personnel are addressed through incident management teams ordering of Air Resource Advisors (THSP ARA) 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 **Post-Incident Review**
2 *Manager's Supplement for Post Incident Review* (appendix B) emphasizes the
3 factors that are critical for ensuring safe and efficient wildland fire suppression,
4 and provides examples for managers to use in their review of incident operations
5 and incident commanders.

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

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
1. Establish and manage a safe, effective, and efficient fire program.	X	X
2. Ensure the fire management plan (FMP) reflects the agency commitment to firefighter and public safety by establishing a fire organization to meet state/unit workload or national allocations, while utilizing the full range of fire management activities available for ecosystem sustainability.		X
3. Ensure individual fire reports are completed, signed/approved, and entered into 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 level.	X	X
6. Organize, train, equip, and direct a qualified work force.	X	X
7. Ensure the fire safety program is implemented according to fire and non-fire safety regulations, training, and concerns.	X	X
8. Ensure compliance with work/rest guidelines during all fire and fire aviation activities.	X	X

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
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
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. Develop annual review and 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 the fire management plan and land/resource management plan.		X

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

ASSIGNED PROGRAM RESPONSIBILITY	State FMO	District FMO
34. Ensure required personnel are trained in fire cause determination and fire trespass.	X	X
35. Ensure compliance with interagency, national and state office policy for prescribed fire activities. Provide periodic reviews of the prescribed fire program.	X	X
36. Annually update and review the *Agency Administrator's Guide to Critical Incident Management*, or Serious Incident or Fatality (SIOF) Response Plan or equivalent.	X	X
37. Ensure that all fire employees review and update their emergency contact information annually, 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 to all employees (hard copy, web page, email, radio, or fax).	X	X
39. Ensure standards in current national and local mobilization guides are followed.	X	X
40. Comply with established property control/management procedures.	X	X
41. Certify area command and Type 1 command and general staff positions.	X	

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

8 **Delegation of Authority**

9 **Delegation for State Fire Management Officers (SFMO)**
10 In order to effectively perform their duties, a SFMO must have certain
11 authorities delegated from the state director. This delegation is normally issued
12 annually following re-delegation direction in the MS-1203. The delegation of
13 authority should include what authorities found in the "Management
14 Performance Requirements for Fire Operations" table above are being re-
15 delegated. The delegation of authority may also include items from the
16 "Assigned Program Responsibilities" section of the 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 (DFMO)

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 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.

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, Fire and Aviation,
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 (FLT)

The FLT consists of the assistant director and deputy assistant director for fire
and aviation, state fire management officers, and national office fire and aviation
division chiefs and EEO manager. 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 the BLM Fire and Aviation program.

BLM Operational Duty Officer (ODO)

Each BLM unit fire management officer will perform the duties of an 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 agency administrator.
Qualifications for the ODO will be identified within the unit 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 agency administrators, 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 the local fire managers through the local unit fire
operating plan. ODOs will not fill any ICS incident command functions
connected to any incident. In the event that 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 during fire season and
dedicated telephone number. State duty officers 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 duty officers;
- Approving asset assignments;
- Facilitating movement of assets using established dispatch/coordination
  system protocols; and
- Ensuring emergency notifications are made to the national duty officer.

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

- Providing coordination and prioritization of prepositioned assets between
  states if the need arises;
- Resolving disagreements of asset priorities and/or mobilizations by
  elevating issues to the division chief, fire operations (FA DC) or delegate;
- Facilitating movement of assets using established dispatch/coordination
  system protocols;
- Providing briefings and updates to the FA DC/BLM NMAC representative
  as requested; and
- Ensuring emergency notifications are made according to FA protocols.

Incident Business

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

BLM Fire Management Position Titles and Fire Department Cooperator Equivalencies

BLM units that choose to use fire department cooperator nomenclature will utilize the following BLM position title equivalency standard.

BLM Fire Management Position Title	Fire Department Cooperator Equivalency
state FMO, district FMO	chief
state AFMO, district AFMO	deputy chief
state office fire staff	assistant chief
field office FMO, center manager, district fire management specialist, district fuels specialist	division chief
fire operations specialist, fuels specialist, assistant center manager, prevention/education specialist	battalion chief
prevention technician, prevention/education specialist	prevention officer
hotshot superintendent, helicopter manager	superintendent
engine captain, hotshot foreman, assistant helicopter manager, fuels module leader	captain
fire engine operator	engineer
communications technician	comm.
mechanic	repair

Agreements with Cooperators (Rangeland Fire Protection Association [RFPA] and Local Fire Department)

The BLM should have a cooperative fire response agreement with any 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 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 lands must:
  - Be 18 years of age or older;
  - Have and use the required personal protective equipment (PPE) found in chapter 7; and
  - 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 (RFPA requirement); or

1 ○ Have a basic level of wildland fire training. The NWCG course S-190
2 and S-130 are recommended, both courses can be modified to fit local
3 needs (local fire department requirement).
4 • Pre-identified incident communication protocols will be established and
5 followed (e.g., frequencies plans, points of contact, and interoperable radio
6 hardware).
7 • The Incident Command System (ICS) will be used to manage all incidents.

8 **Safety and Occupational Health Program**

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

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

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

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	District/ Field Manager
5. A safety committee or group, which includes fire representation, is organized to monitor safety and health concerns and activities.		X	X	X
6. Written safety and health programs required by OSHA are in place and being implemented to include fire personnel.	X	X		
7. Employees are provided mandatory safety and health training, including the "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	
10. Assures that 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	

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

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

15 **Emergency Notification and Contact Information**

16 After emergency response actions deliver an injured employee to the immediate
17 medical care facility, prompt notification through the chain of command is
18 essential to ensure proper management support to the employee.

19 **Injury on a BLM Fire**
20 The responsible unit fire management officer (FMO)/operational duty officer
21 will notify their state duty officer (or fire operations group (FOG)
22 representative) immediately. The state duty officer (or FOG representative) will
23 then ensure the appropriate local agency GACC operational representative is
24 notified.

25 **BLM Employee Injury**
26 Injured employee's home unit FMO is notified. The FMO will then notify their
27 state duty officer (or FOG representative) immediately. If the employee injury

occurs in another state, the state duty officer (or FOG representative) will ensure that the hosting state duty officer (or FOG representative) is notified of the injury.

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 duty officer will notify the base manager.
- The smokejumper 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 duty officer or base manager will notify the BLM state duty officer (or FOG representative).
- The Great Basin smokejumper duty officer will confirm an agency representative will accompany the injured party to the hospital.

From the BLM Great Basin Smokejumper Base Manager

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

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

Employee Advocacy

Fire operations doctrine acknowledges the inherent danger of fire operations and the potential for serious injury or death to firefighters. When these occur, it is important that bureau employees are provided the best and most appropriate care and support possible. Managers should consult their human resources experts to ensure that applicable departmental and bureau human resources policies and guidelines are followed. In addition, the *Bureau of Land Management Loss of Human Life Handbook (LOHL)* (https://doimspp.sharepoint.com/sites/blm-

fa/fire-operations/SitePages/Policy-and-References.aspx) provides information
to assist managers in dealing with the many complexities of these occurrences.

BLM Fire and Aviation Honor Guard

The BLM Fire and Aviation 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 bureau. https://doimspp.sharepoint.com/sites/blm-fa/fire-
operations/SitePages/Fire-and-Aviation-Honor-Guard.aspx

BLM Mobile Fire Equipment Policy

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

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

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

Fire Equipment Committees

There are three levels of fire equipment committees: national, state, and interagency. Fire equipment committees address the broad spectrum of equipment subjects and make recommendations. State committees will report to the respective state fire management officer. The fire equipment group, dozer/heavy equipment, engine, helitack and hotshot committees report to the fire operations group (FOG). Equipment committees should 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

BLM National Fire Equipment Program (NFEP)

The NFEP is located at NIFC. This unit is the sole entity responsible for design, ordering, procurement, and delivery of Working Capital Fund (WCF) 600 series fire equipment that will meet or exceed the minimum performance standards established by the fire equipment group, engine, helitack and hotshot committees. Information can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/National-Fire-Equipment-Program-(NFEP).aspx.

Equipment Development

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

Fire Equipment Standardization

Standardization of fire equipment aids in the ability to produce equipment that effectively meets the bureau'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 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.

Fire Equipment Identifier Standards

All 600-class fire equipment and 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.

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 fire equipment. The reporting system enables the BLM 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. Submitted reports will receive immediate attention. The NFEP will immediately 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 Improvement and Deficiency Reporting System can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Improvement-and-Deficiency-Reports.aspx.

Equipment Modification/Retrofitting

Modification proposals must be submitted through the Improvement and Deficiency reporting system or applicable FOG subcommittee for consideration and approved through the NFEP. 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 borne by the home state/unit preparedness funding.

Acquisition of Working Capital Fund Equipment

All WCF 600-series equipment must be ordered through the NFEP using the Fire Equipment Ordering System (FEOS). The National Operations Center (NOC) located in Denver manages the Working Capital Fund (WCF). Each class of vehicle has an established replacement cycle based on miles or hours, vehicle replacement costs, and residual value. The WCF acquires funds through Fixed Ownership and Use Rates determined by the replacement cycle. At the end of the replacement cycle, adequate funds to replace the vehicle are available. For new vehicle purchases, funds are acquired/secured by the receiving unit and 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-series fire equipment that exceeds the bureau'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 Fire and Aviation Directorate.
- New vehicle purchases will require completion of a BLM Fire and Aviation New Fire Fleet 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

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

Specialized equipment may be funded in a variety of ways including through the Fire and Aviation Directorate, special project allocations, available mid or year end funds, state or local funding, interagency agreement, or through the WCF.

BLM Mobile Fire Equipment Ordering

Ordering of BLM mobile fire equipment is completed through the NFEP at NIFC using the Fire Equipment Ordering System (FEOS). Available equipment is listed at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Equipment-Ordering.aspx. Contact the National Fire Equipment Program for additional information.

The NFEP has established required equipment and performance standards for new equipment. These standards have been established to reduce excessive procurement costs, maintain common operational functions, and provide a bureau-wide standard fire fleet.

States have the authority to order equipment using WCF funds; however, prior to ordering, approval is required from the WCF fleet manager, state fire management officer, 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 division chief, fire operations (FA-300) approval utilizing the New Fire Fleet Request form found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx. An electronic copy of all approvals will be provided to the National Fire Equipment Program (NFEP) manager prior to order.

- District/unit AFMO, fire operations specialist/supervisor: 651/653/654/655/656/657/658 Command Truck.
- FPDSS funded hotshot crew: 652 or 658 Superintendent Truck (1 each), 644 Crew Carrier 10 passenger (2 each), 652 or 658 (one-ton or greater) Chase/Utility Truck 1 each, (optional) Utility Task Vehicle and trailer (1 each). Host units are responsible for the cost of individual vehicle options above the base models.
- 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.

All 600-class vehicles will be ordered by NFEP through the BLM Fire Equipment Ordering System (FEOS). NFEP will route all FEOS orders through the individual state fire operations group representative.

Property Transfer/Replacement
Surplus and early turn-in fire vehicles may be transferred to another unit for continued service with the approval of the state fire management officer 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 to other agencies or organizations must be approved by the NFEP and FA-300 prior to initiating any transfer actions. Submit a completed Form 1520-104v, *Transfer of Asset-Fleet* (https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx) to the responsible NFEP production manager.

Conversions
Offices requesting to convert replacement fire equipment to a different class of equipment must follow and provide the following criteria and documentation:
- Proposed changes meet current and future preparedness requirements identified in resource/land management plans and fire management plans.
- Proposed changes result in an overall cost savings to the government.

If any proposed changes in equipment result in additional overall costs to the government, documentation must include:
- Increased production rates which may offset additional costs.
- The requesting states availability of sufficient funds to cover additional costs.

Conversions require the following forms:
- National Operations Center forms found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx.
  - Form 1520-104v, *Transfer of Asset-Fleet*
  - Form 1520-58, *Vehicle or Equipment Justification and Approval* (if new equipment is an upgrade in class)
  - Form 1510-18V, *Obligating Funds For Acquisition of Working Capital Fund Assets* (if converting equipment doesn't have sufficient funds available)
- 600 Series Conversion Notification. 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, and will meet the following standards:

- Equipment exterior:
  - Clean and waxed
  - Free of debris
  - Items secured
  - Windows and mirrors cleaned
  - All mechanical systems in good working order
- Equipment interior:
  - Cab and compartments free of dirt and debris
  - Cab free of loose items
  - Equipment stored in appropriate compartments and organized
  - Windows and mirrors cleaned
  - Mechanical systems in good working order

Equipment will be stored in sheltered areas away from environmental elements
whenever possible to prevent damage to critical seals, mechanical components,
and the high-visibility finish. It is important to document all maintenance and
keep thorough records of all repair work. This documentation may be used to
determine responsibility for charges when later repairs are required to prove that
damages are not the result of negligence.

Fire Equipment Maintenance Procedure and Record (FEMPR)

The Fire Equipment Maintenance Procedure and Record (FEMPR) will be used
to document daily inspections and all maintenance for all WCF Class 600 fire
equipment and any other vehicle used primarily for fire suppression operations.
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.
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
  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
  service technicians and documented in the Tire Log. Additional information

on WCF 600 series fire fleet vehicle tire inspection and replacement standards can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/NFEP-Policy-Resources.aspx.

Location Based Services (LBS)

The LBS program combines current Global Positioning System technologies with BLM Fire and Aviation preparedness, dispatch, and suppression programs to provide a situational awareness tool by tracking equipment. This program meets the intent of S.47 - John D. Dingell, Jr. Conservation, Management, and Recreation Act, SEC. 1114. (d) *Location Systems for Wildland Firefighters*. LBS is incorporated into dispatch and other operating procedures to enhance situational awareness and accountability of WCF 600-class fire equipment. When a new terminal is received, replacement equipment arrives, or an error with the terminal has been identified, the installation, transfer or repair will be completed in no more than 15 days. Equipment location can be viewed in the Vehicle Tracker Portal (VTP) or Fire Enterprise Geospatial Portal (EGP). VTP access can be requested for an individual or a group account for dispatch centers. The VTP account request form and additional information can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Location-Based-Services-(LBS).aspx.

BLM Engine Use Report (EUR)

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

Equipment Bulletins and Equipment Alerts

The purpose of an Equipment Bulletin (EB) or an Equipment Alert (EA) is to share accurate and timely information regarding potential equipment problems and/or needed repairs. The EB is primarily intended to inform the equipment users of recommendations for repairs, potential hazards, or general information related to the overall maintenance, awareness, and safe operation of fire equipment. The EA is time sensitive and addresses potentially serious hazards or risks. The alert includes a specific action that the user must act upon.

Unexpected issues involving wildland fire vehicles which do not fall under other types of wildland fire reviews and investigations and/or other applicable federal, state or specific agency requirements must be reported. If an unexpected vehicle issue warrants an EB or EA it is issued by the NFEP Manager through the Operations Advisory Team and the Capital Equipment Committee. Members of these groups must ensure the information reaches all levels of the organization. https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Equipment-Alerts-Bulletins.aspx

BLM Implementation of the Department of the Interior (DOI) 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 in order 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 pre-identified 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. https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Policy-and-References.aspx

Lights and Siren Response

Responding to BLM wildfire incidents normally does not warrant the use of emergency lights and siren 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 chief, division of fire operations, BLM FA. 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. Command vehicle drivers will be minimally qualified as single resource boss.
4. Lights and sirens will meet NFPA and state code requirements.

5. Posted speed limits will be followed at all times, regardless of response type.
6. Operators will stop or reduce speed as circumstances dictate prior to proceeding through all intersections.
7. Traffic light changing mechanisms (e.g., Opticons) will only be used under formal written agreement with state and local governments. They will be used only when they are necessary to create safe right-of-way through urban high-traffic areas. All pertinent state and local statutes and procedures will be adhered to.
8. Authorization to respond with lights and sirens does not cross state lines. No driver will be authorized by one state to operate with lights and sirens in another state.

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 over spray of the chemical could be harmful to the aquatic ecosystem, or where other identified resource concerns are identified.

BLM Firefighters

Introduction

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

In the 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, Fire and Aviation:

- Firefighting engines and water tenders (refer to existing guidance regarding acquisition of Working Capital Fund Equipment in this chapter);
- Firefighting dozers and dozer modules (refer to existing guidance regarding acquisition of Working Capital Fund Equipment in this chapter);
- Type 1, Type 2 IA, 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 lands.
- Other fire suppression/management assignments on other agency lands.
- All Hazard – ESF#4 reference:
  http://web.blm.gov/internal/fire/budget/Reference_docs/esf4/ESF4_page.ht
  m.

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-level/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 Severity)

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;
- Cold dry front passage;
- Lightning events; and/or
- Unexpected events such as off-road rallies or recreational gatherings.

Each state director and the Fire and Aviation division chiefs for operations and aviation have been delegated the authority to expend "short-term" severity funds per fiscal year. This discretionary severity authorization can be expended for appropriate severity activities without approval from Fire and Aviation. 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 with AD, Fire and Aviation concurrence.

In addition to the above criteria, the AD, Fire and Aviation 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. Requests should be consolidated by state, coordinated with Fire and Aviation, and then submitted to Fire and Aviation by the state director. The official memo requesting funds should be mailed to the assistant director, Fire and Aviation. 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.

An approval memo from Fire and Aviation will list 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 Fire and Aviation 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 FA to acquire supplemental fire operations assets to increase initial attack capability. National preposition funding may be used to mobilize resources when BLM units:

- Do not have available preparedness funding;
- Do not have available short-term severity funding; or
- Do not 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. The criteria stated above apply to this allocation.

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 group and identifies available assets.
- Requesting and sending FOG representatives jointly complete the BLM Preposition Request Form found on the BLM Fire Operations website.
- Requesting FOG representative will submit the request electronically via e-mail to "BLM_FA_Prepositioning@blm.gov" to acquire Division of Fire Operations (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.
- After securing FA-300/500 approval, the requesting FOG representative places name request order(s) for specified assets through normal coordination system channels.
- Responding BLM assets will be assigned to a temporary host unit by the receiving FOG representative.
- 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 been delegated the authority to expend preposition funding for prepositioning activities in amounts determined by the BLM Fire Leadership Team. 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 AD, FA.

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 BLM chief, preparedness and suppression operations. 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 Fire Operations Group 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 Incident Command System qualifications, only qualifications and minimum requirements specified in the *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310-1) will

1 be applied as selective factors and/or screen-out questions. To avoid reducing
2 candidate pools, BLM-specific requirements that are supplemental to the PMS
3 310-1 may not be used as selective placement factors/screen-out questions.
4 Supplemental BLM-specific training or qualification requirements may only be
5 used as selective factors and/or screen-out questions when requested and
6 justified by the selecting official, and approved by human resources. Impacts to
7 the candidate pool must be addressed in the justification. As with all other BLM
8 or DOI-specific training/experience requirements (e.g., Do What's Right
9 training, purchase card training) that newly hired employees from other agencies
10 may not have, the supervisor and IQCS certifying official are responsible for
11 reconciling that employee's training and IQCS record after the employee has
12 entered on duty. This may be accomplished by providing additional
13 training/experience or by manually awarding competencies as per established
14 IQCS protocol.

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

16 **Administratively Determined (AD) and Emergency Firefighters (EFF)**

Training Required	Initial Requirement/ Frequency	Delivery Method/ Responsible Party
Defensive Driving (If operating GOV, including rental or leased, vehicle for official purposes.)	• Prior to operating motor vehicle for official purposes. • Once every three years.	• DOI Talent or instructor-led • Unit safety manager
First Aid/ Cardiopulmonary Resuscitation (CPR)	• Upon initial employment. • Every 2 years or per certifying authority. At least two persons per crew (GS or AD) shall be current and certified.	• Instructor-led • Unit safety manager

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) • Annually: For employees at increased risk due to assigned duties (e.g., IHC, Helitack, SMKJ, Engine Crew)	• Instructor-led • Unit safety manager
Defensive Driving	• Prior to operating motor vehicle for official purposes • Once every three years	• DOI Talent or instructor-led • Unit safety manager
Do What's Right/EEO/ Diversity	• Annually	• Instructor-led, DOI Talent, or as determined by EEO manager • FMO (Do What's Right) • EEO manager
First Aid/ Cardiopulmonary Resuscitation (CPR)	• Upon initial employment • Every 2 years or per certifying authority	• Instructor-led • Unit safety manager
HAZMAT - First Responder Awareness Level	• Upon initial employment • Annually	• Instructor-led • Unit safety manager
USGS Hazard Communications – GHS	• Upon initial employment	• Instructor-led, DOI Talent • Unit safety manager, unit hazardous materials coordinator
Safety Orientation	• Once	• Instructor-led • Supervisor

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 at 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 Tests (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 work day 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, and track fitness improvement.

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

Interagency Fire Program Management Standards

The BLM follows the *Interagency Fire Program Management Qualifications Standards and Guide* (IFPM Standard), January 2000. The IFPM Standard 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, 4) additional required training.

1 • Provides a "complexity rating for program management" table, which is
2   used to determine overall complexity of the unit-level fire program. This is
3   used because qualification standards for some of the 11 identified positions
4   are tied to fire program complexity.

5 State- and unit-level fire managers should consult human resources officials and
6 apply the IFPM Standard as appropriate. IFPM information is located at:
7 https://www.ifpm.nifc.gov.

8 **BLM Hand Crews**

9 **BLM Hand Crew Standards (all crew types)**
10 • **Language –** CRWB and FFT1: must be able to read and interpret the
11   language of the crew as well as English.
12 • **Flight weight** – 5,300 pounds.
13 • **Personal gear –** Sufficient for 14-day assignments.
14 • **Physical fitness –** Arduous, all positions.
15 • **Required equipment and PPE –** Fully equipped as specified in the
16   *Interagency Standards for Fire and Fire Aviation Operations*.

17 **BLM Hand Crew Standards by Type**

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
Crew Size	Minimum 20 Maximum 25 (See table in chapter 13 for "Minimum Crew Standards for National Mobilization")	Minimum 18 Maximum 20	Minimum 18 Maximum 20	Minimum 5 Maximum 10
Leadership Qualifications	1 Supt. 1 Asst. Supt. 3 Squad Leaders 2 Senior Firefighters (FFT1) or 1 Supt. 2 Asst. Supt. 2 Squad Leaders 2 Senior Firefighters (FFT1)	1 CRWB 3 ICT5	1 CRWB 3 FFT1	1 SRB/ICT5 2 FFT1

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
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 w/T5 command capability
Language Requirement	All senior leadership including Squad Leaders and higher must be able to read and interpret the language of the crew as well as English.	Same as Type 1	Same as Type 1	Same as Type 1
Crew Experience	80% of the crewmembers must have at least 1 season experience in fire suppression	60% of the crewmembers must have at least 1 season experience in fire suppression	20% of the crewmembers must have at least 1 season experience in fire suppression	Agency only
Full-Time Organized Crew	Yes (work and train as a unit 40 hours per week)	No	No	No
Crew Utilization	National Shared Resource	Local unit control	Local unit control	Local unit control
Communication	8 programmable handheld radios 1programmable mobile radio in each truck	4 programmable handheld radios	4 programmable handheld radios	2 programmable handheld radios
Sawyers	4 FAL2, 50% of crew FAL3	1 FAL2, 2 FAL3	None	2 FAL3

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
Training	As required by the *Standards for Interagency Hotshot Crew Operations* or agency policy prior to assignment.	Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.	Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.	Basic firefighter training or once red carded, 4 hours annual fireline refresher training prior to assignment.
Logistics	Squad-level agency purchasing authority	Crew-level agency purchasing authority recommended	No purchasing authority	Self-sufficient for 48 hours; purchasing authority recommended
Maximum Weight	5,300 lbs.	5,300 lbs.	5,300 lbs.	N/A
Dispatch Availability	Available Nationally	Available Nationally	Variable	Variable
Production Factor	1.0	.8	.8	Variable
Transportation	Own transportation	Need transportation	Need transportation	Own transportation
Tools and Equipment	Fully equipped	Not equipped	Not equipped	Variable
Personal Gear	Arrives with crew first aid kit, personal first aid kit, headlamp, 1-qt canteen, web gear, sleeping bag.	Same as Type 1	Same as Type 1	Same as Type 1
PPE	All standard designated fireline PPE	Same as Type 1	Same as Type 1	Same as Type 1

Crew Type	Type 1 IHC	Type 2 IA	Type 2	Fire Suppression Module
Certification	Must be annually certified by the local host unit agency administrator or designee prior to being made available for assignment	N/A	N/A	N/A

BLM Interagency Hotshot Crews (IHCs)

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

BLM IHC 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

BLM IHC Annual Crew Mobilization

Prior to becoming available for mobilization, each BLM IHC will complete the BLM Hotshot Crew Preparedness Review Checklist (#18) and the Annual IHC Mobilization Checklist (SIHCO, appendix C). The IHC superintendent, supervising fire management officer, and supervising agency administrator will

complete both checklists. Completed and signed checklists will be sent to the
state fire management officer for concurrence. Upon concurrence, the state fire
management officer will notify the appropriate geographic area coordination
center and the branch chief, preparedness and suppression standards (FA-320) of
crew status, and provide copies of the BLM Hotshot Crew Preparedness Review
Checklist (#18) and the Annual IHC Mobilization Checklist (SIHCO, appendix
C) to each.

Establishing or Converting BLM IHC

BLM state directors must request approval from the AD FA prior to beginning
the process to establish a new BLM IHC or to convert a current Type 2 or Type
2 IA crew to an IHC. Upon approval from AD FA, 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 IHC 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 IA 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 chief, division of fire operations (FA-300).

Short-term inability to meet the requirements may not necessarily require
recertification, but will require completion of the Annual IHC Mobilization
Checklist (SIHCO, appendix C) and concurrence from the branch chief,
preparedness and suppression standards 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 division
of fire operations.

BLM IHC 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 IHC Status Reporting System

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

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

Interagency Hotshot Crew Position Descriptions and Selective Placement Factors

Guidance for utilization of Department of the Interior standard position descriptions and selective placement factors when recruiting and filling positions on BLM Interagency Hotshot crews can be found at

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

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 IA	Placerville
MT	Billings	Type 2 IA	Billings
NV	Vegas Valley	Type 2 IA	Las Vegas
OR	Lakeview Veteran	IHC	Klamath Falls
	Medford[1]	Type 2 IA	Medford
WA	Spokane	Fire Suppression Module	Spokane
WY	Devil's Canyon	Type 2 IA	Worland

[1]Not funded with preparedness funding.

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

BLM Fire Suppression Module Mobilization
BLM Fire Suppression Modules will be statused, tracked, and mobilized in the IROC system using the resource identifier "Module, Suppression."

BLM Wildland Fire Modules
Refer to chapter 13.

BLM Engines

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

BLM Engine Ordering

- BLM engines will status themselves with their local dispatch center in accordance with local policy and procedure.
- Availability of BLM engines for off unit assignments rests with local unit fire management.
- BLM units needing engines from another state for support will contact their state operations lead with a request.
- The state operations lead will contact the FA division of operations or other BLM state office operations leads with the request.

BLM Engine Typing

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

BLM Engine Minimum Staffing Requirements

All BLM 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 FFT2.

When staffing a BLM 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 that the detailed employee is serving in.

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*
Engine Operator[1]	Qualified as FFT1	
	N9018	*BLM Engine Operator Course*
	L-280	*Followership to Leadership*
	S-131	*Firefighter Type 1*
	S-211	*Portable Pumps and Water Use*
	S-212	*NWCG Standards for Wildland Fire Chainsaw Operations*
	S-260	*Interagency Incident Business Management*
	S-290	*Intermediate Wildland Fire Behavior*

Fireline Position	Required Qualifications and Training	
	RT-301	*BLM Fire Vehicle Driver Refresher - Annually*
Engine Boss	Qualified as ENOP and ICT5	
	ICS-200	*Basic ICS for Initial Response*
	S-215	*Fire Operations in the Wildland/Urban Interface*
	S-230	*Crew Boss (Single Resource)*
	S-290	*Intermediate Wildland Fire Behavior*

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

Engine Crew Position Descriptions and Selective Placement Factors

Guidance for utilization of Department of the Interior standard position descriptions and selective placement factors when recruiting and filling positions on BLM engine crews can be found at https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Policy-and-References.aspx.

BLM Engine Driver Requirements

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

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

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

Equivalent courses that satisfy driver training requirements, such as the National Safety Council sanctioned *Emergency Vehicle Operator Course* (EVOC), will be approved in writing by the division chief, fire operations, FA on a case-by-case basis.

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

BLM Smokejumpers

BLM smokejumpers operate in teams of 2-8 firefighters and are used primarily for wildfire suppression, fuels reduction, and other fire management duties. They are capable of performing self-contained initial attack suppression operations, and commonly provide incident management capability at the Type 3 level. BLM smokejumpers provide personnel to Type 1 and Type 2 incidents as command and general staff or other miscellaneous single resource. The

1 primary locations of the BLM smokejumper bases are Boise, Idaho and
2 Fairbanks, Alaska.

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

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

17 **BLM Smokejumper Coordination and Dispatch**
18 Smokejumpers are a national shared resource and are ordered according to
19 geographic area or national mobilization guides. The operational unit for
20 smokejumpers is "one load" (8-12 smokejumpers). Specific information on the
21 coordination, dispatch, ordering, and use of BLM smokejumpers can be found in
22 the *BLM Great Basin Smokejumpers User Guide*, and in the *Alaska Geographic*
23 *Area Coordination Center Mob Guide.* Contact BLM smokejumpers in Boise at
24 (208) 387-5426 or in Alaska at (907) 356-5540 for these publications.

25 **BLM Ram-Air Parachute System Management**
26 The BLM has exclusive authority for all aspects of BLM Ram-Air parachute
27 system management and operations. This includes:
28 • System Changes and Modifications – All BLM Ram-Air parachute system
29   modifications, research, and development will be documented and approved
30   using the BLM Smokejumper Modification Document (MODOC) System.
31 • Ram-Air Training – All smokejumpers utilizing the BLM Ram-Air
32   Parachute system will adhere to the training processes and procedures in the
33   *BLM Ram-Air Training Manual*.
34 • Malfunction Abnormality and Reporting System (MARS) – MARS is a
35   reporting system utilized to report and document malfunctions and
36   abnormalities associated with smokejumper parachute jumping, parachute
37   equipment, and parachute related aircraft operations. The MARS database is
38   hosted by the USFS and is used by both the BLM and USFS to analyze
39   malfunctions and abnormalities, identify trends, and initiate corrective
40   actions. BLM retains exclusive authority to apply corrective actions to BLM
41   equipment and procedures.
42 • BLM approved smokejumper equipment list – All smokejumpers using the
43   BLM Ram-Air parachute system will only utilize equipment listed in the

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

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

24 **BLM Smokejumper Training**
25 To ensure proficiency and safety, smokejumpers complete annual training in
26 aviation, parachuting, fire suppression, administration, and safety. Experienced
27 jumpers receive annual refresher training in these areas. First-year
28 smokejumpers undergo a rigorous 4-5 weeks long smokejumper training
29 program.

30 Candidates are evaluated to determine:
31 • Level of physical fitness
32 • Ability to learn and perform smokejumper skills
33 • Ability to work as a team member
34 • Attitude
35 • Ability to think clearly and remain productive in a stressful environment

36 **BLM Smokejumper Training and Qualification Targets**

Position	IQCS Target	Smokejumper Training Target
Department Managers	T1 and T2 C&G	
Spotter	ICT3, DIVS, ATGS, RXB2, SOFR	

Position	IQCS Target	Smokejumper Training Target
Senior Smokejumper	STLD, TFLD	Senior Rigger, FOBS
Smokejumper	ICT4, CRWB, FIRB	FEMO
Rookie Smokejumper	ICT5	

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

10 **BLM Smokejumper Physical Fitness Standards**
11 The BLM smokejumper physical fitness standards are mandatory. All BLM
12 smokejumpers must pass the BLM smokejumper physical fitness standards in
13 order to perform training or operational jumps.

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

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

14 **Retesting**
15 Retesting criteria include:
16 • Returning BLM smokejumpers will be provided up to three opportunities to
17   pass the BLM smokejumper physical fitness standards. Each retest will
18   occur no sooner than 24 hours after failing the previous test, and will
19   consist of **all** elements of the smokejumper physical fitness test.
20 • BLM smokejumper candidates will be provided one opportunity to pass the
21   BLM smokejumper physical fitness standards.
22 • If an employee sustains an injury (verified by a licensed medical provider)
23   during a test, the test will not count as an attempt. Once an injured
24   employee has been released for full duty, the employee will be given time
25   to prepare for the test (not to exceed 4 weeks).

BLM Exclusive Use Helitack Crews

The BLM contracts for the exclusive use of vendor supplied and supported helicopters. These aviation resources are Type 1, Type 2 or Type 3 helicopters and are located at BLM districts throughout the western 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 (7 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, and *NWCG Standards for Helicopter Operations* specified equipment, vehicles, and facilities for their helitack crews and any 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 duty officer hosting the crew, or through the national duty officer (208-387-5876) followed by a resource order placed through the established dispatch channels.

BLM Exclusive Use Helicopter Locations

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

State	Location	NWCG Type
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
	St. George	3
WY	Rawlins	3

Management Actions for Noncompliant Remote Automatic Weather Stations (RAWS)

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 them 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 locally held 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 in order 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 Fire and Aviation Directorate may continue to review wildfires occurring in sagebrush rangelands and sage-grouse habitat as part of the Significant Wildland Fire Review process. A Significant Wildland Fire Review 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 bureau 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 National Multi-Agency Coordinating Group (NMAC) Correspondence #2015-7 dated June 23, 2015 and the Office of Wildland Fire (OWF) Policy 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/ae72e294414f4504be7677c153ad 77d5.

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

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

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

When BLM initiates a WFDSS Decision: The BLM agency administrator 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 agency administrators from each affected federal agency within the WFDSS Planning Area should be included in the Decision Rationale. Additionally, the agency administrator should continue to engage affected federal, tribal, state and local agencies as appropriate.

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 lands are included in a wildfire's Planning Area for a WFDSS decision initiated by another agency, the BLM agency administrator must participate in the WFDSS decision process. If a BLM agency administrator requests to participate in the decision process for an incident that has BLM lands within the Planning Area but is denied that opportunity, notify the BLM state fire management officer who will work to rectify the situation.

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

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