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Chapter 02

BLM Wildland Fire and Aviation Program Organization and Responsibilities

Introduction

This document 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 document will be reviewed and updated annually.

Office of Fire and Aviation

The Bureau of Land Management Office of Fire and Aviation (OF&A) consists of a Director (OF&A), Deputy Director (Boise), Deputy Director (Washington), Fire Operations Group Manager, Aviation Group Manager, Planning and Resources Group Manager, Support Services Group Manager, Budget and Evaluation Chief, External Affairs Group Manager, Equal Employment Opportunity Manager, and the International Program Manager.

Program Manager Responsibilities

Director, Office of Fire and Aviation

- 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 Bureau of Land Management 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.

- 1 • Initiates or participates in Boards of Review concerning actions taken on
2 selected wildland fires.
- 3 • Negotiates cooperative agreements and/or modifications of existing
4 national level agreements to improve fire and aviation management
5 activities on bureau lands.
- 6 • Reviews funding requests for severity, hazardous fuel reduction, and
7 emergency rehabilitation of bureau lands damaged by wildland fires;
8 makes determinations on funding levels and recommends approval to the
9 Director, Bureau of Land Management.
- 10 • Serves as designated contact for the United States Department of the
11 Treasury for the certification and revocation of Certifying Officers and
12 Assistant Disbursing Officers (CO/ADO) and Designated Officials for
13 emergency incident payments.

14

15 Fire Operations Group Manager

- 16 • Serves as the principal technical expert on fire operations to the Director,
17 OF&A and to the BLM State Fire Programs.
- 18 • Provides the Director, OF&A, technical advice, operational oversight, and
19 leadership in all aspects of fire operations.
- 20 • Performs annual fire program preparedness reviews. Evaluates compliance
21 with policies, objectives, and standards. Assesses operational readiness
22 and provides technical assistance to solve identified problems. Performs
23 other operations reviews as required /requested.
- 24 • Assists the Director, OF&A, in the formulation and establishment of
25 national policies and programs pertinent to wildland fire preparedness,
26 suppression, shared national resources, safety, training, and equipment.
- 27 • Serves as the BLM technical expert on national interagency mobilization
28 and utilization of fire suppression resources.
- 29 • Develops national plans, standards, and technical guides for the BLM and
30 interagency fire management operations.

31

32 Aviation Group Manager

- 33 • Serves as principal aviation advisor to the Director, Office of Fire and
34 Aviation, other staffs, states, and to the DOI.
- 35 • Identifies and develops bureau aviation policies, methods and procedures,
36 as well as standardized technical specifications for a variety of specialized
37 firefighting and other missions for incorporation into the directives system.
- 38 • Coordinates aviation-related activities between the Washington Office
39 (WO), states, and with other wildland firefighting, regulatory,
40 investigative, military agencies, and services.
- 41 • Coordinates provision and use of aviation resources with Business
42 Practices, aviation user staffs at the WO, and state office level.
- 43 • Represents the BLM at interagency meetings, in interagency committees
44 developing government-wide aviation policies, requirements, procedures,
45 reports, and at aviation industry meetings and conventions.

- 1 • Develops and implements aviation safety programs, accident investigation
2 procedures, and aviation safety trend analyses.
- 3 • Plans and conducts reviews and evaluations of state aviation programs.
- 4 • Plans and conducts technical and managerial analyses relating to the
5 identification of aviation organization and resources appropriate for agency
6 use, cost-effectiveness of aviation firefighting, other specialized missions,
7 aircraft acquisition requirements, equipment developmental needs, and
8 related areas.

9 10 **Planning and Resources Group Manager**

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

35 36 **Support Services Group Manager**

- 37 • Manage all aspects of the responsibilities and programs under the
38 jurisdiction of NIFC for the benefit of the BLM and cooperating agencies.
- 39 • Directs the accomplishment of the approved operating budget, exercising
40 appropriate control to assure program quality goals are met according to
41 established standards.
- 42 • Interprets departmental and bureau policies and directives as they affect
43 NIFC programs.
- 44 • Participates in the bureau-wide and interagency task force activities as a
45 leader or member.

- 1 • Responsible for the NIFC Site and Facilities Management, Business
2 Practices, Human Resources, and Information Resource Management.
- 3 • Is a focal point and frequent spokesperson for the bureau and the national
4 level management, assures a public awareness of bureau programs and
5 coordinates with key officials in affected federal agencies, states, and
6 occasionally with other entities such as: foreign governments, private
7 individuals, private organizations, vendors, suppliers, transportation
8 groups, airlines, and others.
- 9 • Supports the implementation of the Bureau's Automation/Modernization/
10 Information Resource Management (IRM) initiatives as they apply to
11 BLM/NIFC.

12

13 External Affairs Group Manager

- 14 • Responsible for coordination of information between the Departmental
15 Office of Wildland Fire Coordination to the BLM, BIA, USFWS, NPS, FS,
16 National Association State Foresters (NASF), and Federal Emergency
17 Management Agency (FEMA) at NIFC.
- 18 • Responsible for coordination of the responses to: Office of management
19 and Budget (OMB), Government Accounting Office (GAO),
20 congressional, political and other external inquires between agencies and
21 departments, establishing and maintaining cooperative relationships
22 resulting in quality work products.
- 23 • Serves as the manager of the External Affairs program for the National
24 Interagency Fire Center.
- 25 • Develops recommendations pertaining to External Affairs aspects for BLM
26 Fire and Aviation policies.
- 27 • Initiates External Affairs policies and procedures pertaining to Fire and
28 Aviation for adoption at the department level in conjunction with other
29 departments and agencies.
- 30 • Serves as personal and direct representative of the Director, Office of Fire
31 and Aviation at various meetings and functions with members of congress
32 and staff, state governors and legislatures, officials of local, state and
33 federal agencies, major private corporations, public and private interest
34 groups, and foreign governments.
- 35 • Serves as External Affairs expert and consultant to the Director, Office of
36 Fire and Aviation on a wide variety of issues and policies of controversial
37 nature, providing analysis and advice on public reaction to major policy
38 and program issues.

39

40 Equal Employment Opportunity Manager (EEO)

- 41 • Manages the Equal Employment Opportunity (EEO) program in
42 accordance with legal, regulatory, and policy requirements.
- 43 • Manages and directs the Counseling Program, and Alternative Dispute
44 Resolution (ADR) programs, in accordance with Equal Employment

- 1 Opportunity Commission (EEOC) regulations and BLM policy as well as
2 for other NIFC agencies.
- 3 • Advises managers and aggrieved persons of employee rights and
4 responsibilities, procedural options and timeframes in conflict situations,
5 formulates proposed resolutions.
 - 6 • Negotiates with managers, aggrieved persons and their representatives to
7 informally resolve EEO matters, and executes final settlement agreements.
 - 8 • Manages the Affirmative Employment Program (AEP).
 - 9 • Develops and maintains the accessibility program for the disabled, required
10 under Section 504 of the *Rehabilitation Act of 1973*, as amended, and the
11 *Americans with Disability Act* (ADA of 1990).
 - 12 • Conducts analyses to evaluate progress in meeting equal employment
13 opportunity program goals.
 - 14 • Administers training activities for the organization.
 - 15 • Provides managers and supervisors with guidance and advice on issues
16 related to EEO/civil rights program activities.
 - 17 • Represents the organization in meetings with public and private groups,
18 universities, minority and women's organizations, other DOI components,
19 and other federal agencies.

21 **International Program Coordinator**

- 22 • Defines the mission, goals, and objectives of the BLM Office of Fire and
23 Aviation International Program (IP).
- 24 • Develops and updates written guidelines for Internal Affairs and manages
25 the program on a day-to-day basis.
- 26 • Is the primary liaison between BLM and departmental level offices
27 (Policy, Management and Budget, External and Inter-governmental
28 Affairs, and the Solicitor's Office) on Fire and Aviation's IP activities.
- 29 • Initiates, plans, and coordinates the preparation of letters of invitation,
30 necessary visas and clearances, prepares agendas, and presents briefings to
31 high level international visitors brought to the United States through the IP.
- 32 • Collaborates in the formulation of interagency fire management and fire
33 suppression program activities in order to identify and promote domestic
34 "best practices" for potential use in the international fire management
35 environment.
- 36 • Advises the Director and other senior managers within the Office of Fire
37 and Aviation on issues related to BLM involvement in all-risk disasters
38 such as wildfire, other natural disasters, and terrorism.
- 39 • Identifies qualified BLM employees for international disaster assistance
40 support and international assignments.
- 41 • Coordinates the interagency relationship with the Forest Service's Disaster
42 Assistance Support Program (DASP), the U.S. Agency for International
43 Development's Office of Foreign Disaster Assistance (OFDA), and
44 manages the Memorandum of Understanding (MOU) between DASP and
45 BLM.

- 1 • Provides leadership in developing disaster management coordination
2 mechanisms, procedures, methodologies, and written guidelines for use
3 during international disaster response activities with DASP, OFDA, the
4 Department of Defense, UN relief organizations, and humanitarian relief
5 organizations.
- 6 • Performs as both the National Military Logistics Coordinator and the
7 International Logistics Coordinator during National Preparedness Levels 4
8 and 5.

9
10 **State Director**

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

16
17 **District/Field Manager**

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

24
25 **Management Performance Requirements for Fire Operations**

PERFORMANCE REQUIRED	OF&A 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
2. Develops fire prevention, fire suppression, and fire use standards that are compliant with agency fire policies.	X	X	X	X

PERFORMANCE REQUIRED	OF&A Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
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 <i>Fire Management Leadership Course</i> . Ensure that personnel delegated fire program responsibilities have completed the <i>Fire Management Leadership Course</i> .			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
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

PERFORMANCE REQUIRED	OF&A Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
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 agency policy.	X	X	X	X
15. Provides a written delegation of authority, WFSA, and an <i>Agency Administrator Briefing to Incident Management Teams</i> .		X	X	X
16. Ensures that resource advisors are identified, trained and available for incident assignment. Refer to <i>Resource Advisors Guide for Wildland Fire</i> PMS 313, NFES 1813, Jan 2004.			X	X

PERFORMANCE REQUIRED	OF&A Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
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 " <i>Fire Trespass Handbook</i> " 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
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

PERFORMANCE REQUIRED	OF&A Directorate	State Director /Associate	District /Resource Area Manager	Field Manager
24. Ensures Unit Safety Program is in place, has a current plan, has an active safety committee, and includes the fire program.	X	X	X	X
25. Annually updates and reviews the <i>Agency Administrator's Guide to Critical Incident Management</i> (NFES 1356)	X	X	X	X
26. Ensure 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.

1 **After Action Review**

2 Appendix B the “Managers Supplement for After Action Review” emphasizes
 3 the factors that are critical for ensuring safe and efficient wildland fire
 4 suppression, and provides examples for managers to use in their review of
 5 incident operations and incident commanders.

6
 7 Requirements for fire management positions are outlined in the *Interagency Fire*
 8 *Program Management Qualifications Standards and Guide* (IFPM) Standard.
 9 The supplemental Qualification Standard for professional GS-0401 Fire
 10 Management Specialist positions, approved by the Office of Personnel
 11 Management, is also included in the IFPM Standard. The *Interagency Fire*
 12 *Program Management Qualification Standards and Guide* can be found in its’
 13 entirety on the IFPM website: <http://www.ifpm.nifc.gov>.

14
 15 **Training for Acting Agency Administrators**

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

- 19 • National- *Fire Management Leadership*
- 20 • Geographic- *Local Fire Management Leadership*

21
 22 Either class is acceptable but the national course is preferred.

23
 24 Experience requirements for positions in Alaska Fire Service, Oregon and
 25 California (O&C) Districts, NIFC, national office, and other fire management
 26 positions in units and state/regional offices will be established as vacancies
 27 occur, but will be commensurate with the position’s scope of responsibilities.
 28 The developmental training to fully achieve competencies should be addressed
 29 in an IDP within a defined time period.

30
 31 **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. <i>(Federal Wildland Fire Management Plan 2001 [FWFMP])</i>	X	X	X

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

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
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 (<i>Interagency Standards for Fire and Fire Aviation Operations</i> , Chapter 9).	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
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

PERFORMANCE REQUIRED	State FMO	District/ Zone FMO	Field Office/ Resource Area FMO
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 <i>Agency Administrator's Guide to Critical Incident Management</i> . (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

2 **Delegation of Authority**

3

4 **Delegation for State Fire Management Officers**

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

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

18
19 **Safety Officer**

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

25
26 **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		
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	

PERFORMANCE REQUIRED	State Safety Manager	District/Zone Safety Manager	Unit Fire Management Officer	Field/Resource Area Manager
5. A safety committee or group which includes fire representation is organized to monitor safety and health concerns and activities.		X	X	X
6. Written safety and health programs required by OSHA are in place and being implemented to include fire personnel.	X	X		
7. Employees are being provided mandatory safety and health training.		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., <i>Incident Response Pocket Guide</i> , <i>1112-2 Manual</i> , <i>Fireline Handbook 410-1</i>).			X	
10. Procedures are in place to ensure <i>Interagency Standards for Fire and Fire Aviation Operations</i> 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	
13. Special projects risk assessments are completed and crew briefings are given prior to beginning work.		X	X	

PERFORMANCE REQUIRED	State Safety Manager	District/Zone Safety Manager	Unit Fire Management Officer	Field/Resource Area Manager
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 is being supplied, 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		

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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.

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

4
5 Harassment and misconduct will not be tolerated under any circumstances and
6 will be dealt with in the strictest of terms. We must all take responsibility for
7 creating and ensuring a healthy and safe work environment. Employees who
8 experience or witness harassment, misconduct or any inappropriate activity
9 should report it to the proper authority immediately.

10 **Examples of harassment and misconduct**

- 12 • **Physical conduct** - Unwelcome touching, standing too close, looking up
13 and down, inappropriate or threatening staring or glaring, obscene,
14 threatening, or offensive gestures.
- 15 • **Verbal or written misconduct** - Inappropriate references to body parts;
16 derogatory or demeaning comments, jokes, or personal questions; sexual
17 innuendoes; offensive remarks about race, gender, religion, age, ethnicity,
18 or sexual orientation, obscene letters or telephone calls, catcalls, whistles
19 or sexually suggestive sounds.
- 20 • **Visual or symbolic misconduct** - Display of nude pictures, scantily-clad,
21 or offensively-clad people; display of offensive, threatening, demeaning, or
22 derogatory symbols, drawings, cartoons, or other graphics; offensive
23 clothing or beverage containers, bumper stickers, or other articles.
- 24 • **Hazing** - Hazing is considered a form of harassment. “Hazing” is defined
25 as *“any action taken, or situation created intentionally, to produce mental*
26 *or physical discomfort, embarrassment, or ridicule”*.
- 27 • **Alcohol** - The use of alcohol during any work period is strictly prohibited.
28 The performance of job duties while under the influence of alcohol is
29 prohibited. Underage personnel alcohol use is prohibited at all times.