



United States Department of the Interior  
BUREAU OF LAND MANAGEMENT  
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To: All Law Enforcement Officers  
State and Center Directors  
Attn: State Fire Management Officers

From: Grant Beebe  
Assistant Director, Fire and Aviation

Subject: Bureau of Land Management (BLM) Law Enforcement (LE) Guidance for the  
Department of the Interior (DOI) Wildland Firefighter (WLFF) Medical Standards  
Program (MSP)

**Program Area:** Wildland Fire Preparedness, Wildland Fire Safety

**Purpose:** This Instruction Memorandum (IM) provides direction for BLM LE participation in the DOI Wildland Firefighter MSP and augments guidance found in the *Interagency Standards for Fire and Fire Aviation Operations*.

**Administrative or Mission Related:** Mission

**Policy/Action:** All BLM employees (incumbents and applicants) who participate in arduous duty wildland fire activities must meet the federal interagency wildland firefighter medical standards regardless of employment status and hiring authority, including emergency firefighters (Administratively Determined (AD)/casual hires) and collateral duty firefighters. Medical clearance in accordance with the WLFF MSP is required prior to taking the Work Capacity Test (WCT), performing arduous duty wildland fire duties, or any agency sanctioned physical fitness training to prepare for these duties. BLM Fire and Aviation will accept the BLM LE Medical and Fitness Standards as equivalent to the light or moderate physical fitness level.

Arduous Duty

The same LE medical exam is also used for collateral duty wildland firefighting LE employees. If a law enforcement officer (LEO) seeks an arduous physical fitness level for wildland firefighting purposes, the BLM Law Enforcement Medical Standards Officer (LEMSO) will request an additional Wildland Firefighting Determination review of their LE exam. No additional exam is required. The LE exam results will be reviewed against the WLFF medical standard, and the LE

employee must receive a “Qualified” or “Qualified with Risk Mitigation Waiver” determination for that employee to participate in collateral duty wildland firefighting.

### Light and Moderate Duty

For those law enforcement officers seeking a light or moderate physical fitness level, they will need a completed LE medical exam with a determination of “Qualified” or “Qualified with Risk Mitigation Waiver” (see General Order 40 – Medical Standards) and to have passed the annual Physical Efficiency Battery (PEB) (see General Order 08 – Fitness Standards). Presenting these two documents (reference Attachments 1 and 2) to the Fire Management Officer (FMO) or training officer will satisfy the requirements for the light and moderate physical fitness levels.

### Exam Periodicity and Self-certification

The comprehensive exam is scheduled prior to LE delegation and periodic exams every three years thereafter. The DOI WLFF MSP three-year periodicity is based on the date of the actual physical exam. Law enforcement officers medically qualified for arduous wildland firefighting will also need to self-certify annually, and whenever they experience a significant change in medical status. The LEO initiates this annual self-certification within their account portal. Once self-certification is complete, the LEO will print out the certificate and provide it as verification of medical qualification at the WCT (reference Attachment 3) and provide a copy to the FMO or training officer. Annual self-certifications between periodic exams must be completed within 12-months of the previous exam or self-certification date.

### Exam Payment

All required exams are centrally funded at the national level. The employee should not pay for or be billed for agency ordered medical exams. If the medical contractor makes a determination of “Not Qualified”, the LEO has an opportunity to provide additional medical documentation at any time for review to determine if your medical condition meets the standards or for a static and stable determination. All costs associated with obtaining additional documentation or testing is the responsibility of the employee. The medical review and waiver process for LE will be coordinated through the LEMSO.

**Timeframe:** Effective immediately.

**Budget Impact:** There is no direct financial impact to states/centers/units. Costs of exams are centrally funded at the national level.

**Background:** Medical qualification programs, as stated in 5 Code of Federal Regulation 39, provide consistent medical standards in order to safeguard the health of employees whose work may subject them or others to significant health and safety risks due to occupational or environmental exposure or demand. Agency administrators and supervisors are responsible for the occupational health and safety of their employees performing wildland fire activities.

**Manual/Handbook Sections Affected:** *Interagency Standards for Fire and Fire Aviation Operations*, chapters 2 and 13 will be updated during its normal revision cycle.

**Coordination:** This IM has been coordinated with the Office of Law Enforcement and Security (OLES), the Fire and Aviation Directorate, Division of Fire Operations (FA-300), the Division of Support Services (FA-200), the Fire and Aviation Directorate Human Resources Officer (FA-220), and the Fire and Aviation Directorate Equal Employment Opportunity Manager (FA-120).

**Contact:** Questions should be routed to the LEMSO, Senior Special Agent Andrew Prys, at 719-252-4708 or prys@blm.gov.

Other program questions should be sent to Tim Blake, BLM Fire Safety Program Manager, 208-387-5434, [tblake@blm.gov](mailto:tblake@blm.gov) or Bodie Ronk, FA-200 Division Chief, 208-387-5044, [bronk@blm.gov](mailto:bronk@blm.gov). LE Human Resources or SHRO questions should be sent to Alexandria Garcia, HR Specialist (Employee Relations) for OLES, 505-803-2151 or at [aegarcia@blm.gov](mailto:aegarcia@blm.gov).

Signed by:  
Grant Beebe  
Assistant Director, Fire and Aviation

Authenticated by:  
Cameron Shawver  
Records Assistant

[Attachments 1 – Example of Medical Determination Document \(1p\)](#)

[Attachment 2 – Example of PEB Participant Data Sheet \(1p\)](#)

[Attachment 3 – Wildland Fire Fighter Self Certification Medical Document \(1p\)](#)

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