¹ **Chapter 02**
² **BLM Wildland Fire and Aviation Program**
³ **Organization and Responsibilities**
⁴
⁵ **Introduction**
⁶ This document states, references, or supplements policy for Bureau of Land
⁷ Management (BLM) Fire and Aviation Program Management. The standards
⁸ provided in this document are based on current Department of Interior (DOI) and
⁹ Bureau policy, and are intended to provide fire program guidance. The intent is to
¹⁰ ensure safe, consistent, efficient, and effective fire and aviation operations. This
¹¹ document will be reviewed and updated annually.
¹²
¹³ **Fire and Aviation**
¹⁴ The BLM Fire and Aviation Directorate (FAD) consists of an Assistant Director
¹⁵ (AD), Deputy Assistant Director (BODAD), Deputy Assistant Director
¹⁶ (WODAD), Fire Operations Division Chief, Aviation Division Chief, Planning
¹⁷ and Resources Division Chief, Support Services Division Chief, Budget and
¹⁸ Evaluation Chief, External Affairs Division Chief, National Radio
¹⁹ Communication Division Chief, and Equal Employment Opportunity Manager.
²⁰
²¹ **Program Manager Responsibilities**
²²
²³ **Assistant Director, Fire and Aviation**
²⁴ • Develops policies and standards for firefighting safety, training, and for the
²⁵ prevention, suppression, and use of wildland fires on Bureau lands.
²⁶ • Provides guidance to State Directors on the use of prescribed fire and fuels
²⁷ management to achieve hazardous fuels reduction and resource
²⁸ management objectives.
²⁹ • Integrates fire and aviation management procedures into natural resource
³⁰ management.
³¹ • Establishes position competencies, standards, and minimum qualifications
³² for Fire Management Officers, Fire Management Specialists, and leaders
³³ based on federal interagency standards recommended by the National Fire
³⁴ and Aviation Executive Board.
³⁵ • Implements the interagency Fire Program Analysis (FPA) process and
³⁶ develops procedures and standards for the distribution of program
³⁷ resources.
³⁸ • Reviews and evaluates state fire and aviation management programs.
³⁹ • Represents the BLM in the coordination of overall fire and aviation
⁴⁰ management activities at National Interagency Fire Center (NIFC), on intra-
⁴¹ and interagency fire committees, groups, and working teams.
⁴² • In conjunction with Federal Fire Directors, establishes priorities for
⁴³ assignment of critical resources during wildland fire emergencies.
⁴⁴ • Initiates or participates in Boards of Review concerning actions taken on
⁴⁵ selected wildland fires.

- Negotiates cooperative agreements and/or modifications of existing national level agreements to improve fire and aviation management activities on bureau lands.
- Reviews funding requests for severity, hazardous fuel reduction, and emergency rehabilitation of bureau lands damaged by wildland fires; makes determinations on funding levels and recommends approval to the Director, BLM.
- 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.

Fire Operations Division Chief

- Serves as the principal technical expert on fire operations to the Assistant Director, Deputy Assistant Director (FA) and to the BLM State Fire Programs.
- Provides the Assistant Director 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 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, 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.
- Develops and implements safety programs, accident investigation procedures, and safety trend analyses.

Aviation Division Chief

- Serves as principal aviation advisor to the Assistant Director, 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 and other missions for incorporation into the directives system.
- Coordinates aviation-related activities between the Washington Office (WO), states, and with other wildland firefighting, regulatory, investigative, military agencies, and services.
- 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 government-wide aviation policies, requirements, procedures, reports, and at aviation industry meetings and conventions.
- Develops and implements aviation safety programs, accident investigation procedures, and aviation safety trend analyses.
- Plans and conducts reviews and evaluations of state aviation programs.
- Plans and conducts technical and managerial analyses relating to the identification of aviation organization and resources appropriate for agency use, cost-effectiveness of aviation firefighting, other specialized missions, aircraft acquisition requirements, equipment developmental needs, and related areas.

Planning and Resources Division Chief

- Responsible for the development and implementation of the bureau wide fire planning program. Provides guidance and assistance in administering the technical and operational aspects of BLM's fire planning program at the regional and agency levels for the accurate identification of program funding needs. Checks for accuracy in computations with instructions and policies.
- Responsible for the development and coordination of the BLM's prescribed fire, fuels management, and fire prevention annual program, and recommends the distribution of program funds to regions.
- Tracks all fuels management fund distributions and prior year carryover funds. Develops and maintains a national database for fuels management accomplishments in Indian Trust Lands.
- Analyzes hazards and risks in the wildland urban interface using fuels modification or reduction techniques, and develops recommendations for bureau-wide application. Examines and analyzes laws and regulations pertaining to prescribed fire use/fuels management in the wildland urban interface, and works with top level bureau representatives, states and rural fire districts to recommend policy which will achieve uniformity.
- Serves as the BLM's primary subject matter expert for National Fire Management Analysis System (NFMAS) fire planning, Personal Computer Historical Analysis (PCHA), Geographic Information System (GIS), Global Positioning System (GPS), Lightning Detection System (LDS), Weather Information Management System (WIMS), prescribed fire software programs, and provides user training in those applications.

Support Services Division Chief

- Manage all aspects of the 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 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, Business Practices, Human Resources, and Information Resource Management.
- 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.

External Affairs Division Chief

- Responsible for coordination of information between the Departmental Office of Wildland Fire Coordination to the BLM, BIA, USFWS, NPS, FS, 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 Accounting Office (GAO), congressional, political and other external inquires between agencies and departments, establishing and maintaining cooperative relationships resulting in quality work products.
- Serves as the manager of the External Affairs program for the National Interagency Fire Center.
- 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, Fire and Aviation 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, Fire and Aviation on a wide variety of issues and policies of controversial nature, providing analysis and advice on public reaction to major policy and program issues.
- Coordinate with legislative affairs on proposed legislation regarding FA.

Equal Employment Opportunity Manager (EEO)

- 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 NIFC agencies.
- Advises managers and aggrieved persons of employee rights and responsibilities, procedural options and timeframes in conflict situations, 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.

National Radio Communications Division (WO-410)

- The National Radio Communications Division (NRCD) provides national leadership and policy development for national level cooperative agreements and memorandums of understanding with cooperators and partners to achieve radio interoperability, system sharing, and other areas of mutual interest.
- Provides support regarding the national radio contracts (GSA, DOI, etc.) to evaluate conventional P-25 radio equipment requirements.
- Coordinates national level interagency sharing initiatives and develops long term national overarching radio system plans to share radio backbone and mountaintop facilities, frequencies and equipment with federal, state and local cooperators. Process radio frequency authorizations (RFAs), and performs 5-year radio frequency reviews to ensure compatible operation and optimal use of the limited frequency spectrum resources.
- Leads/participates in meetings and represent the bureau's radio interests with established federal, state, and local technical advisory groups. Manage bureau-wide radio equipment tracking systems, life cycle replacement planning, and equipment replacement budget procedures.
- Develops national policies and guidance for the BLM related to OSHA and other federal laws and standards. Utilizes the BLM CASHE Audit program

1   to ensure communication site inspections and facility assessments
2   conducted every five years in coordination with WO-360. Leads the
3   development of national training programs concerned with the
4   standardization, control, operation, testing and repair of communications
5   programs.
6   • Responsible for reviews and investigation or reports related to safety issues
7   with radio equipment. Works with the National Safety Manager (WO-740)
8   in establishing radio related safety training. Develops safety handbooks and
9   leads risk assessments analysis associated with the National Radio
10 Communications Program.
11 • Responsible for radio telecommunication systems security and ensures
12 strong security encryption needs are established.
13

14 **State Director**
15 The State Director is responsible to the Assistant Director of BLM for fire
16 management programs and activities within their state. The State Director will
17 meet the required elements outlined in the *Interagency Fire Program*
18 *Management Qualifications Standards and Guide* and ensure training is
19 completed to support delegations to line managers and principal actings.
20

21 **District/Field Manager**
22 The District/Field Manager is responsible to the State Director for the safe and
23 efficient implementation of fire management activities within their unit. This
24 includes cooperative activities with other agencies or landowners in accordance
25 with delegations of authorities. The District/Field Manager and their principal
26 actings will meet the required elements outlined in the *Management Performance*
27 *Requirements for Fire Operations* below.
28

29 **Management Performance Requirements for Fire Operations**

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
1. Ensures that Fire Management Plans (FMP) reflects the agency commitment to firefighter and public safety, while utilizing the full range of fire management activities available for ecosystem sustainability.	X	X	X	X

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
2. Develops fire prevention, fire suppression, and fire use standards that are compliant with agency fire policies.	X	X	X	X
3. Ensures use of fire funds is in compliance with department and agency policies.	X	X	X	X
4. Ensures that incident responses will be based on current and approved Resource Management Plans (RMP) and FMPs.		X	X	X
5. Attends the *Fire Management Leadership Course.* Ensure that personnel delegated fire program responsibilities have completed the *Fire Management Leadership Course.*			X	X
6. Provides 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	X
7. Ensures that only trained, certified fire and non-fire personnel are available to support fire operations at the local and national level.	X	X	X	X

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
8. Ensures that master agreements with cooperators are valid and in compliance with agency policy, and that attached Annual Operating Plans are current.	X	X	X	X
9. Personally visits at least one wildland and one prescribed fire each year.			X	X
10. Annually convenes and participates in pre-and post season fire meetings.	X	X	X	X
11. Reviews critical operations and safety policies and procedures with fire and fire aviation personnel.		X	X	X
12. Ensures timely follow-up to fire management program reviews.	X	X	X	X
13. Ensures that fire and fire aviation preparedness reviews are conducted annually in all unit offices. Personally participate in at least one review annually.	X	X	X	X
14. Ensures that investigations are conducted for incidents with potential, entrapments, and serious accidents as per the standards in Chapter 18.	X	X	X	X
15. Provides a written delegation of authority, WFSA, and an *Agency Administrator Briefing to Incident Management Teams.*		X	X	X

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
16. Ensures that resource advisors are identified, trained and available for incident assignment. Refer to *Resource Advisors Guide for Wildland Fire* PMS 313, NFES 1813, Jan 2004.			X	X
17. Attends post fire closeout on Type 1 and Type 2 fires. (Attendance may be delegated.)		X	X	X
18. Ensures that a Wildland Fire Implementation Plans (WFIP) are completed, implemented and updated daily for all fires managed as wildland fire use.		X	X	X
19. Ensures that 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	X	X
20. Ensures compliance with National and State Office policy for prescribed fire activities. Provides periodic reviews of the prescribed fire program.	X	X	X	X
21. Ensures that Prescribed Fire Plans are approved and meet agency policies.		X	X	X

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
22. Ensures that the Prescribed Fire Plan has been reviewed and recommended by a qualified technical reviewer who was not involved in the plan preparation.			X	X
23. Ensures that a policy has been established to review and sign the go-no/go checklist.			X	X
24. Ensures Unit Safety Program is in place, has a current plan, has an active safety committee, that includes the fire program.	X	X	X	X
25. Annually updates and reviews the *Agency Administrator's Guide to Critical Incident Management* (NFES 1356)	X	X	X	X
26. Ensure that current fire and weather information is posted and available for all employees.			X	X

State Office

The State Fire Management Officer (SFMO) provides leadership for their agency
fire and fire aviation management program. The SFMO is responsible and
accountable for providing planning, coordination, training, technical guidance,
and oversight to the state fire management programs. The SFMO also represents
the State Director on interagency geographic coordination groups and Multi-
Agency Coordination (MAC) groups. The SFMO provides feedback to
Districts/Field Offices on performance requirements.

District/Field Office

The District/Field Office Fire Management Officer (FMO) is responsible and
accountable for providing leadership for fire and fire aviation management
programs at the local level. The FMO determines program requirements to
implement land use decisions through the Fire Management Plan (FMP) to meet
land management objectives. The FMO negotiates interagency agreements and

represents the District/Field Office Manager on local interagency fire and fire aviation groups.

Manager's Oversight

Agency administrators are required to personally visit an appropriate number of fires each year. Appendix A contains information to support the Agency administrators during these visits.

Post Incident Review

Appendix B the "Managers Supplement for Post Incident Review" emphasizes the factors that are critical for ensuring safe and efficient wildland fire suppression, and provides examples for managers to use in their review of incident operations and incident commanders.

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

Training for Acting Agency Administrators

Agency administrators and their actings must complete one of the following courses within two years of being appointed to a designated management position.

- National- *Fire Management Leadership*
- Geographic- *Local Fire Management Leadership*

Either class is acceptable but the national course is preferred.

Experience requirements for positions in Alaska Fire Service, Oregon and California (O&C) Districts, NIFC, 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 IDP within a defined time period.

Fire Management Staff Performance Requirements for Fire Operations

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
1. Establishes and manages a safe, effective, and efficient fire program.	X	X	X

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
2. Ensures that the Fire Management Plan (FMP) reflects the agency commitment to firefighter and public safety, while utilizing the full range of fire management activities available for ecosystem sustainability. *(Federal Wildland Fire Management Plan 2001 [FWFMP])*	X	X	X
3. Provides the expertise and skills to fully integrate fire and fire aviation management into interdisciplinary planning efforts.	X	X	X
4. Ensures that only trained and qualified personnel are assigned to fire and fire aviation duties.	X	X	X
5. Ensures completion of a Job Hazard Analysis (JHA)/Risk Assessment for fire and fire aviation activities so mitigation measures are taken to reduce risk.		X	X
6. Ensures compliance with work/rest guidelines during all fire and fire aviation activities.	X	X	X
7. Ensures that the fire and fire aviation management employees understand their role, responsibilities, authority, and accountability.	X	X	X
8. Organizes trains, equips, and directs a qualified work force. Establishes and implements performance review process.	X	X	X
9. Develops, implements, evaluates, and documents fire and fire aviation training to meet current and anticipated needs.	X	X	X
10. Ensures fire and fire aviation policies are understood, implemented, and coordinated with other agencies as appropriate.	X	X	X
11. Monitors fire suppression activities to recognize when complexity levels exceed program capabilities. Increases managerial and operational resources to meet the need.	X	X	X
12. Monitors fire season severity predictions, fire behavior, and fire activity levels. Takes action to ensure safe, efficient, and effective operations.	X	X	X

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
13. Ensures that master agreements with cooperators are valid and in compliance with agency policy, and that attached Annual Operating Plans are current.	X	X	X
14. Develops, maintains and implements current operational plans. (e.g., dispatch, preparedness, prevention).		X	X
15. Ensures use of fire funds is in compliance with department and agency policies.	X	X	X
16. Ensures that fire severity funding is requested, used, and documented in accordance with agency standards (*Interagency Standards for Fire and Fire Aviation Operations*, Chapter 10).	X	X	X
17. Reviews and approves appropriate overtime authorization requests for personnel providing fire suppression coverage during holidays, special events, and abnormal fire conditions.		X	X
18. Ensures a process is established to communicate fire info to public, media, and cooperators.	X	X	X
19. Annually convenes and participates in pre-and post season fire meetings. Specifically address management controls and critical safety issues.	X	X	X
20. Oversees pre-season preparedness review of fire and fire aviation program.	X	X	X
21. Initiates, conducts, and/or participates in fire program management reviews and investigations.	X	X	X
22. Personally participates in periodic site visits to individual incidents and projects.		X	X
23. Utilizes the Incident Complexity Analysis appendix F & G to ensure the proper level of management is assigned to all incidents.	X	X	X
24. Ensures that transfer of command occurs as per appendix D on incidents.		X	X
25. Ensures that incoming personnel and crews are briefed prior to fire and fire aviation assignments.		X	X

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
26. Ensures an accurate and defensible Wildland Fire Situation Analysis (WFSA) is completed and updated daily for all fires that escape initial attack.	X	X	X
27. Ensures that a Wildland Fire Implementation Plan (WFIP) is completed, approved, and certified daily for all fires managed for Wildland Fire Use objectives.	X	X	X
28. Works with cooperators, groups, and individuals to develop and implement processes and procedures for providing fire safe communities within the wildland urban interface.	X	X	X
29. Ensures that 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 H-9238-1.	X	X	X
30. Ensures training for fire cause determination and fire trespass.	X	X	X
31. Ensures compliance with National and State Office policy for prescribed fire activities. Provides periodic reviews of the prescribed fire program.	X	X	X
32. Annually updates and reviews the *Agency Administrator's Guide to Critical Incident Management.* (NFES 1356)	X	X	X
33. Ensures that 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
34. Uses current National and Local Mobilization Guides and ensures that national, geographic and local mobilization standards are followed.	X	X	X
35. Complies with established property control/management procedures.	X	X	X

1

Delegation of Authority

Delegation for State Fire Management Officers

In order to effectively perform their duties, a SFMO must have certain authorities delegated from the State Director. This delegation is normally placed in the state office supplement to agency manuals. This delegation of authority should include the following roles and responsibilities:

- Serve as the State Director's authorized representative on geographic area coordination groups, including MAC groups.
- Coordinate and establish priorities on uncommitted fire suppression resources during periods of shortages.
- Coordinate logistics and suppression operations statewide.
- Relocate agency pre-suppression/suppression resources within the state/region based on relative fire potential/activity.
- Correct unsafe fire suppression activities.
- Direct accelerated, aggressive initial attack when appropriate.
- Enter into agreements to provide for the management, fiscal, and operational functions of combined agency operated facilities.
- Suspend prescribed fire activities when warranted.
- Give authorization to hire Emergency Firefighters in accordance with the DOI Pay Plan for Emergency Workers.
- Approve emergency fire severity funding expenditures not to exceed the agency's annual authority.
- Appendix C provides a sample "Delegation of Authority".

Safety Officer

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

Safety Responsibilities to the Fire Program

PERFORMANCE REQUIRED	State Safety Manager	District/Zone Safety Manager	Unit Fire Management Officer	Field/Resource Area Manager
1. A Unit Safety Plan, addressing general safety and health program management, has been approved by the Agency Administrator.		X	X	X
2. A work place hazard/risk assessment has been completed for non suppression related fire activities.		X		

PERFORMANCE REQUIRED	State Safety Manager	District/Zone Safety Manager	Unit Fire Management Officer	Field/Resource Area Manager
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	
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 being provided mandatory safety and health training.		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, 1112-2 Manual, Fireline Handbook 410-1*).			X	
10. Procedures are in place to ensure *Interagency Standards for Fire and Fire Aviation Operations* is being followed.			X	
11. Procedures are in place to monitor WCT results and ensure medical examination policies are followed.			X	
12. Material Safety Data Sheets (MSDS) are present, accessible, and available for all hazardous materials used and stored in the work area.		X	X	

PERFORMANCE REQUIRED	State Safety Manager	District/Zone Safety Manager	Unit Fire Management Officer	Field/Resource Area Manager
13. Special projects risk assessments are completed and crew briefings are given prior to beginning work.		X	X	
14. Procedures are in place to purchase non-standard equipment as identified in the JHA/Risk Assessment process, and to ensure compliance with consensus standards (e.g., ANSI, NIOSH) for PPE.	X	X		X
15. PPE supplied, is serviceable, and being utilized.		X	X	
16. Ensures tailgate safety meetings are held and documented.			X	
17. Monitors and reviews wildland fire activities to ensure adherence to agency safety policy.		X	X	
18. Procedures are in place for reporting unsafe and unhealthful working conditions.		X		X
19. Accident reporting procedures are documented and supervisors are trained in the use of Safety Management Information System (SMIS).	X	X		X
20. Injury data is monitored and reviewed to determine trends affecting the health and welfare of employees.	X	X		
21. General facility and work areas inspections are conducted to ensure requirements are met per 29 CFR 1910.	X	X		

Employee Responsibility

All employees, cooperators, contractors, and volunteers who participate in wildland fire operations have the duty to treat one another 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.

Harassment is coercive or repeated, unsolicited and unwelcome verbal
comments, gestures or physical contacts and includes retaliation for confronting
or reporting harassment.

Harassment and misconduct will not be tolerated under any circumstances and
will be dealt with in the strictest of terms. We must all take responsibility for
creating and ensuring a healthy and safe work environment. Employees who
experience or witness harassment, misconduct or any inappropriate activity
should report it to the proper authority immediately.

Examples of harassment and misconduct
- **Physical conduct -** Unwelcome touching, standing too close, looking up
  and down, inappropriate or threatening staring or glaring, obscene,
  threatening, or offensive gestures.
- **Verbal or written misconduct -** Inappropriate references to body parts;
  derogatory or demeaning comments, jokes, or personal questions; sexual
  innuendoes; offensive remarks about race, gender, religion, age, ethnicity,
  or sexual orientation, obscene letters or telephone calls, catcalls, whistles or
  sexually suggestive sounds.
- **Visual or symbolic misconduct -** Display of nude pictures, scantily-clad,
  or offensively-clad people; display of offensive, threatening, demeaning, or
  derogatory symbols, drawings, cartoons, or other graphics; offensive
  clothing or beverage containers, bumper stickers, or other articles.
- **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.

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 it's entirety on the BLM
Equipment Development Website at:
http://web.blm.gov/internal/fire/EquipDev/index.htm

Policy and Guidance
The BLM fire equipment program includes the design, development, and
acquisition of specialized wildland fire equipment suitable to meet the full range
of fire management requirements. The design and development is accomplished

through the analysis of performance needs required by BLM Field Units, and
working with industry to produce prototypes for testing and eventually
production units. Acquisition of equipment is accomplished primarily through
contracting. The BLM fire equipment program balances state-of-the-art
technology with overall cost efficiency to provide maximum safety for personnel
while effectively meeting its 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 components broken or damaged while on
assignment, and in accordance with all agency fiscal requirements. Repairs shall
be made and parts replaced, as identified, to keep the equipment functional and in
top operating condition.

BLM mobile fire equipment is not to be altered or modified without approval of
the BLM National Fire Equipment Committee.

Equipment Groups
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 National Fire Equipment
Committee (NFEC) will report to the Fire Operations Group (FOG). Equipment
committees should invite other agency equipment leads to share ideas, transfer
technology and coordinate efforts.

Equipment Development
The BLM has established a fire equipment development process to ensure that
any 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.

BLM Equipment Development Unit
The BLM maintains the Fire Equipment Development Unit (EDU) located at
NIFC. This unit is responsible for the development, ordering, inspection,
receiving and distribution of new fire equipment that will meet or exceed the
minimum performance standards established by the BLM National Fire
Equipment Committee. The EDU website is located at:
http://web.blm.gov/internal/fire/EquipDev/index.htm.

Standardization
Standardization of fire equipment aides in the ability to produce equipment that
effectively meets the user's needs at the lowest possible cost 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.
The BLM National Fire Equipment Committee has the responsibility to approve
and establish the minimum performance standards for all BLM specific fire
equipment.

Deficiency Reporting

The BLM Fire Equipment Improvement/Deficiency Reporting System (IDRS) is
used to collect improvement suggestions and deficiency reports for all BLM fire
equipment. The reporting system enables
the BLM Equipment Development Unit (EDU) to build a comprehensive
database to document problems, identify trends, and establish priorities for
development and modification of new and existing equipment.

Field Offices submit reports for problems encountered with BLM fire equipment.
Reports may also be submitted for suggestions of improvement. Submitted
reports receive immediate attention and the sender receives verification of
receipt. The EDU will follow-up with the submitting Field Office to correct the
deficiency or work to incorporate the improvement suggestion.
IDRS can be found under "Improvement/Deficiency Report" on the BLM
Equipment Development Website at:
http://web.blm.gov/internal/fire/EquipDev/index.htm.

Acquisition

The Working Capital Fund (WCF) life cycle for each class of vehicle and
available funds in the WCF will determine when fire vehicles are to be replaced.
Fire equipment acquisition is done by submitting an order to the EDU. The EDU
will work with the ordering Unit, the WCF, Contracting, the vendor and other
pertinent parties to fill the order.

Funding

Procurement of nonstandard equipment with fire management funds, when
standard equipment is available, must have written approval by the Operations
Division Chief of the BLM Fire and Aviation Directorate 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. Special projects 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 Fire Equipment Ordering Guide

The BLM Fire Equipment Ordering Guide lists standard fire equipment, outside
the cache system, that is available for ordering by BLM units. This equipment
has been approved by the EDU, NFEC and WCF as the current standard. The
guide contains current model fire apparatus, support vehicles, and equipment.
The guide can be found on the Equipment Development website at:

http://web.blm.gov/internal/fire/EquipDev/index.htm

Equipment Modification/Retrofitting

Any major retrofit, change or addition to BLM fire equipment requires submission of a proposal to the BLM National Fire Equipment Committee (NFEC). The NFEC in conjunction with the BLM Equipment Development Unit will consider and approve/disapprove any such proposals. Minor changes or add-ons may be approved through the EDU.

Working Capital Fund

The BLM Working Capital Fund (WCF) is managed by the BLM Vehicle Fleet Manager at the Denver Service Center. Replacement of fire vehicles that have reached the end of their service life and certain maintenance expenditures are managed through the WCF. Vehicle replacement and maintenance is accomplished with funds that are paid into the WCF over the life of the vehicle. The WCF collects funds through Fixed Ownership Rates (FOR) and Use Rates.

Property Transfer/Replacement

Surplus, early turn-ins, and transfer fire vehicles may be transferred to another area 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. Field Offices wishing to dispose of fire engine equipment prior to the normal replacement date may do so. 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. Field offices acquiring this type of equipment continue payment of the FOR and use rates.

Conversions

Offices in possession of fire engine equipment due for replacement have the option of replacing that equipment with vehicle(s) of another class. The change in NUS must be consistent with the approved FMP (conversion of two light engines to one heavy engine). The Operations Division Chief of the BLM Fire and Aviation Directorate, State Fire Management Officer and WCF Manager must provide written approval. Sufficient contributions through the FOR or other funds to make up any difference in cost are required.

BLM Firefighter Organization

Introduction

Firefighters operate within the Incident Command System (ICS), which is a component of the National Interagency Incident Management System (NIIMS). In the ICS, firefighters are either assigned as single resource overhead (individuals assigned to specific supervisory positions) or as members of an organized unit. 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 (IHC)s, Type 1 Crews, Type 2 Initial Attack Crews, and Type 2 Crews.
- **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.

The individuals within these units are trained to provide different levels and types of tactical, logistical, and managerial capability. Operational standards are:

BLM Firefighter Priority for Use
1. Initial attack on lands for which the BLM has suppression responsibility.
2. Other fire suppression/management assignments on BLM lands.
3. Other fire suppression/management assignments on other agency lands.
4. All risk incidents.

BLM Firefighter General Non-Fire Training Requirements

	One-Time Training	**Recurring Training**	**Annual Training**
All Firefighters	First Responder Awareness Level (Hazardous Materials) Bloodborne Pathogen	First Aid/CPR (every 2 years) Defensive Driving (every 3 years)	RT-130 Annual Fireline Safety Training Do What's Right/EEO HazMat Refresher

BLM Firefighter Mandatory Physical Fitness Standards
The *Wildland Fire Qualifications System Guide* (PMS 310-1) establishes physical fitness standards for NWCG sanctioned firefighters. These standards are assessed using the Work Capacity Tests (WCT). Information on the WCT is located in Chapter 13 of this publication.

BLM Firefighter Target Physical Fitness Standards
These are voluntary targets. They are not mandatory. These targets are established to provide BLM firefighters a common standard against which to gauge their physical fitness level. BLM firefighters are encouraged to try to meet or exceed these standards.

	Age 20-29	**Age 30-39**	**Age 40-49**	**Age 50 & Up**
1.5 Mile Run	11:58	12:25	13:05	14:43
Sit-Ups (1 minute)	40	36	31	26
Push-Ups (1 minute)	33	27	21	15

The guide below may be used to adjust the 1.5 mile run times to compensate for altitude differences:

Altitude in feet	**1.5 mile run time adjustment**
0 – 5,000	No adjustment
5,000 – 6,000	Add 30 seconds
6,000 – 7,000	Add 40 seconds
7,000 – 8,000	Add 50 seconds

BLM Hand Crew Standards (all crew types)

- **Language -** CRWB and FFT1: must be able to read and interpret the language of the crew as well as English.
- **Flight Weight -** 5100 pounds
- **Personal gear -** Sufficient for 14 day assignments
- **Physical fitness -** Arduous, all positions
- **Required Equipment & PPE -** Fully equipped as specified in the**:** *Interagency Standards for Fire and Fire Aviation Operations* (Red Book)

BLM Crew Typing Standards

Crew Type	IHC	Type 1	Type 2IA	Type 2
Crew Size	Minimum 18 Maximum 25	Minimum 18 Maximum 20	Minimum 18 Maximum 20	Minimum 18 Maximum 20
Leadership Qualifications	1-Supt. 1-Assist Supt 3 Squad Leaders See quals chart below	1-CRWB 1-ICT4 3-ICT5	1 CRWB 3 ICT5	1 CRWB 3 FFT1
Incident Management Capability	Operate up to 3 independent squads w/ T4 and T5 command capability	Operate up to 3 independent squads w/ T5 command capability	Operate up to 3 independent squads with T5 command capability	Operate as single crew in full crew configuration
Crew Experience	80% of the crewmembers must have at least 1 season experience in fire suppression	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	40% of the crewmembers must have at least 1 season experience in fire suppression
Crew Utilization	National Shared Resource	Local unit control	Local unit control	Local unit control

Communication	7 programmable handheld radios. 1programmable mobile radio in each truck	5 programmable handheld radios	4 programmable handheld radios	4 programmable handheld radios
Training	40 hours annual training prior to assignment.	40 hours Basic firefighter training OR 4 hours annual fireline fresher training prior to assignment.	40 hours Basic firefighter training OR 4 hours annual fireline fresher training prior to assignment.	40 hours Basic firefighter training OR 4 hours annual fireline fresher training prior to assignment.
Logistics	Squad level agency purchasing authority	Crew level agency purchasing authority	Crew level agency purchasing authority	No purchasing authority
Transportation	Own transportation	Own transportation	Need transportation	Need transportation
Works together 40 hours/week	Yes	Yes	No	No

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BLM Interagency Hotshot Crews

BLM IHCs, and IHC (IA), carry 18-25 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 or 4 level. BLM IHCs, and IHC (IA), meet all IHC certification standards stated in the *National Hotshot Crew Operating Guide.*

BLM Interagency Hotshot Crews (Initial Attack)

BLM IHC (IA) are BLM Hotshot Crews which meet all interagency standards for an IHC program and have enhanced IA capabilities and responsibilities for BLM lands. The focus of these crews will be IA on BLM lands and their utilization will be through the national Fire Aviation Directorate (Division of Fire Operations). Initial attack fire suppression will be prioritized for theses crews above all other duties, with the exception of life and property protection. These crews will maintain their suppression proficiency by being utilized for the full range of incident assignments through the coordination system. However they will be reassigned and dedicated to BLM initial attack fire suppression assignments as determined by agency needs.

BLM IHC Locations

State	Crew	Location
AK	Chena	Fairbanks
	Midnight Sun	
CA	Diamond Mountain	Susanville
	Kern Valley	Bakersfield
ID	Snake River	Pocatello

MS	Jackson	Jackson
NV	Silver State	Carson City
OR	Vale	Vale

BLM IHC (IA) Locations

State	Crew	Location
CO	Craig	Craig
NV	Ruby Mountain	Elko
UT	Bonneville	Salt Lake City

BLM IHC Training and Qualification Requirements

Position	IQCS Min.	Fire Training
Crewmember	FFT2	I-100 Intro to ICS S-130 Firefighter Training L-180 Human Factors on the Fireline S-190 Intro to Wildland Fire Behavior
Lead Crewmember	FFT1 ICT5	All the above plus: S-211 Portable Pumps and Water Use S-212 Chain Saws S-131 Firefighter Type 1 S-270 Basic Air Operations
Squad Leader	FFT1 ICT5	All the above plus: S-200 Initial Attack IC S-215 Fire Ops in the WUI S-230 Crew Boss Single Resource S-234 Ignition Operations S-260 Incident Business Management S-290 Intermediate Fire Behavior I-200 Basic ICS
Assistant Superintendent	STCR ICT4	All the above plus: I-300 Intermediate ICS S-330 Task Force/Strike Team Leader S-390 Intro to Fire Behavior Calculations L-280 or equivalent
Superintendent	TFLD ICT4 FIRB	All the above.

BLM IHC Initial Ordering

- BLM IHC will status themselves with their local dispatch center in accordance with local policies and procedures.
- BLM IHC will be assigned by their dispatching GACCs in accordance with geographic area policies and procedures.
- BLM IHC have the local unit option of traveling with 25 personnel when on incident assignments. BLM IHC superintendents will obtain prior approval from the dispatching GACC when the assignment requires fixed wing transport and the crew size is greater than 20.

BLM IHC Pre-position/Reassignment

The FA Division of Fire Operations will pre-position/reassign BLM IHCs to meet BLM national priorities according to the following procedure:

- BLM IHCs will be statused and assigned according to established coordination system procedures.
- The FA Division of Fire Operations will track BLM IHC status.
- FA fire Ops, in consultation with the State Fire Operations Specialist of the BLM IHC in question, will provide the Chief, Division of Fire Operations, a recommendation for pre-position/reassignment.
- The Chief, Division of Fire Operations will make the final decision based on current and predicted fire activity and national BLM priorities.
- FA fire ops will relay the Division Chief's decision to NICC and follow up with an immediate call to the state fire operations specialist.
- NICC will process that order through normal channels in such a manner as to have the crew reassigned within 3 hours of NICC receiving the order.
- BLM IHC crews which are committed to incidents that have extended containment dates, are in mop-up/rehab, or are staging crews will be prioritized for pre-position/reassignment.

Local Unit Process for Requesting BLM IHC support

- BLM units needing IHC support for current and predicted IA will submit an oral request to their State Fire Operations Specialist.
- The State Fire Operations Specialist will forward approved requests to FA Division of Fire Operations.
- FA fire ops will determine BLM IHC availability and submit a pre-position/reassignment recommendation to the Chief, Division of Fire Operations, as per the above procedure.

BLM IHC Status Reporting System

- BLM IHCs will report status through the BLM IHC Status Reporting System.
- BLM IHC superintendents will regularly update the system by contacting the BOI SMJ Duty Officer with any change in crew status and/or current utilization when on assignment.
- The BOI SMJ duty officer is available 24 hours, seven days per week at

- ➢ 800-925-8307 (work hours)
- ➢ 208-387-5426 (work hours)
- ➢ 208-850-5144 (after hours)
- BLM IHC status will be posted at
- http://www.nifc.gov/smokejumper/smjrpt.php

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.

Fire Engine Maintenance Procedure and Record (FEMPR)

The FEMPR will be used to document periodic maintenance on all engines. 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. All annual inspections will include a pump gpm test to ensure the pump/plumbing system is operating at desired specifications. The FEMPR can be found at:

http://www.blm.gov/nifc/st/en/prog/fire/training/fire_training/projects/enop.html

BLM Engine Typing

BLM engines are typed according to the following interagency standards stated in the *NWCG Fireline Handbook (PMS 410-1)*:

Components	Structure Engines		Wildland Engines				
	1	2	3	4	5	6	7
Pump Rating Min. Flow (GPM)	1000+	250+	150	50	50	30	10
At rated pressure (PSI)	150	150	250	100	100	100	100
Tank Capacity Range (Gallons)	400+	400+	500+	750+	400-750	150-400	50-200
Hose, 2.5" (feet)	1200	1000					
Hose, 1.5" (feet)	400	500	500	300	300	300	
Hose, 1" (feet)			500	300	300	300	200
Ladders	48'	48'					
Master Stream (GPM)	500						
Personnel (Minimum)	4	3	3	2	2	2	2

BLM Engine Minimum Staffing Requirements

All BLM engines will meet these staffing standards on every assignment. BLM engines operating with more than 3 firefighters will always have a fully qualified ENOP (other than the captain). Chase vehicles are considered part of the engine staffing.

BLM WCF Vehicle Class	NWCG Type Class	Engine Captain	Engine Operator	Engine Crewmember
625 Unimog	4	1	1	1
626 Unimog	4	1	1	1
650 Hummer	6	1		1
662 Light	6	1		1
663 Light	6	1		1
664 Enhanced Light	6	1		1
665 Interface	3	1		2
667 Heavy Engine	4	1		2
668 Super-heavy Tactical Engine	4	1	1	1
668 Super-heavy Tactical Tender	2 (Tender)	1		1

BLM Engine - Fire Training and Qualification Standards

Position	IQCS	Training
Crewmember	FFT2	I-100 Intro to ICS S-130 Firefighter Training L-180 Human Factors on the Fireline S-190 Intro to Wildland Fire Behavior
Engine Operator	FFT1 ENOP	All the above plus: BLM Engine Operator Course (ENOP) S-131 Firefighter Type 1 S-133 Look Up/Down/Around S-211 Pumps and Water Use S-212 Wildfire Power Saws L-280 Followership to Leadership
Engine Captain	ENGB ICT5	All the above plus: I-200 Basic ICS S-200 Initial Attack Incident Commander S-215 Fire Ops in the Wildland/Urban Interface S-230 Crew Boss (Single Resource) S-231 Engine Boss (Single Resource) S-234 Ignition Operations S-260 Incident Business Management S-270 Basic Air Operations S-290 Intermediate Fire Behavior

BLM Engine - Driver Training and Qualification Requirements

Position	Initial Training	Refresher Training
Crewmember	BLM Engine Driver Orientation *and* Defensive Driving	BLM Engine Driver Orientation* (annual) *and* Defensive Driving (every 3 years)
Engine Operator *and* Engine Captain	BLM (ENOP)Engine Operator Course *and* CDL Permit (GVW 26,000 or greater) *and* Defensive Driving	BLM Engine Driver Refresher (annual) *and* Defensive Driving (every 3 years)
WCF class 650 and 668 drivers	WCF class 650 and 668 driver and maintenance training **	

* *S-216 Driving for the Fire Service* or the *BLM Engine Operator Course* will satisfy this refresher training requirement.

** WCF class 650 and 668 driver and maintenance training will be conducted by the FAD Division of Fire Operations Equipment Development Unit annually. Travel, per-diem, vehicle operating charges and fuel costs directly related to this training will be covered by the EDU; base 8 salary and overtime costs will be covered by the students' home unit.

- BLM engine training courses can be found at:
  http://www.blm.gov/nifc/st/en/prog/fire/training/fire_training.html

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.

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 the local unit fire management.
- BLM units needing engines from off their own unit for support will contact their state operations with a request.
- State operations will contact the FA or other BLM state office operations with the request.

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 FAD Fire Operations on a case-by-case basis.

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 single resource incident management capability at the Type 3 level. The primary locations of the BLM smokejumper bases are Boise, Idaho and Fairbanks, Alaska.

BLM SMJ Operations

BLM smokejumper operational and administrative procedures are located in the Interagency Smokejumper Operations Guide (ISOG), the BLM Ram-Air Training Manual (RATM), the Boise Smokejumpers User Guide, the Alaska Fire Service Operational Procedures, Policies, and Guidelines, and other pertinent agreements and operating plans.

BLM SMJ Coordination & Dispatch

Smokejumpers are a national shared resource and are ordered according to geographic area or national mobilization guides. Specific information on the coordination, dispatch, ordering, and use of BLM smokejumpers can be found in the BLM Boise Smokejumpers User Guide, and in the Alaska Fire Service Operational Procedures, Policies, and Guidelines. Contact BLM smokejumpers in Boise at (208) 387-5426 or in Alaska at (907) 356-5540 for these publications.

BLM SMJ Equipment

BLM smokejumpers use aircraft approved by the interagency Smokejumper Aircraft Screening and Evaluation Board (SASEB). All aviation operations will be performed according to established agency policies and procedures.

BLM smokejumpers use the Smokejumper Ram-Air Parachute System exclusively. All abnormalities in personnel parachute equipment and procedures will be reported through the Malfunction and Abnormality Reporting System (MARS). All parachuting operations will be performed according to established agency policies and procedures. All modifications to and deviations from established standards will be reported, documented, and approved through the BLM SMJ Modification Documentation (MODOC) process.

BLM SMJ Training

To ensure proficiency and safety, smokejumpers complete annual training in aviation, parachuting, fire suppression, administration, and safety. Experienced jumpers receive annual refresher training in these areas. First year smokejumpers undergo a rigorous four week long smokejumper training program. Candidates are evaluated to determine:

- Level of physical fitness
- Ability to learn and perform smokejumper skills
- Ability to work as a team member
- Attitude

- Ability to think clearly and remain productive in a stressful environment

BLM Smokejumper Training and Qualification Standards

Position	IQCS Target	SMJ Trng. Target.
Dept Managers	T1 and T2 C&G, FUMA	
Spotter	ICT3, DIVS, ATGS RXB2, SOFR	Senior Rigger
Lead Smokejumper	STLD, TFLD FOBS	
Smokejumper	ICT4, CRWB, FIRB	
Rookie Smokejumper	ICT5, FFT1 FEMO	

BLM Smokejumper Physical Fitness Standards

National SMJ Standard	BLM SMJ Target Standard
1.5 mile run in 11:00 minutes or less	1.5 mile run in 9:30 or less, or 3 mile run in 22:30 minutes or less
45 sit-ups	60 sit-ups
25 push-ups	35 push-ups
7 pull-ups	10 pull-ups
110 lb pack-out over 3 miles over level terrain in 90 minutes or less	110 lb pack-out over 3 miles over level terrain in 90 minutes or less
Successful completion of the WCT at an arduous rating	Successful completion of the WCT at an arduous rating

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. ODOs 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 Annual 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

1 incident assignment, the FMO will ensure that another qualified and authorized
2 ODO is in place prior to the departure of the outgoing ODO.