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Chapter 02
BLM Wildland Fire and Aviation Program
Organization and Responsibilities

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Introduction

This chapter states, references, or supplements policy for Bureau of Land Management (BLM) Fire and Aviation Program Management. The standards provided in this document are based on current Department of Interior (DOI) and Bureau policy, and are intended to provide fire program guidance. The intent is to ensure safe, consistent, efficient, and effective fire and aviation operations. This chapter will be reviewed and updated annually.

Fire and Aviation

The BLM Fire and Aviation Directorate (FAD) consists of an Assistant Director (AD), Deputy Assistant Director (BODAD), Deputy Assistant Director (WODAD), Fire Operations Division Chief, Aviation Division Chief, Planning and Resources Division Chief, Support Services Division Chief, Budget and Evaluation Chief, External Affairs Division Chief, National Radio Communication Division Chief, and Equal Employment Opportunity Manager.

Program Manager Responsibilities

Assistant Director, Fire and Aviation (FA-100)

Develops policies and standards for firefighting safety, training, and for the prevention, suppression, and use of wildland fires on Bureau lands.

- Provides guidance to State Directors on the use of prescribed fire and fuels management to achieve hazardous fuels reduction and resource management objectives.
- Integrates fire and aviation management procedures into natural resource management.
- Establishes position competencies, standards, and minimum qualifications for Fire Management Officers, Fire Management Specialists, and leaders based on federal interagency standards recommended by the National Fire and Aviation Executive Board.
- Implements the interagency Fire Program Analysis (FPA) process and develops procedures and standards for the distribution of program resources.
- Reviews and evaluates state fire and aviation management programs.
- Represents the BLM in the coordination of overall fire and aviation management activities at 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 wildland fire emergencies.
- Initiates or participates in 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.
- 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 (FA 300)

- 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 (FA 500)

- 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 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.

Planning and Resources Division Chief (FA 600)

- 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 Bureauwide 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 (FA 200)

- 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 (FA 106)

- 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 Accountability 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) (FA-102)

- 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 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.

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 are
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 for fire management programs and activities
16 within the state. The State Director will meet the required elements outlined in
17 the *Interagency Fire Program Management Qualifications Standards and Guide*
18 and ensure training is completed to support delegations to line managers and
19 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
27 Performance 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. Ensures 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, ensures 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. Participates 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

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
15. Provides a written delegation of authority, WFSA, and an Agency Administrator Briefing to Incident Management Teams.			X	X
16. Ensures that resource advisors are identified, trained and available for incident assignment. Refer to *Resource Advisors Guide for Wildland Fire PMS 313, NFES 1831, Jan 2004.*			X	X
17. Attends post fire closeout on Type 1 and Type 2 fires. (Attendance may be delegated.)			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
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

PERFORMANCE REQUIRED	FA Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
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
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/nogo 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 www.nwcg.gov	X	X	X	X
26. Ensures that current fire and weather information is posted and available for all employees.			X	X

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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.

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

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
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
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

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
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
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

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
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 is completed.	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.*	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

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
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

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.

1
Safety Responsibilities to the Fire Program

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	Field/ Resource Area 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 non-suppression related fire activities. JHAs/RAs are completed for suppression related activities.		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	
5. A safety committee or group which includes fire representation is organized to monitor safety and health concerns and activities.		X	X	X

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	Field/ Resource Area Manager
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	

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	Field/ Resource Area Manager
12. Material Safety Data Sheets (MSDS) are present, accessible, and available for all hazardous materials used and stored in the work area.		X	X	
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

PERFORMANCE REQUIRED	State Safety Manager	District/ Zone Safety Manager	Unit FMO	Field/ Resource Area Manager
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. *29 CFR 1960* and *485 DM, Chapter 5*.	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.

1 BLM mobile fire equipment is not to be altered or modified without approval of
2 the BLM National Fire Equipment Committee.
3
4 **Equipment Groups**
5 There are three levels of Fire Equipment Committees: National, State, and
6 Interagency. Fire equipment committees address the broad spectrum of
7 equipment subjects and make recommendations. State committees will report to
8 the respective State Fire Management Officer. The National Fire Equipment
9 Committee (NFEC) will report to the Fire Operations Group (FOG). Equipment
10 committees should invite other agency equipment leads to share ideas, transfer
11 technology and coordinate efforts.
12
13 **Equipment Development**
14 The BLM has established a fire equipment development process to ensure that
15 any new fire equipment or technologies meet or exceed established performance
16 standards. All new fire equipment will follow this development process and will
17 be tested and evaluated under actual field conditions prior to being made
18 available for general ordering.
19
20 **BLM Equipment Development Unit**
21 The BLM maintains the Fire Equipment Development Unit (EDU) located at
22 NIFC. This unit is responsible for the development, ordering, inspection,
23 receiving and distribution of new fire equipment that will meet or exceed the
24 minimum performance standards established by the BLM National Fire
25 Equipment Committee. The EDU website is located at:
26 http://web.blm.gov/internal/fire/EquipDev/index.htm.
27
28 **Standardization**
29 Standardization of fire equipment aides in the ability to produce equipment that
30 effectively meets the user's needs at the lowest possible cost with the least
31 impact on fire programs. Standardization also contributes to the ability to
32 provide effective, consistent and quality training to the BLM Fire Program
33 workforce. The BLM National Fire Equipment Committee has the
34 responsibility to approve and establish the minimum performance standards for
35 all BLM specific fire equipment.
36
37 **Deficiency Reporting**
38 The BLM Fire Equipment Improvement/Deficiency Reporting System (IDRS) is
39 used to collect improvement suggestions and deficiency reports for all BLM fire
40 equipment. The reporting system enables the BLM Equipment Development
41 Unit (EDU) to build a comprehensive database to document problems, identify
42 trends, and establish priorities for development and modification of new and
43 existing equipment.
44
45 Field Offices submit reports for problems encountered with BLM fire
46 equipment. Reports may also be submitted for suggestions of improvement.

1 Submitted reports receive immediate attention and the sender receives
2 verification of receipt. The EDU will follow-up with the submitting Field
3 Office to correct the deficiency or work to incorporate the improvement
4 suggestion. IDRS can be found under "Improvement/Deficiency Report" on the
5 BLM Equipment Development Website at:
6 http://web.blm.gov/internal/fire/EquipDev/index.htm.
7
8 **Acquisition**
9 The Working Capital Fund (WCF) life cycle for each class of vehicle and
10 available funds in the WCF will determine when fire vehicles are to be replaced.
11 Fire equipment acquisition is done by submitting an order to the EDU. The EDU
12 will work with the ordering unit, the WCF, contracting, the vendor and other
13 pertinent parties to fill the order.
14
15 **Funding**
16 Procurement of nonstandard equipment with fire management funds, when
17 standard equipment is available, must have written approval by the Operations
18 Division Chief of the BLM Fire and Aviation Directorate and the State Fire
19 Management Officer. Most fire vehicles are funded through the WCF. Other
20 types of fire equipment are funded through the normal budget process at the
21 State and local level. Special projects may be funded in a variety of ways
22 including through the Fire and Aviation Directorate, special project allocations,
23 available mid or year end funds, State or local funding, Interagency agreement,
24 or through the WCF.
25
26 **BLM Fire Equipment Ordering Guide**
27 The BLM Fire Equipment Ordering Guide lists standard fire equipment, outside
28 the cache system, that is available for ordering by BLM units. This equipment
29 has been approved by the EDU, NFEC and WCF as the current standard. The
30 guide contains current model fire apparatus, support vehicles, and equipment.
31 The guide can be found on the Equipment Development website at:
32 http://web.blm.gov/internal/fire/EquipDev/index.htm.
33
34 **Equipment Modification/Retrofitting**
35 Any major retrofit, change or addition to BLM fire equipment requires
36 submission of a proposal to the BLM National Fire Equipment Committee
37 (NFEC). The NFEC in conjunction with the BLM Equipment Development Unit
38 will consider and approve/disapprove any such proposals. Minor changes or
39 add-ons may be approved through the EDU.
40
41 **Working Capital Fund**
42 The BLM Working Capital Fund (WCF) is managed by the BLM Vehicle Fleet
43 Manager at the Denver Service Center. Replacement of fire vehicles that have
44 reached the end of their service life and certain maintenance expenditures are
45 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 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 RMPs/FMPs/FPA.
- Proposed changes result in an overall cost savings to the government
  (replacement of 2 Type 6 engines for 1 Type 4 engine).

This documentation will require signature by. The requesting State Director and
State FMO, the Operations Division Chief at BLM Fire & Aviation Directorate,
and the WCF Manager for final approval.

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 and the requesting states availability of sufficient funds to
cover additional costs.

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 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.

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 risk incidents.

BLM Prepositioning Details
When BLM units require management or suppression resources to support their local fire programs they are encouraged to request prepositioning of appropriate resources early. These prepositioning details are for all BLM personnel and suppression resources. Reasons to consider management or operational support may include:
- Improve BLM initial attack capability in areas of peak fire danger.
- Provide BLM employees training opportunities with different BLM management offices.
- Provide oversight for efficient utilization of BLM resources to support BLM fire management priorities.
- Provide management support to maintain adequate span of control for both management and suppression activities.

A checklist to assist local units in determining the need for assistance is found in appendix K.

BLM prepositioning details will be implemented using the following process:
- Unit fire management identifies the need for support and notifies their state fire managers.
- The requesting State FOG representative, in conjunction with their local fire management, will determine the need, location, and timeframes for management and suppression resources assistance, based on current and expected state fire activity.
- The requesting State FOG representative, will contact fellow Fire Operations Group (FOG) members to find qualified resources available to fill their needs.
- When resources are identified:
  - The requesting State FOG representative will electronically sign and email a *BLM Detail Request Form,* found at:

1   http://web.blm.gov/internal/fire/fire_ops/docs/BLMDetailForm.doc, to
2   the identified resources home state (sending) S-AFMO.
3   • On the date specified in the *BLM Detail Request Form* the requesting
4   State FOG representative places a name request order for the specified
5   asset through normal coordination system channels.
6   • IHC details require signature from a representative of the FAD Fire
7   Operations Group.
8

9 BLM resources filling these details will be assigned to a home unit within the
10 requesting state by the requesting state FOG representative. With agreement of
11 the resource, sending state FOG representative, and requesting State FOG
12 representative these resources can manage fatigue and meet tour of duty
13 requirements by taking mandated days off in the requesting state.
14

15   **All BLM Firefighters 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

16

17 **BLM Firefighter Mandatory Physical Fitness Standards**
18 The Wildland Fire Qualifications System Guide (PMS 310-1) establishes
19 physical fitness standards for NWCG sanctioned firefighters. These standards
20 are assessed using the Work Capacity Tests (WCT). Prior to attempting the
21 WCT, all permanent, career-seasonal, temporary, Student Career Experience
22 Program (SCEP), and AD/EFF employees who participate in wildland fire
23 activities requiring a fitness level of arduous must participate in the Medical
24 Qualification Standards Program (MSP). Information on the WCT and the MSP
25 is located in Chapter 13 of this publication. Fitness and conditioning
26 information may be found at www.nifc.gov/FireFit/index.htm
27
28
29
30
31
32
33
34
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36

1 **BLM Firefighter Target Physical Fitness Standards**
2 These are voluntary targets. They are not mandatory. These targets are
3 established to provide BLM firefighters a common standard against which to
4 gauge their physical fitness level. BLM firefighters are encouraged to meet or
5 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

6

7 The guide below may be used to adjust the 1.5 mile run times to compensate for
8 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

9

10 **BLM National Fire Operations Fitness Challenge**
11 The BLM national fire operations fitness challenge encourages and recognizes
12 achievement in physical fitness by BLM firefighters. The fitness challenge
13 provides a common system by which BLM firefighters can measure current
14 fitness, establish fitness goals, and track fitness improvement. The fitness
15 challenge is voluntary, but BLM firefighters are encouraged to participate. The
16 fitness challenge tests participants in four basic exercises - push-ups, pull-ups,
17 sit-ups and a timed run of either 1.5 or 3.0 miles. Test results are compiled into
18 a final overall score. Unit and state offices are encouraged to support and
19 recognize achievement in firefighter fitness. The BLM FA Division of Fire
20 Operations will recognize high achievers annually. Specific information on the
21 fitness challenge is located at
22 www.blm.gov/nifc/st/en/prog/fire/fireops/fitness_challenge.html**.**
23

1 **BLM Hand Crew Standards (all crew types)**
2 • **Language -** CRWB and FFT1: must be able to read and interpret the
3   language of the crew as well as English.
4 • **Flight Weight -** 5100 pounds
5 • **Personal gear -** Sufficient for 14 day assignments
6 • **Physical fitness -** Arduous, all positions
7 • **Required Equipment & PPE -** Fully equipped as specified in the:
8   *Interagency Standards for Fire and Fire Aviation Operations.*
9
10 **BLM Crew Standards by Type**

Crew Type	Type 1	Type 2IA	Type 2
Crew Size	Minimum 18 Maximum 25	Minimum 18 Maximum 20	Minimum 18 Maximum 20
Leadership Qualifications	1-Supt. 1-Assist Supt 3 Squad Leaders	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 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	60% of the crewmembers must have at least 1 season experience in fire suppression	Meets leadership qualification listed above
Crew Utilization	National Shared Resource	Local unit control	Local unit control
Communication	7 programmable handheld radios. 1programmable mobile radio in each truck	4 programmable handheld radios	4 programmable handheld radios
Training	40 hours annual training prior to assignment.	40 hours Basic firefighter training or once red carded; 4 hours annual fireline fresher training prior to assignment.	40 hours Basic firefighter training or once red carded; 4 hours annual fireline fresher training prior to assignment.
Logistics	Squad level agency purchasing authority	Crew level agency purchasing authority	No purchasing authority
Transportation	Own transportation	Need transportation	Need transportation
Works together 40 hours/week	Yes	No	No

11

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, meet all IHC standards stated in the *Standards for Interagency Hotshot Crew Operations.*

BLM IHC Annual Crew Mobilization

BLM IHCs will comply with the Annual Crew Pre-Mobilization Process outlined in the *Standards for Interagency Hotshot Crew Operations* before becoming available for assignment each spring. BLM specific direction is outlined below:

- The superintendent will complete an appendix C from the *Standards for Interagency Hotshot Crew Operations* with their local FMO and agency administrator.
- A copy of Appendix C will be sent to the BLM State Fire Management Officer for approval.
  - The extent of the preparedness review required every 12 months will be at the discretion of the State Fire Management Officer, local Fire Management Officer, and crew superintendent.
- The State Fire Management Officer will notify the local GACC of crew availability.

BLM IHC Crew Status

If a change in crew capabilities results in the *National Interagency Hotshot Crew Operations Guide* or *Standards for Fire and Fire Aviation Operations* not being met, the superintendent is required to contact their local GACG and have the crew typing amended to the appropriate level as listed in the BLM crew typing chart.

Re-statusing the crew back to the IHC level will use ether the Annual Crew Pre-Mobilization Process outlined in the *Standards for Interagency Hotshot Crew Operations* or the Crew Certification Process outlined in the *Standards for Interagency Hotshot Crew Operations.* The choice of which process will be at the discretion of the State Fire Management Officer, local Fire Management Officer, and crew superintendent.

BLM IHC Crew Size

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 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 SMKJ Duty Officer with any change in crew status and/or current utilization when on assignment.
- The BOI SMKJ 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 IHC Training and Qualification Requirements

Position	NWCG Qualification	Fire Training	
Firefighter	FFT2	I-100	Intro to ICS
		S-130	Firefighter Training
		S-190	Intro to Wildland Fire Behavior
		L-180	Human Factors on the Fireline
Senior Firefighter	FFT1	All the above plus:	
		S-211	Portable Pumps and Water Use
		S-212	Chain Saws
		S-131	Firefighter Type 1
		S-133	Look Up, Look Down, Look Around
		S-270	Basic Air Operations
Squad Boss	ICT5	All the above plus:	
		I-200	Basic ICS
		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
		L-280	Followership to Leadership
Assistant Superintendent	STCR ICT4	All the above plus:	
		I-300	Intermediate ICS
		S-200	Initial Attack IC
		S-330	Task Force/Strike Team Leader
		S-390	Intro to Fire Behavior Calculations
		L-380	Fireline Leadership
		M-410	Facilitative Instructor or equivalent
Superintendent	TFLD ICT4 FIRB	All the above.	

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
CO	Craig	Craig
NV	Ruby Mountain	Elko
UT	Bonneville	Salt Lake City

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/engine_tr aining/enop.html.

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 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.

1 **BLM Engine Typing**

2 BLM engines are typed according to the following interagency standards stated
3 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

4

5 **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

6

BLM Engine Minimum Staffing Requirements

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

BLM engines operating with more than 4 firefighters will always have a fully qualified ENOP (other than the captain). BLM engines operating with more than 3 firefighters will always have an FFT1 (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 - Driver Training and Qualification Requirements

Position	Initial Training	Refresher Training
Crewmember	BLM Engine Driver Orientation (BL-300) *and* Defensive Driving	BLM Engine Driver Orientation RT-301)(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.

1 ** WCF class 650 and 668 driver and maintenance training will be conducted
2 by the FAD Division of Fire Operations Equipment Development Unit annually.
3 Travel, per-diem, vehicle operating charges and fuel costs directly related to this
4 training will be covered by the EDU; base 8 salary and overtime costs will be
5 covered by the students' home unit.
6 • BLM engine training courses can be found at:
7 http://www.blm.gov/nifc/st/en/prog/fire/training/fire_training/projects/engin
8 e_training.html.
9
10 All hands-on components of engine driver training courses will be conducted on
11 the specific vehicle or vehicle type that the driver will be using.
12
13 Equivalent courses that satisfy driver training requirements, such as the National
14 Safety Council sanctioned Emergency Vehicle Operator Course (EVOC), will
15 be approved in writing by FAD Fire Operations on a case-by-case basis.
16
17 **BLM Smokejumpers**
18 BLM Smokejumpers operate in teams of 2-8 firefighters and are used primarily
19 for wildfire suppression, fuels reduction, and other fire management duties.
20 They are capable of performing self-contained initial attack suppression
21 operations, and commonly provide single resource incident management
22 capability at the Type 3 level. The primary locations of the BLM smokejumper
23 bases are Boise, Idaho and Fairbanks, Alaska.
24
25 **BLM SMKJ Operations**
26 BLM smokejumper operational and administrative procedures are located in the
27 *Interagency Smokejumper Operations Guide (ISOG), the BLM Ram-Air*
28 *Training Manual (RATM), the Boise Smokejumpers User Guide, the Alaska Fire*
29 *Service Operational Procedures, Policies, and Guidelines*, and other pertinent
30 agreements and operating plans.
31
32 **BLM SMKJ Coordination & Dispatch**
33 Smokejumpers are a national shared resource and are ordered according to
34 geographic area or national mobilization guides. Specific information on the
35 coordination, dispatch, ordering, and use of BLM smokejumpers can be found in
36 the *BLM Boise Smokejumpers User Guide*, and in the *Alaska Fire Service*
37 *Operational Procedures, Policies, and Guidelines*. Contact BLM
38 smokejumpers in Boise at (208) 387-5426 or in Alaska at (907) 356-5540 for
39 these publications.
40
41 **BLM SMKJ Equipment**
42 BLM smokejumpers use aircraft approved by the interagency Smokejumper
43 Aircraft Screening and Evaluation Board (SASEB). All aviation operations will
44 be performed according to established agency policies and procedures.
45

1 BLM smokejumpers use the Smokejumper Ram-Air Parachute System
2 exclusively. All abnormalities in personnel parachute equipment and procedures
3 will be reported through the Malfunction and Abnormality Reporting System
4 (MARS). All parachuting operations will be performed according to established
5 agency policies and procedures. All modifications to and deviations from
6 established standards will be reported, documented, and approved through the
7 BLM SMKJ Modification Documentation (MODOC) process.
8
9 **BLM SMKJ Training**
10 To ensure proficiency and safety, smokejumpers complete annual training in
11 aviation, parachuting, fire suppression, administration, and safety. Experienced
12 jumpers receive annual refresher training in these areas. First year
13 smokejumpers undergo a rigorous four week long smokejumper training
14 program. Candidates are evaluated to determine:
15 • Level of physical fitness
16 • Ability to learn and perform smokejumper skills
17 • Ability to work as a team member
18 • Attitude
19 • Ability to think clearly and remain productive in a stressful environment
20
21 **BLM Smokejumper Training and Qualification Standards**

Position	IQCS Target	SMKJ 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	

22
23 **BLM Smokejumper Physical Fitness Standards**
24 The national smokejumper physical fitness standards are mandatory. The BLM
25 smokejumper target standards are voluntary. The target standards are
26 established to provide BLM smokejumpers a common standard against which to
27 gauge their physical fitness level. BLM smokejumpers are encouraged to meet
28 or exceed these standards.
29
30
31
32
33
34
35
36

National SMKJ Standard	BLM SMKJ 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

1

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

3 Each BLM unit Fire Management Officer will perform the duties of an ODO or
4 will provide a delegated ODO for their units during any period of predicted
5 incident activities. ODOs responsibilities may be performed by any individual
6 with a signed Delegation of Authority from the local agency administrator.
7 Qualifications for the ODO will be identified within the Unit Annual Operating
8 Plan. The required duties for all BLM ODOs are:

9 • Monitor unit incident activities for compliance with BLM safety policies.

10 • Coordinate and set priorities for unit suppression actions and resource
11 allocation.

12 • Keep unit agency administrators, suppression resources, and Information
13 Officers informed of the current and expected situation.

14 • Plan for and implement actions required for future needs.

15 • Document all decisions and actions.

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

22

23 **Employee Advocacy**

24 Fire operations doctrine acknowledges the inherent danger of fire operations and
25 the potential for serious injury or death to firefighters. When these occur, it is
26 important that Bureau employees are provided the best and most appropriate
27 care possible. Managers should consult their human resources experts to ensure
28 that applicable Departmental and Bureau human resources policies and
29 guidelines are followed. In addition, the following website provides information
30 to assist managers in dealing with the many complexities of these occurrences.

31 http://web.blm.gov/internal/fire/fire_ops/index.html

32

Notification

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

- Any supervisor with an employee requiring medical care who is not released back to duty (full or light) immediately after treatment will make contact with the state FOG member for state where the employee is being held as soon as possible. This contact will be in addition to contacts made to the home unit chain of command.