

BLM Standards for Fire Business Management

U.S. Department of the Interior
Bureau of Land Management

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To: Bureau Personnel

From: Assistant Director, Fire and Aviation, Bureau of Land Management

Subject: *BLM Standards for Fire Business Management*

The BLM Fire and Aviation Fire Leadership Team tasked the BLM Fire Business Management Group (FBMG) to annually review and provide recommended changes to the *BLM Standards for Fire Business Management*.

The *BLM Standards for Fire Business Management* states, references, or supplements policy and provides program direction for the Bureau of Land Management.

Employees engaged in fire suppression and fire management activities will comply with fire business management policy documents.

The contents of these standards are not to be modified. Supplemental direction of a more specific restrictive nature may be issued separately.

Suggestions for modifications to the publication should be sent to your fire business representative listed in the Introductory section.

Grant Beebe

Digitally signed by GRANT BEEBE
Date: 2025.06.04 15:41:33 -06'00'

Grant Beebe
Assistant Director, Fire and Aviation, Bureau of Land Management

TABLE OF CONTENTS

INTRODUCTION	1
Document Purpose	1
Document Scope	1
Review, Updates, Request for Change	1
Mission.....	1
Purpose.....	1
CHAPTER 1 PERSONNEL	3
References.....	3
General Guidelines.....	3
Coding Base 8 Hours	4
Guidance on Earning, Using and Paying Overtime and Compensatory Time	5
Responsibilities.....	5
Types of Overtime	5
Compensatory Time Off Earned During Official Travel (5 CFR 550.1404).....	10
Compensatory Time	11
Credit Hours.....	12
Hazard Pay Documentation	12
Pay Codes In Quicktime	13
Base Time	13
Overtime	14
Differentials	16
HC IRP, Incident Response Premium Pay.....	20
Injury Leave – Continuation of Pay (COP).....	21
Other Key Points.....	21
Boot Stipend.....	22
Qualifications.....	22
Procedures for Authorizing Payment of Boot Stipend.....	23
Administration	24
Quick Time	24
OF-288, Emergency Time Report.....	24
e-ISuite Enterprise Account Management	24
Federal Appointment Authorities.....	25

1	Definitions.....	26
2	Incident Assignments.....	29
3	CHAPTER 2 CASUAL HIRES.....	33
4	References.....	33
5	BLM AD Pay Guidance.....	33
6	Proper Application of the AD Pay Plan.....	33
7	Sponsoring Unit Responsibilities.....	35
8	Hiring Forms.....	36
9	Electronic Funds Transfer (EFT) waivers.....	37
10	Federal/State Taxes.....	37
11	Travel.....	37
12	International Travel.....	38
13	Federal Employee Health Benefits	38
14	Exception Positions.....	39
15	Activating of Relatives.....	39
16	Incident Business Reviews.....	39
17	Payment Procedures for Casuals Activated Under the AD Pay Plan.....	39
18	Who Do I Call?	40
19	CHAPTER 3 TRAVEL	41
20	References.....	41
21	OF-1164 – Claim for Reimbursement for Expenditures on Official Business	41
22	Authorizations.....	41
23	Temporary Duty Receipts	41
24	Meals And Incidental Expenses (M&IE).....	43
25	Per Diem When Less Than 50 Miles	43
26	Per Diem When on Incident.....	44
27	Conventional and Non-Conventional Lodging Fees.....	44
28	Over Per Diem Lodging Requirements.....	45
29	Use of Unauthorized Web-Based Travel Services.....	45
30	In-Flight and Lodging Food Purchases	46
31	Commercial Airfare Procedures.....	46
32	Per Diem Reduction After 30 Day Assignment.....	46
33	Selecting Modes of Transportation	47

1	Rental Cars.....	47
2	National Emergency Rental Vehicles (NERV).....	48
3	CHAPTER 4 WORKERS COMPENSATION	49
4	References	49
5	SMIS/ECOMP	49
6	Employee's Responsibilities	49
7	Supervisor's Responsibilities	50
8	Special Case Handling in Certain Firefighter FECA Claims.....	55
9	Key Terms.....	57
10	CHAPTER 5 CHARGE CARDS	59
11	References	59
12	Training.....	59
13	Card Reconciliation Documentation.....	59
14	Fire Emergency Card	60
15	Meals For Fire Support- Nutritional Standards And Procurement Guidelines.....	61
16	Fleet Card.....	61
17	Fire Specific Documentation	61
18	Split Purchases	61
19	Crew Shirts.....	62
20	Purchase of Promotional Items	62
21	Critical Incident Stress Management Services	62
22	Non-Monetary Awards	63
23	Firefighter Charge Card Cheat Sheet.....	64
24	BLM Charge Card Documentation for Fire & All-Hazard Purchases.....	65
25	CHAPTER 6 ACQUISITION	69
26	References	69
27	Incident Payment Procedures.....	69
28	Agreement Identification	69
29	Incident Number/Cost Code Information.....	69
30	Vendor Signature on the Incident Payment Invoice	69
31	Payment for the First and Last Day Assigned to an Incident.....	70
32	Contents of Incident Payment Packages	70
33	Final Review of the Incident Payment and Land Use Agreement Payment Packages	71
34	Obtaining Automated Clearinghouse Information (ACH)/Other Forms of Emergency Payment.....	71

1	Payments Processed by Other Finance Offices.....	73
2	Accounts Payable Fire Team Contacts:	73
3	Retardant Payments	73
4	Incident Contracting Authorities and Procedures	74
5	Service and Supply Plan	74
6	Land Use Agreements.....	74
7	Emergency Incident Purchase Order.....	75
8	Numbering Scheme.....	75
9	Common Incident Purchase Requisition Items	75
10	Federal Procurement Data System-Next Generation (FPDS-NG) Reporting	77
11	Warrant Authorities	77
12	Department of Interior Emergency Warrants.....	77
13	Training – Authorization, Agreement and Certification of Training (SF-182)	77
14	References.....	77
15	Procurement of Training Services.....	77
16	Use of the Training Authorization Form.....	78
17	CHAPTER 7 PROPERTY MANAGEMENT	79
18	References.....	79
19	Employee Responsibility for Government Personal Property	79
20	Sensitive Items	80
21	Minimally Acceptable Security Precautions.....	80
22	Sensitive Equipment	80
23	Use of Government-Owned Property Restricted to Official Purposes	80
24	Management Controls for Government Property	81
25	System-Controlled Property.....	81
26	Locally-Managed Property	81
27	Incident Procured Property	82
28	Property Records.....	82
29	Disposal Process	82
30	Rental or Loan of Bureau-Owned Equipment	82
31	Government Property Provided to a Contractor	82
32	Identification	83
33	Fire Tools.....	83
34	Roles and Responsibilities	83

1	Government Purchase Card Holder	83
2	OFFICIAL USE OF MOTOR VEHICLES AND MOTOR EQUIPMENT.....	83
3	Domicile of Vehicles	84
4	Passengers in Government Provided Motor Vehicles/Equipment	84
5	Accident Reporting and Investigation.....	85
6	Board of Survey (BOS).....	87
7	CHAPTER 8 FUND CODE HANDBOOK.....	89
8	References	89
9	Chapter Purpose	89
10	Chapter Objectives.....	89
11	Accounting code definitions	89
12	BLM Organization Codes	90
13	Budget Object Class Codes and Definitions.....	90
14	BLM Subactivity List	90
15	Program Elements List.....	91
16	Subactivity: LF100 – Wildland Fire Preparedness	92
17	Subactivity: LF102 – IIJA Wildland Fire Preparedness	93
18	Subactivity: LF122 – Preparedness Disaster Relief Supplement	95
19	Subactivity: LF200 – Suppression Operations	97
20	Subactivity: LF210 – Severity	98
21	Subactivity: LF220 – Emergency Stabilization	99
22	Subactivity: LF240 – Suppression Cap Adjustment Fund.....	100
23	Subactivity: LF310 – Fuels Management	101
24	Subactivity: LF311 – Disaster Relief - Fuels Management.....	101
25	Subactivity: LF3120 – IIJA Fuels Management.....	101
26	Subactivity: LF312B – IIJA Fuels General	102
27	Subactivity: LF312C – IIJA Fuels Thinning	102
28	Subactivity: LF312D – IIJA Fuels Prescribed Fire.....	102
29	Subactivity: LF312E – IIJA Fuels Control lines.....	102
30	Subactivity: LF312F – IIJA Fuels Laborers	103
31	Subactivity: LF320 – Burned Area Rehabilitation	105
32	Subactivity: LF321 – Disaster Relief - Burned Area Rehabilitation	105
33	Subactivity: LF322 – IIJA Burned Area Rehabilitation	105
34	Subactivity: LF330 – Fire Facilities	106

1	Subactivity: LF340 – Joint Fire Science.....	107
2	Subactivity: LF342 – IJJA Joint Fire Science.....	107
3	Subactivity: LF460 – State Assistance Collections - Suppression	108
4	Subactivity: LF561 – State Assistance Expenditures - Suppression	108
5	Subactivity: LF571 – State Assistance Expenditures - Preparedness	109
6	Subactivity: LF581 – Preparedness Assistance Collections (Training publications)	110
7	Subactivity: L5325 – Fire Trespass (Public Domain).....	110
8	Subactivity: L5326 – Fire Trespass (O&C).....	112
9	Subactivity: LF690 – Fire Program Reimbursements	114
10	Subactivity: LF691 – All-Risk Reimbursements.....	115
11	CHAPTER 9 BLM FIRE CODING GUIDELINES.....	117
12	References.....	117
13	Chapter Purpose.....	117
14	Chapter Objectives.....	117
15	Deactivating Fire Codes.....	117
16	National Reviews	117
17	Correct Review Findings	118
18	Incident-Specific Codes.....	118
19	Appropriate Use of Incident-Specific Codes	119
20	Multiple-Incident Support Codes.....	119
21	Appropriate Use of Multiple-Incident Support Codes	120
22	Review of Support Code Use.....	121
23	National and State Director Severity	121
24	National Severity	121
25	Requesting Fire Severity from Fire and Aviation.....	122
26	Short-Term Severity.....	122
27	Pre-Positioning Funds.....	124
28	National Preposition Funding	124
29	State Discretionary Preposition Funding	124
30	Special Use Codes.....	125
31	LFSP99990000	125
32	LFSP44440000	125
33	LFSP77770000	125
34	LFSPTIME0000.....	127

1	LFSPCURR0000.....	127
2	LFSPB00T0000	127
3	LFSPAZA10000	127
4	Backfill.....	127
5	Appropriate Timeframes for Charging to a Fire Code.....	128
6	CHAPTER 10 ALL HAZARD GENERAL	129
7	References.....	129
8	Point of Contact	129
9	Coding Base-8 and Overtime.....	129
10	Hazard Pay and Environmental Differentials	130
11	Bi-Weekly and Annual Maximum Earnings Limitation.....	130
12	Emergency Workers (Casuals/AD).....	131
13	Work/Rest, Length of Assignment, and Days Off.....	131
14	Cache Items.....	131
15	Charge Card Purchases (Micro-Purchasing).....	131
16	Documentation.....	132
17	CHAPTER 11 CLAIMS	134
18	References.....	134
19	Department of the Interior Manual	134
20	BLM Manual.....	134
21	Military Personnel and Civilian Employees' Claims Act of 1964.....	134
22	Contract Disputes Act of 1978.....	134
23	NWCG Standards for interagency Incident Business Management(SIIBM).....	134
24	Filing a Tort Claim.....	135
25	Filing an Employee Claim	135
26	Filing a Contract Claim.....	137
27	CHAPTER 12 MANAGING TRESPASS COLLECTIONS AND STATE ASSIST	138
28	References.....	138
29	Fire Trespass Collections.....	138
30	Managing Fire Trespass Collections.....	138
31	State Assist Collections.....	140
32	Collections Offices.....	141
33	CHAPTER 13 POST-WILDFIRE ACTIVITIES	144
34	References.....	144

1	CHAPTER 14 BILLING AND PAYMENTS	148
2	IMET Billing and Payment Process.....	148
3	State Bills for Out of State Fires	148
4	Cooperator Payments	148
5	CHAPTER 15 PRESCRIBED FIRE AND FUELS	150
6	Procurement Different Than Suppression:.....	150
7	Administratively Determined Employee Usage:	150
8	Fire Emergency Card:	150
9		
10		

INTRODUCTION

DOCUMENT PURPOSE

The BLM Standards for Fire Business Management provides fire business guidelines, policy, and procedures consolidated into one document for both fire personnel and non-fire personnel that support the fire program to find answers to their questions. This will reduce the number of instruction memoranda (IMs)/information bulletins (IBs) that are created every year to reissue policies and procedures year after year.

DOCUMENT SCOPE

The BLM Standards for Fire Business Management states, references, or supplements policy for Bureau of Land Management (BLM) fire business management. Original source policy is stated or referenced throughout this document. This document attempts to quote verbatim, rather than to paraphrase, policy that is stated elsewhere and limits duplication of source policy when a reference will suffice.

Best practices and examples are highlighted in medium grey throughout the document.

REVIEW, UPDATES, REQUEST FOR CHANGE

The BLM Standards for Fire Business Management is updated annually. Proposed changes and updates to this document will be managed through the BLM Fire Business Management Group (FBMG).

The FBMG Mission and Purpose:

MISSION

Promote and coordinate effective and efficient fire business activities. The FBMG will incorporate all BLM policies and guidelines in supporting fire business management needs. The FBMG will consult and collaborate with the Fire Operations Group (FOG), Fire Leadership Team (FLT), and the National Fire and Aviation Directorate (FAD) to ensure support for all fire business practices.

PURPOSE

- Represent the state fire programs in all areas of fire business.
- Develop and recommend uniform implementation of agency fire business policy.
- Address fire business issues identified by other entities (e.g. other government agencies in the Department of the Interior (DOI), Forest Service (USFS), and states) and recommend solutions, implementations, and policies.
- Establish temporary or task specific groups as necessary to accomplish the above.

Assist in the development, review, and revision of agency fire business guidelines, procedures, and practices.

The FBMG is made up of the National Incident Business Lead, and the state Incident Business Lead from each BLM state office. There is a FLT and FOG liaison, a representative from the National Operations Center and a representative from the DOI Casual Payment Center on the FBMG as non-voting members.

FA	Vacant	(208) 387-5934	MT	Brandi Van Kleeck	(208) 308-1050
AK	Aleshia Purcell	(907) 356-5591	NM	Susan Haggerty	(505) 954-2193
AZ	Tony Beard	(602) 417-9299	NV	Christina Phillips	(775)-621-6629
CA	Vanessa Kobilis	(916) 978-4446	OR	Glenda Lindsay	(458) 802-3280
CO	Krissy Kappus (detail)	(303) 239-3958	UT	Sara Rios	(801) 539-4248
ES	Valerie Kamzalow	(970) 620-5310	WY	Kayla Davin	(307) 775-6054
ID	Dione Perkins	(208) 373-3852			

A list of current FBMG members can be found at [Fire Business Management Group – Incident Business](#).

CHAPTER 1 PERSONNEL

REFERENCES

- [DOI T&A Guide](#)
- [The BLM Payroll Manual](#)
- [Code of Federal Regulations \(CFR\) Title 5 Administrative Personnel](#)
- [NWCG Standards for Interagency Incident Business Management \(SIIBM\)](#)
- [Office of Personnel Management \(OPM\)](#)

GENERAL GUIDELINES

State/field offices are responsible for establishing procedures to ensure:

- Adequate supporting documentation of time charged in support of emergency or all hazard incidents, including initial attack.
- Supervisor review/verification of employee time records for adherence to and documentation of the established work/rest policy.
- Proper application of overtime and special pay regulations (e.g., night differential, hazard, exempt employee working in a non-exempt position).
- Employees working on and/or in support of incident assignments/activities, including initial attack and all-hazard, must document all time charged on a Crew Time Report (SF-261), Incident Time Report (OF-288), or similar locally approved document. An interim OF-288 without signature is acceptable for recording time at the end of a pay period and the final signed OF-288 is submitted to the home unit timekeeper upon demobilization of incident. These supporting documents will be signed by the appropriate supervisor and submitted to the employee's home unit timekeeper. The original time documentation is retained in T&A files, per records management requirements. The supervisor is responsible for approving travel time not posted at the incident.
- The home unit timekeeper, or employee if they are posting time into QuickTime, must properly code incident time in accordance with the Federal Personnel/Payroll System (FPPS) T&A Pay Codes Manual, National Business Center Client Interface Manual, the National Wildfire Coordinating Group (NWCG) Standards for Interagency Incident Business Management (SIIBM), and this guidance.
- Timekeepers who are recording duty hours from the OF-288 onto the T&A may not make any changes to "clock" time; however, corrections may be made to any addition or subtraction errors on the "time" totals.
- Each workday involves a 24-hour period, and each day starts and stops at midnight. Every day (Sunday through Saturday) is considered a workday during an incident until the incident is over or the employee is officially released from the incident.
 - Time is recorded on supporting fire documentation using military time and may be recorded in 15-minute, 30-minute, 45-minute, and one-hour increments.

- Approved CTRs, OF-288s, or similar locally approved document will have fire related activities identified as follows:
 - Regular time – no initial shown.
 - Travel time – initial “T”
 - Hazardous Duty time – initial “H”
 - Environmental Duty time – initial “E”
- Per 5 CFR 550.804, an agency may authorize pay, allowances and differentials for up to 6 years prior to the date of the administrative determinations that an employee is entitled to back pay.
- Prior to accepting an assignment, employees claiming a reasonable accommodation (RA) must have written approval from the home unit. Individuals will notify the incident host unit for the IC and AA to determine if the RA can be provided. ([Personnel Bulletin 21-03](#)).
- Employees should charge to their own 10-character cost center when coding to suppression, and severity unless otherwise specifically directed.

CODING BASE 8 HOURS

The BLM follows the base-8 funding policies presented below.

Employees Funded by Fire Preparedness Program (LF1000000/LF5710000)

Preparedness employees continue to charge their regular base-8 hours to the fire preparedness program and work breakdown structure (WBS) when they are assigned to a wildfire suppression incident, including initial attack e.g., (LF1000000/LF5710000.HU0000 LF.SP.XXXX0000). Overtime and premium pay (except Sunday premium as it is related to base hours) is charged to fire suppression functional area and (WBS) (LF2000000.HU0000 LF.SP.XXXX0000) as per Office of Wildland Fire IM, [OWF 2019-006 Coding of Base Salaries for Personnel Assignment to Wildfire Incidents](#).

Employees whose base-eight time is typically funded by Preparedness Activities shall charge their base-eight to Preparedness with the appropriate WBS while assigned to a wildfire incident. Employees funded by multiple Wildland Fire Management funds shall plan and charge their base-eight time to Preparedness Activities during months of expected high fire activity.

Note: In the examples, XXXX = fire code.

Employees Funded by Hazardous Fuels Reduction (LF3100000), Emergency Stabilization (LF2200000), Burned Area Rehabilitation (LF3200000) and Non-Fire Programs (LEO, MLR, etc.)

All non-preparedness employees will charge their regular base-8 hours and any overtime or premium pay to the fire suppression program (LF2000000.HU0000 LF.SP.XXXX0000) when assigned to a wildfire suppression incident.

Questions should be addressed to the state incident business lead. If the state lead is not available, inquiries should be directed to the national incident business lead. A list of BLM state incident business leads is available at the introduction of this guide.

GUIDANCE ON EARNING, USING AND PAYING OVERTIME AND COMPENSATORY TIME

The following guidance addresses issues related to earning, using, and paying overtime and compensatory time for BLM employees this includes employees who are covered by the Fair Labor Standards Act (FLSA) (status designation non-exempt), and those that are not covered (status designation exempt).

In locations where there are applicable collective bargaining agreement provisions that conflict with this guidance, the collective bargaining agreement takes precedence.

See [OPM Fact Sheets](#) for more information.

RESPONSIBILITIES

BLM supervisors and managers are responsible for:

- Establishing the hours of duty and work schedules for their employees and being cognizant of the hours being worked by all their employees and whether their employees are covered (non-exempt) under FLSA. The employee's FLSA designation is very important, as the actual work performed by the employee determines whether they are entitled to overtime and/or compensatory time. Information on the employee's Position Description Cover Sheet (OF-8) should identify the position's FLSA designation, or the servicing human resources office can provide this information.
- Taking positive steps to ensure employees are not performing work outside their regular tour of duty unless the immediate supervisor or higher-level management have ordered/authorized the work to be done at that particular time.
- Scheduling work to ensure the mission and functions of the organization are carried out efficiently and effectively.
- Authorizing and approving overtime or compensatory time in advance before the work is performed. The overtime or compensatory time may be authorized either in writing (preferred) or verbally; verbal authorizations should be followed by appropriate documentation.
- Distributing overtime equally among employees (collective bargaining agreements should be consulted to determine if this subject is addressed).
- Overtime may be directed as necessary. Failure to work directed overtime may result in disciplinary action. An employee is required to work overtime when ordered, unless the manager determines that the health or efficiency of the employee may be impaired, or circumstances make it impossible for the employee to work overtime.

TYPES OF OVERTIME

Callback Overtime

Paid when an employee is required to return to the place of employment or to a temporary duty location that is outside their regularly scheduled tour of duty, outside their scheduled time off for a holiday, or on a scheduled non-workday. Any callback overtime is unscheduled work and considered to be "irregular and occasional". Overtime work continuous with the exempt

employee's scheduled hours of work is not callback overtime. In other words, overtime is paid for the actual time when an employee is called in to begin working earlier than the employee's start time or is asked to continue working at the end of the employee's scheduled workday. The employee's manager must explicitly order and approve any overtime work that will occur at a non-work site.

Irregular or Occasional Overtime

Work scheduled after the start of the administrative work week for which the supervisor did not know the work would be required prior to the start of the administrative work week.

Example 1: an *exempt* employee's regular work schedule is the traditional Monday through Friday, eight hours a day. On Monday morning, the supervisor is notified of an emergency assignment and informs the exempt employee that overtime must be worked on Wednesday of the same week to meet the deadline. This meets the criteria for irregular or occasional overtime, as it was scheduled after the start of the administrative work week and the supervisor did not know it would be required.

Example 2: a *non-exempt* engine crew is working their regularly scheduled shift, 9:00 –18:00 and is called to an incident at 17:00. They begin working their irregular overtime at 18:00. Pre-approval to work the overtime is not required in emergency situations. However, the employees are responsible to notify their supervisor and ensure time documents are completed.

Regularly Scheduled Overtime

Work scheduled before the start of the administrative work week. Overtime is also regularly scheduled if the supervisor or manager knew or should have known in advance of the administrative work week the overtime work would be required.

Compensated Telephone Availability

Employees are not compensated for telework availability when they are required to remain available either by phone or other electronic device during certain off-duty hours. They may be called to perform emergency work and respond within a reasonable length of time. The employee will be paid for actual time worked upon receiving a call and providing guidance, without having to report to the designated work location. The employee only receives callback overtime when required to report to the designated work location.

Standby Status

An employee who is required to perform standby duty by remaining at or within the confines of a designated duty location for longer than ordinary periods of time for work-related reasons, not performing actual work but remaining ready to perform actual work when the need arises, is considered to be on duty. Time spent on standby duty is considered hours of work when an employee is restricted to a designated post of duty AND must be in a state of readiness to perform work AND activities are so limited an employee cannot use the time for personal reasons; examples of personal time are sleeping, eating, watching tv/movies, etc.

Suffered or Permitted Overtime

A non-exempt employee is entitled to compensation for overtime work that is "suffered or permitted" by management. "Suffered or permitted" overtime work occurs when a non-exempt

employee works outside of their approved traditional or Compressed Work Schedule (CWS) hours: (a) without the request or approval of a supervisor, AND (b) the work benefits BLM; AND (c) the supervisor knew the work was performed, or had reason to believe the work was performed; AND (d) the supervisor could have prevented the work from being performed. Any “suffered or permitted” overtime is considered irregular and occasional.

Overtime Pay for FLSA Exempt Employees Engaged in All Emergency “Wildland Fire Suppression” Activities

Employees whose regular and recurring work is determined to be FLSA exempt are to be paid at a rate equal to one and one half (1.5) times their hourly rate of basic pay when they are engaged in emergency wildland fire suppression activities (including standby, preposition and severity). Wildland fire suppression activities, for this purpose, do not include prescribed fire, other fuels management activities, implementation of fire rehabilitation plans, training in support of casualties, fire plan monitoring or any non-wildland fire incident activities.

The FLSA exempt employees performing emergency wildland fire suppression work are to code their overtime hours to Hours Code (HC) 113 - Fire Fighter Overtime Regular Unscheduled. For coding guidance see page 1-13.

Earning overtime under this provision does not affect the maximum earnings limitation rule that limits employee basic and premium annual pay to the greater of GS-15 Step 10 (Locality Rate) or Level V of the Executive Schedule.

The FLSA exempt employees performing agency-determined emergency work are authorized to be changed as non-exempt in the automated timekeeping system for the work week in which they perform over 50% non-exempt emergency work and are to code the respective overtime hours for that work week to HC 110 - Regular Overtime. Or :

In an emergency, the exemption status of an exempt employee is determined on a work week basis. An exempt employee shall be nonexempt for any weekly tour of duty in which the employee’s primary duties for the period of emergency work are nonexempt (5 CFR 551.211 (f) (2) (ii)). For purposes of this CFR, primary duties typically mean, the duty that constitutes the major part (over 50 percent) of an employee’s work (5 CFR 551.104). Nonexempt employees retain their nonexempt status regardless of the emergency work performed or the incident position to which assigned.

Overtime Pay for FLSA Exempt Employees Engaged in “Non-Wildland Fire” Emergency Work:

Emergency work for purposes of determining entitlement to non-wildland fire emergency work overtime, is work in response to a temporary condition that poses a direct threat to human life or safety, serious damage to property, or serious disruption to the operations of an activity, as determined by the employing agency (5 CFR 551.104), include but are not limited to hurricanes, floods, tornadoes, earthquakes and search and rescue operations. During the period of the agency-determined emergency, if the exempt employee’s primary duty (over 50% of employee’s work) is determined to be non-exempt for a work week, the employee becomes non-exempt for that work week and is entitled to FLSA overtime pay for all overtime hours during that work week (5 CFR 551.211).

The FLSA exempt employees performing agency-determined non-wildland fire emergency work are authorized to be changed as non-exempt in the automated timekeeping system for the work week in which they perform over 50% non-exempt emergency work and are to code the respective overtime hours for that work week to HC 110 - Regular Overtime.

Overtime for a FLSA Exempt Employee

Work time that is officially ordered and approved in excess of 40 hours in an administrative work week, 80 hours in a pay period, or hours in excess of a full-time employee's scheduled tour of duty. Paid leave is considered hours of work when determining overtime entitlement.

Overtime for FLSA exempt employees on a traditional work schedule is hours of work that are officially ordered and approved and in excess of the basic work requirement. This applies to both full- and part-time FLSA exempt employees on traditional schedules, as well as all FLSA exempt intermittent employees.

Overtime for a FLSA Non-exempt Employee

Work time that is officially ordered and approved or "suffered or permitted" (where applicable) hours of work, in excess of the basic work requirement, for a full-time employee's scheduled tour of duty. Paid leave is considered hours of work when determining overtime entitlement.

Overtime for FLSA non-exempt employees on a traditional work schedule is hours of work that is officially ordered and approved or "suffered or permitted," and in excess of eight hours in a day or 40 hours in an administrative work week. This applies to both full and part-time FLSA non-exempt employees on traditional schedules as well as all FLSA non-exempt intermittent employees.

Overtime for FLSA non-exempt employees on CWS is hours of work that is officially ordered and approved or "suffered or permitted." Overtime for part-time employees on CWS is hours of work that is officially ordered, approved or "suffered or permitted" and is in excess of the number of hours for the basic work requirement for a full-time employee on that type of work schedule.

Overtime for FLSA non-exempt employees on a Flexible Work Schedule (FWS) is hours of work that is officially ordered and approved and is in excess of the number of hours required for the basic work requirement (not including credit hours, when applicable). Hours of work that are officially ordered in advance (in writing) that are in excess of the basic work requirement are "overtime hours" and will be compensated as such (or as compensatory time if the employee so elects). Overtime for part-time employees on a FWS is hours of work that is officially ordered and approved in excess of the number of hours required for the basic work requirement of a full-time employee on that type of schedule. Credit hours worked are not overtime hours and cannot be compensated at the overtime rate or converted to compensatory time.

Other Premium Pay While Working Overtime

Night Differential

General Schedule (GS) employees whose work is **regularly scheduled** between 6:00 p.m. and 6:00 a.m. is paid night differential (10% of rate of basic pay) for base and overtime hours actually worked. Night differential is not paid for irregular or occasional overtime.

Example: An employee's regular schedule is 0600-2200. The employee is required to assist an emergency that occurs from 2200-2400 before going off shift and returns to their regular shift as of 0001. The employee is entitled to night differential from 1800-2200 and only over time from 2200-2400 as the added hours to the shift was irregular and not part of their regular schedule.

Wage Grade (WG) employees may be eligible for a differential for scheduled base and overtime hours determined on the type of work during the "night" hours (3:00 p.m. to 8:00 a.m.) identified by the shift code associated with the schedule worked; shift codes can be found in the DOI T&A Guide, page 1-5. This can be found in 5 U.S. Code 5545 (d) and 5 CFR 550.903. Additional monetary compensation is paid to the WG employees for the performance of work involving unusually severe working conditions or unusually severe hazards. 5 CFR 532.511

For additional information on Night Shift Differential: <https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/night-shift-differential-for-federal-wage-system-employees/>.

Holiday Premium Pay

Holiday premium pay (100% of rate of basic pay) is paid only for hours included in the employee's basic work week. Overtime worked on a holiday is not applicable to holiday premium pay and paid at the appropriate overtime rate.

Sunday Premium Pay

Sunday premium (25% of rate of basic pay) is paid only for hours included in the employee's basic work week. Overtime worked on a Sunday is not applicable to Sunday premium pay and paid at the appropriate overtime rate.

Overtime Computation

Overtime is paid in 15-minute increments.

For each employee whose rate of basic pay exceeds the rate for GS-10, step 1 the overtime hourly rate is equal to the greater of (a) 1.5 times the applicable minimum hourly rate of basic pay for GS-10, step 1; or (b) the employee's hourly rate of basic pay.

For each employee whose rate of basic pay does not exceed the rate for GS-10, step 1, the overtime hourly rate is 1.5 times his or her hourly rate of pay.

For fire and all hazard assignments see the overtime tables beginning on page 14.

Overtime While In Training

The BLM restricts the payment of overtime (and other premium pay) to an employee while attending training. This restriction includes any work an instructor may order an employee to perform outside of the classroom and outside of the hours of training.

Generally, the law prohibits paying overtime hours to employees who are attending training, except under certain circumstances (5 CFR 410.402 (b), and 551.423 (a) (2)).

Overtime While In Official Travel Status

The DOI's [Personnel Bulletin Number 08-01](#), established a policy for employees to earn, on an hour-for-hour basis, either overtime compensation or time off for time in a travel status away from the employee's official duty station when the travel time is not otherwise compensable. It is DOI's policy, that travel on behalf of the DOI must be accomplished during normal business hours. Deviations from standard itineraries should be noted and approved by managers in advance of the travel. The employee is required to document travel times during periods when they are not otherwise compensated.

It is the BLM's policy to compensate non-exempt employees' overtime pay for the time they spend in a travel status outside their normally scheduled hours when the activities are for the benefit of and under the control or direction of the agency.

A non-exempt employee is entitled to receive overtime pay for travel if the travel directly relates to a specific job assignment and extends his/her normal tour of duty.

Example: A non-exempt employee's normal workday is 7:30 a.m. until 4:00 p.m. and s/he must attend a meeting 30 miles from the office from 2:30 p.m. until 4:30 p.m. The employee is entitled to receive overtime pay for the time spent in the meeting from 4:00 p.m. until 4:30 p.m. and additionally for the travel time back to the office.

A non-exempt employee is entitled to receive overtime pay for official travel during non-duty hours if they: must work during travel (e.g., driving a government vehicle as part of a work assignment); travel as a passenger on an assignment away from the official duty station; or travel as a passenger on an overnight assignment on a day(s) that is not a regularly scheduled workday that corresponds to their regular working hours.

COMPENSATORY TIME OFF EARNED DURING OFFICIAL TRAVEL (5 CFR 550.1404)

BLM offices must track and manage granted and earned compensatory time off for travel time separately from other forms of compensatory time. All employees must use accrued compensatory time off for travel earned while travelling by the end of the 26th pay period after the pay period during which it was earned, or it will be forfeited, except in the following cases:

In rare cases, the BLM Director may grant an exception based on exigency of government business. If an employee fails to use his or her compensatory time off for travel earned under 5 CFR 550.1403(a) by the end of the 26th pay period after the pay period it was earned, the BLM Director, at their sole and exclusive discretion, may extend the time limit for using such compensatory time off for travel up to an additional 26 pay periods.

If an employee has been called to active duty or placed on the long-term rolls for an on-the-job injury and later returns to service with the DOI, the compensatory time off for travel will be re-credited and the employee will be obligated to use all the compensatory time by the end of the 26th pay period following the pay period in which the employee returns to duty, or such compensatory time off for travel will be forfeited.

COMPENSATORY TIME

Compensatory time is a substitute for monetary overtime. A manager cannot grant compensatory time for work that does not qualify as overtime work.

Compensatory time is granted for an equal amount of overtime work performed. Managers and supervisors have the discretion to order and approve compensatory time for exempt employees in increments appropriate to business requirements.

Compensatory time, instead of overtime for non-exempt employees, may be granted at the employee's request. The authorization for compensatory time in lieu of overtime is subject to the following limitations: any employee has the option to elect compensatory time instead of payment for irregular or occasional overtime; and an employee on a FWS has the option to elect compensatory time in lieu of paid overtime for regularly scheduled overtime. For situations in which an employee has the option to elect compensatory time in lieu of paid overtime, the election is solely at the employee's discretion. Managers and supervisors should avoid the appearance of coercing employees into requesting compensatory time. Approval to elect compensatory time in lieu of paid overtime must be done in advance of working the overtime. Those employees who choose compensatory time in lieu of emergency fire overtime must negotiate with their supervisor prior to taking an assignment and document the request the approval in writing and filed with the timekeeper.

Note: For *exempt* employees, compensatory time is considered premium pay and is included in the annual pay cap calculations.

Management may require that compensatory time be provided instead of payment for an equal amount of irregular and occasional overtime work for an exempt employee whose rate of basic pay is greater than a GS-10, step 1. The decision to pay compensatory time is management's discretion.

Compensatory time, instead of overtime, may also be granted at the request of an exempt employee, subject to the following limitation: any employee has the option to elect compensatory time instead of payment for irregular or occasional overtime; and an employee on a FWS has the option to elect compensatory time in lieu of paid overtime for regularly scheduled overtime. An employee on a traditional schedule or CWS cannot be authorized compensatory time in lieu of regularly scheduled overtime pay, even if requested by the employee.

General rules on the use of compensatory time off:

- Employees and managers have a shared responsibility for ensuring use of compensatory time as soon as practicable.
- Compensatory time off earned must be used by the end of the 26th pay period after the pay period during which it was earned. If a non-exempt employee does not take the earned compensatory time off within 26 pay periods, transfers to another agency or separates from Federal service, then s/he will receive payment for the unused compensatory time at the overtime rate in effect when earned. If an exempt employee does not take the earned compensatory time off within 26 pay periods, transfers to

another agency (outside the DOI) or separates from Federal service, then s/he will lose the compensatory time.

- Generally, accrued compensatory time should be used before annual leave is approved, unless the use of accrued compensatory time will result in the forfeiture of use-or-lose annual leave.
- Compensatory time cannot be used to offset advanced leave.
- Employees who move to another bureau within the DOI will have their compensatory time balance transferred to the gaining bureau.

See OPM website at <http://www.opm.gov/oca/pay/html/comp.htm> for additional information on compensatory time.

Change in FLSA Status

An employee's unused compensatory time is subject to the policy or regulations under which it was earned, regardless of their current FLSA designation.

Deputy Directors, Assistant Directors, State Directors, and Center Directors have the authority to identify and approve hours which will be creditable toward the accrual of compensatory time.

This authority may be further delegated, at their discretion, to the lowest managerial level practicable that serves the interest of the organization.

CREDIT HOURS

Credit hours are hours of work in excess of the basic work requirement and worked at the employee's option. Credit hours are only available to BLM employees under FWS. Employees may not earn credit hours on a traditional or CWS. Employees must request and receive management approval before working credit hours. Credit hours cannot be granted for overtime worked. Employees receive their regular pay, not overtime pay or compensatory pay, when credit hours are liquidated. Credit hours cannot be earned if training or homework is required by an agency. If training is required, it does not constitute hours that an employee elects to work with supervisory approval. (See the definition of credit hours in 5 U.S.C. 6121(4).)

For more information, refer to OPM Fact Sheet: Credit Hours Under a Flexible Work Schedule.

HAZARD PAY DOCUMENTATION

To provide proper documentation in support of the entitlement to hazard/environmental pay differentials, BLM employees should notate on their CTR and/or other supporting documentation (including OF-288s or locally approved timesheet) the duty performed that supports the entitlement. While providing documentation that the fire is "uncontrolled" could be considered additional documentation, it alone does not adequately support the entitlement to hazard/environmental pay differential.

References regarding hazard pay qualifications can be found at:

GS Employee References:

- SIIBM Chapter 10

- 5 CFR 550.901 through 550.907 and Appendix A (www.ecfr.gov)
- 5 CFR 532.511 and 513

Prevailing Rate Employee (WG, WS & WL) References:

- SIIBM Chapter 10
- 5 CFR 532.511 and Appendix A (www.ecfr.gov)

A document that describes proper documentation of hazard pay for CTRs and fire time sheets can be found at

https://web.blm.gov/internal/fire/budget/Reference_docs/Incident%20Business/IB-new/OrangeBk.html.

PAY CODES IN QUICKTIME

The following are hour codes (HC) related to wildland fire and non-fire emergency incidents. For specific definitions on pay codes refer to definitions earlier in this chapter.

BASE TIME

HC 010, Regular Time

This is used to record the regularly scheduled tour of duty hours an employee worked during the basic work week.

- Maximum hours per day - Do not record more than 8 hours of regularly scheduled duty hours per day, unless the employee is working an approved alternate work schedule. Then enter 9 or 10 hours, as applicable.
- Meal Period - Compensable meal period is the exception, not the rule. A meal period is only compensable when work is being performed and documented on a CTR, OF-288 or other locally approved fire time report.
- Ordered Standby - Ordered standby is limited to those times when employees are held by direction or orders at a specific location, fully outfitted and ready for assignment. The hours may be paid as base or overtime. Employees are not entitled to standby for time spent eating when actual work is not being performed, nor when free to rest, eat, or pursue activities of personal nature (i.e., mobilization/demobilization center).

HC 020, Annual Leave Used

This is used to record hours of annual leave used that are to be charged against the employee's accrued annual leave balance.

HC 030, Sick Leave Used

This is used to record hours of sick leave used that are to be charged against the employee's accrued sick leave balance.

An employee who has been determined to be too sick to perform work is entitled to guaranteed regular hours on the first day of the illness. On the second day the employee is placed on sick leave if the day is within the employee's basic work week at the home unit. If the second day of

illness occurs on the employee's regular non-scheduled workday day, no pay is given for that day.

HC 040, Compensatory Time – Earned

Compensatory time earned is time off with pay in lieu of overtime pay. Authorized compensatory time is earned in 15-minute increments.

HC 041, Compensatory Time – Used

This is used to record compensatory hours used. Compensatory time off may be taken in minimum periods of 15 minutes or multiples thereof.

HC 046, Compensatory Time Off for Travel – Earned

This is used to record the hours of compensatory time off for time spent by an employee in travel status away from the employee's official duty station when such time is not otherwise compensable. Authorized compensatory time is earned in 15-minute increments.

HC 047, Compensatory Time Off for Travel – Used

Authorized compensatory time off for travel is used in 15-minute increments.

HC 050, Holiday Not Worked

This is to record hours paid to the employee for all federally declared holidays. The employee will claim hours based on their normal work schedule.

HC 051, Holiday Worked

This code is to record hours worked for all federally declared holidays.

HC 061, Weather and Safety Leave

This is used to record hours of paid absence authorized for weather and safety purposes which is not charged to annual leave, sick leave, or compensatory time. Use HC 061 to code days off occurring on a regular workday at the home unit following a 14-day assignment and/or management directed days off. Employees are not compensated for a day off occurring at the home unit or on the incident that falls on a scheduled day off or on a holiday. See DOI [Personnel Bulletin No: 18-04](#).

OVERTIME

HC 110, Overtime Regular

This is used to record overtime hours performed outside the basic 40-hour work week. Use HC 110 to record wildland fire suppression activities for all non-exempt employees.

HC 110 is also used for recording overtime hours for an exempt employee working in support of non-fire emergencies (e.g., hurricanes, floods, earthquakes, etc.), and their primary duties are non-exempt for over 50 percent of the employee's work. Reference the SIIBM (chapter 10).

HC 111, Callback Overtime

This overtime is paid at the same rate as the rate of regular overtime for the employee.

HC 113, Overtime Exempt Employees

Premium pay for work in connection with emergency suppression activities. The HC 113 is used to record overtime hours performed outside the basic 40-hour work week for those exempt employees assigned to emergency wildland fire suppression activities to include Federal Emergency Management Act (FEMA) wildland fires and severity assignments.

This also applies to employees involved in the preparation and approval of emergency stabilization plans. The overtime provisions apply only during the initial emergency assessment period, until the emergency stabilization plan is submitted for approval or 21 days after fire containment (whichever is less).

This overtime pay provision does not apply to personnel involved in prescribed fire, other fuels management activities, implementation of fire rehabilitation plans, training in support of casual hires, or to overtime incurred in conjunction with any non-fire incident (e.g., hurricanes, earthquakes, floods, or other non-fire presidential declarations).

FIRE SUPPRESSION INCIDENT

Home Unit Position	Position on Incident	Overtime Code	Overtime Pay Rules	QuickTime Remarks
Exempt	Exempt	113*	Title V	N/A
Exempt	Non-Exempt**	110*	FLSA	***“Exempt as Non-Exempt” – select appropriate week(s) AND “Emergency Response Activities” (lifts bi-weekly pay cap)
Non-Exempt	Exempt	110	FLSA	“Emergency Response Activities” (lifts bi-weekly pay cap)
Non-Exempt	Non-Exempt	110	FLSA	“Emergency Response Activities” (lifts bi-weekly pay cap)

*Public Law 106-558 provides for exempt employees of the FS and DOI, who have their overtime hourly rate capped at GS-10, Step 1, or their base rate of pay whichever is greater to be paid at an overtime rate equal to one and one-half times their hourly rate of base pay **when engaged in emergency wildland fire suppression activities**. Use of QuickTime code 113 allows exempt employees to receive the proper overtime rate for performing exempt duties while on a fire incident. The bi-weekly pay cap is automatically lifted with the use of code 113.

**Non-Exempt duties must be performed at least 50 percent of each work week. A list of exempt and non-exempt can be found in the SIIBM (chapter 10 exhibit 10).

OTHER INCIDENTS (i.e., Hurricane, Tornado, Flood)

Home Unit Position	Position on Incident	Overtime Code	Overtime Pay Rules	QuickTime Remarks***
Exempt	Exempt	110	Title V	N/A
Exempt	Non-Exempt**	110	FLSA	***“Exempt as Non-Exempt” – select appropriate week(s)
Non-Exempt	Exempt	110	FLSA	N/A
Non-Exempt	Non-Exempt	110	FLSA	N/A

**Non-Exempt duties must be performed at least 50 percent of each work week. A list of exempt and non-exempt can be found in the SIIBM (chapter 10 exhibit 10).

***The bi-weekly pay cap may only be lifted when authorized. Authorization is generally issued in memo format at the Department level. If the cap is lifted, check the “Emergency Response Activities” block under “Special Pay Considerations” in the Remarks section of QuickTime.

REGULAR OVERTIME WORK
(including prescribed fire)

Home Unit Position	Overtime Code
Exempt	110
Non-Exempt	110

DIFFERENTIALS**HC 090-098, Hazard Pay**

GS employees are eligible for hazard pay, computed at the percent applicable to the work being performed typically 25 percent of the base rate for all hours in pay status, when performing firefighting on uncontrolled fires, climbing above 50-foot structures, tree climbing, low level flying, groundwork beneath hovering helicopters, and work in rough and remote terrain. Timekeepers should consult the DOI Time and Attendance Guide (page 3-1) for the proper codes. Definition and criteria for entitlement to hazardous pay for a GS employee is covered in the SIIBM (chapter 10) and 5 CFR 550.901 through 907. The justification for hazard pay must be documented and meet a valid definition for hazard pay. An individual who works on a fire until mid-day then returns to the office for the remainder of the day should charge all associated hazard pay hours to the fire.

- GS employees – the OF-288 will show an “H” by the hours. The timekeeper will use HC 090 and place a “V” in the Environmental Hazard “EH” section of the QuickTime screen for all hours in pay status.

Example: 090 V LF2000000 HU0000 LFSPXXXX0000

Note: Do not use a “V” with base hours (010) coding rather than coding “090”, it will charge the hazard pay to base 8 funding rather than suppression funds.

Wage Grade (WG) employees are entitled to environmental differential pay. The rate is computed at the percent applicable to the work being performed. Refer to DOI Time and Attendance Guide Chapter 5 Appendix B, Environmental and Hazard General Information. Criteria for entitlement to environmental differential for WG employees are covered in the SIIBM and [5 CFR 532.511](#). The amount of environmental differential shall be paid for actual time of exposure to the hazard, multiplied by the rate of a WG 10 step 2. The environmental differential must be documented with a reason for hazard and the number of hours working under the hazardous conditions. WG are paid for actual hours or all hours in pay status for numerous hazards. Refer to the CFR for direction.

- WG employees – the OF-288 will show an “E.” The timekeeper will need to place a “F/H/V/M” (depend on the hazard) in the “EH” section of the QuickTime screen. Timekeepers will use the appropriate Pay Code(s) per the table below. Note that there may be times when an employee will receive multiple environmental hazard codes for the same day.

Example: 090 H LF2000000 HU0000 LFSPXXXX0000

Pay Codes	090 Environmental/Hazard Differential
	091 Environmental/Hazard Differential Not Worked
	092 Environmental/Hazard Differential Overtime Worked
	093 Environmental/Hazard Differential Overtime Not Worked
	094 Environmental/Hazard Differential Sunday Overtime
	095 Environmental/Hazard Differential Sunday Overtime Not Worked
	096 Environmental/Hazard Differential Holiday
	097 Environmental/Hazard Differential Holiday Not Worked
	098 Environmental/Hazard Differential Sunday Premium

Note: Do not use a “F/H/V/M” with base hours (010) coding rather than coding “090-098”, it will charge the hazard pay to base 8 funding rather than suppression funds.

Note: In the examples, XXXX = fire code.

1 Documentation of Hazard Pay for Crew Time Reports and Fire Time Sheets

2 The table below is NOT ALL-Inclusive of hazard pay authorities; reference the CFR's for additional information

Hazard Description for CTR/Fire Time Sheet	GS	WG	Description	% Paid	Env Code
Firefighting uncontrolled fire	X		Participating as a member of a firefighting crew on the fire line, fighting forest and range fires <i>before the fire is controlled</i> . This does not include personnel engaged in logistical support, service and non-suppression activities.	25%	V
Firefighting		X	High Degree – fighting forest and range fires on the fireline	25%	V
Flying – Limited Control Flight	X		Individuals, except pilots, who are participating in limited control flights. <ul style="list-style-type: none"> Limited Control Flight – Flights undertaken <i>under unusual and adverse conditions</i>, e.g., extreme weather, maximum load or overload, limited visibility, extreme turbulence, or low level flights involving fixed or tactical patterns, <i>which threaten or severely limit control of the aircraft</i>. Hazard pay for flying activities is related to the use of the aircraft, not the work of the occupants. Hazard pay is not authorized for situations such as flying passengers from a work center to a location to fix equipment when there are no adverse conditions that threaten or severely limit the aircraft. 	25%	V
Flying - Low Level Flight		X	Low-level flights in small aircraft including helicopters at altitude of 150 meters (500 feet) and under in daylight and 300 meters (1,000 feet) and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 150 meters (500 feet); Document Actual hours of exposure	100%	M
Hover Hookup	X		Participating in ground operations to attach an external load to a helicopter hovering just overhead. Wage System – document actual hours of exposure	25%	F
Hover Hookup		X	Ground work beneath hovering helicopter. Participating in operations to attach or detach external load to helicopter hovering just overhead. Document Actual hours of exposure	15%	F
Exposure to hazardous weather or terrain.		X	Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees, such as the following: <ul style="list-style-type: none"> Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. Working in areas where there is a danger of rock falls or avalanches. Document Actual hours of exposure	25%	H
Work in Rough and Remote Terrain	X		Working on cliffs, narrow ledges, or near vertical mountainous slopes where a loss of footing would result in serious injury or death, or when working in areas where there is danger of rock falls or avalanches.	25%	H
High Work	X		Working on any structure of at least 15 meters (50 feet) above the base level, ground, deck, floor, roof, etc., under open conditions, if the structure is unstable or if scaffolding guards or other suitable protective facilities are not used, or if performed under adverse conditions such as snow, sleet, ice on walking surfaces, darkness, lightning, steady rain, or high wind velocity.	25%	V
High Work		X	Working on any structure of at least 30 meters (100 feet) above the ground, deck, floor or roof, or from the bottom of a tank or pit. Working at a lesser height if the footing is unsure or the structure is unstable. Document Actual hours of exposure	25%	H
Burned Area Emergency Response (BAER)	NA	NA	The assessment or implementation of BAER does not meet the definition of firefighting for hazard pay eligibility; however, other hazard pay criteria listed above may apply.		
Prescribed Fire	NA	NA	Does not meet the definition of firefighting for hazard pay eligibility; however, other hazard pay criteria listed above may apply.		

HC 130, Night Differential (GS employees only)

For temporary assignments or changes in hours made to the tour of duty during the administrative workweek, an employee is entitled to a night differential for a daily tour of duty that includes night work (6:00pm-6:00am). Advance notification (before the start of the work week) of a change in the administrative tour of duty is not necessary when employees are assigned to a temporary tour of duty.

In accordance with 5 CFR 550.122, temporary assignment to a different tour of duty and 5 CFR 610.121 establishment of work schedules, within the BLM, when an employee is temporarily changed to a different tour of duty in the middle of an administrative workweek, the change will become effective and eligible for night differential the first day following the change to the new temporary tour of duty.

Night Differential Scenarios	Entitled?	
	Yes	No
Travel time between the hours of 1800 – 0600 (to or from the incident). Also review the Safety (Handbook 1112-1 Safety & Health Management) on Driving Limitations (e.g., fatigue, weather, poor road conditions, distance, illness, driving hours between 10 p.m. and 5 a.m.).		X
Normal workday 0930-1800 – (the day of) Duty Officer orders extension past the normal workday.		X
Multi-day staging with established work hours such as 0800-2000 planned, in advance. The hours from 1800-2000 are established with 2 hours of night differential. Initial attack response after 2000 would not apply. The change will become effective and eligible for night differential the first day following the change to the new temporary tour of duty.	X	
Initial Attack of an incident falls between the hours of 1800 - 0600		X
Established Extended attack with operational shifts (may be documented on an Incident Action Plan (IAP)). Follows Initial Attack. The change will become effective and eligible for night differential the first day following the change to the new temporary tour of duty	X	
Employee's Basic Work Week of Regular Hours indicates regular hours to be during the hours of 1800 - 0600	X	
Extension of your current work schedule for the same day		X

Supervisors (incident or home unit) should clearly communicate to employees their new temporary tour of duty schedule to prevent confusion. While written notification of the new temporary tour of duty schedule is not required, it is highly recommended that employees on an assignment away from their home unit convey their temporary tour of duty schedule to their home unit supervisor and timekeeper.

HC 140, Sunday Premium Worked

This is used to record the non-overtime hours worked between midnight Saturday and midnight Sunday. Employees who are entitled to Sunday Premium are those whose regular basic tour of duty at their home unit includes Sunday as part of their basic work week. These employees retain the Sunday Premium on the incident as long as they perform work on Sunday at the incident.

HC IRP, INCIDENT RESPONSE PREMIUM PAY

On March 14, 2025, Congress passed the Full-Year Continuing Appropriations and Extensions ACT, 2025 (Public Law 119-4), Section 1807.

The Act establishes a new premium pay category that provides additional compensation for hours a wildland fire responder is mobilized on an incident, referred to as Incident Response Premium Pay (IRPP). These compensation reform initiatives have been coordinated with the Office of Personnel Management (OPM), the Interior Business Center (IBC), and the USDA.

To be eligible to receive IRPP:

- A federal employee must be on official orders to work or support a suppression incident, a prescribed fire, or a severity incident, AND
- The employee must be deployed to the qualifying incident:
 - which includes a wildfire incident, prescribed fire, or a severity incident, OR
 - an incident that the Secretaries of the Department of the Interior or Department of Agriculture determines is similar in nature.
- The employee must be deployed to a location outside the employee's official duty station or an incident-adjacent fire camp or other designated field location that is within the employee's official duty station.
- An employee on an initial response (initial attack) incident within their official duty station area, that was not contained within 36 hours and assigned to a fire camp or other designated field location.
 - On initial response incidents, the incident response premium is applied prospectively.

Field Entry/QuickTime:

To be properly compensated, eligible employees will track IRP time in Quicktime on their respective time and attendance using the following pay codes and timelines:

- Employees that mobilize on a qualifying incident should use the pay code "IRP" for 1 hour each day they are claiming the IRP as shown below.

Hours Code	Sun 05/04	Mon 05/05	Tue 05/06	Wed 05/07	Thu 05/08	Fri 05/09	Sat 05/10	Total
IRP	01:00	01:00	01:00	01:00	01:00	01:00	01:00	7:00

Implementation guidance and further related IRP FAQs can be found here: [BLM Incident Business Sharepoint Site](#)

INJURY LEAVE – CONTINUATION OF PAY (COP)

The COP rates are established according to Federal Employee Compensation Act (FECA) regulations. Directions for coding the OF-288 are found in the SIIBM, chapter 10. For Office of Workers' Compensation Program (OWCP) technical direction on coding OWCP lost time, coordinate with your local compensation specialist. The compensation specialist is responsible for verifying the continuation of pay rate and that other compensation disability reporting requirements are met.

The OF-288s will be received by the home unit with any CA-1 (injury) or CA-2 (illness) documentation completed during the incident assignment.

Pay Codes:

- 160, FECA/COP Paid (1st Occurrence) Continuation of pay (COP) for employees who sustain a disabling, job-related, traumatic injury. These employees are entitled to COP for a period not to exceed 45 calendar days from the date of injury.
- 161, FECA/COP Unpaid (1st Occurrence) Periods of unpaid time (non-work days) that fall within a period of paid FECA/COP leave.
- 164 - FECA/COP - Paid (2nd Occurrence)
- 166 - FECA/COP - Paid (3rd Occurrence)
- See your local OWPC specialist for further guidance after 3rd occurrence.

OTHER KEY POINTS

Maximum Earning Limitation

The [CFR 550.105\(a\)](#) limits GS employee's bi-weekly pay to the greater of the maximum step of a GS-15 or level V of the Executive Schedule (see also [5 CFR 550.106\(c\)\(1\)](#)). The bi-weekly maximum earnings limitation is waived for employees working in support of emergency wildland fire suppression activities. In order to qualify for the bi-weekly maximum earnings limitation, an employee's overtime work must be charged to wildland fire, Burned Area Emergency Stabilization and Rehabilitation (ESR), severity, or wildland fire suppression funds tied to the support of suppression operations, and that overtime work must be recorded on a time sheet approved by an appropriate supervisor.

All employees working on or in support of all non-wildland fire emergency incidents or activities are subject to the bi-weekly maximum earnings limitation. In certain non-wildland fire emergency circumstances, the bi-weekly maximum earnings limitation may be waived. The bi-weekly waiver must be approved by either the BLM WO Human Resource office or by the DOI Human Resource office if all four DOI bureaus are affected. When a waiver is requested for all four DOI fire bureaus, the request must be sent to the DOI Human Resource office through OWF. When the bi-weekly limitation is waived, written direction will be issued from the BLM Assistant Director, Fire & Aviation Directorate. However, in all situations, the annual maximum earnings limitation remains in place.

Incident Job Codes

Fire Codes

Unique fire codes are required for any size class fire, trespass fires, billable/reimbursable fires, and fires of suspicious origin (arson).

FEMA Support

All hazard (non-fire) incidents declared under the Stafford Act will have a reimbursable code.

FEMA Wildland Fire Support (ESF-4)

All wildland fires declared under the Stafford Act will have a reimbursable code.

Non-Federal Department of Defense (DOD) Fires with BLM Support

The DOD do not utilize the FireCode system to generate codes; however, BLM will retrieve a fire code if federal resources respond and provide support. The agency that receives the request initially and fills an order will generate the fire code. The information contained in the FireCode record will identify it as a non-federal fire. Costs associated with these fires will be collected through a reimbursable agreement.

Administratively Uncontrollable Overtime (AUO)

AUO and Fire Assignments – Refer to [1400-550 Pay Administration Manual](#).

BOOT STIPEND

The NWCG wildland fire boot standard has been adopted by the BLM as appropriate for safe work on the fireline. The NWCG has also concluded that protective footwear is very personal in nature and can be used by employees off the job site. Refer to [Boot Stipend Information](#) for the most current guidance regarding the Wildland Fire Boot Stipend.

QUALIFICATIONS

To qualify for the wildland fire boot stipend, a taxable benefit in the amount of \$167.00 per calendar year, individuals must be:

A permanent full-time, career-seasonal or temporary employee who:

- Holds a current incident qualification card with a fitness rating of moderate or arduous, **and**
- Encumbers a position approved for special (firefighter) retirement (regardless of appointment type), **and**
- As a condition of employment, are required to purchase boots that satisfy the NWCG Wildland Fire Boot Standard, **and**
- Are primarily employed in one of the following categories:
 - Fire operations supervisor/station manager
 - Fire engine crew (including engine captain, engine operator, and engine crewmember)
 - Fire water tender crew (including fire water tender operator, and fire water tender crewmember)

- Fire heavy equipment operator (including fire heavy equipment operator, fire bulldozer/tractor plow operator, and firefighters/crewmembers assigned as primary support staff)
- Helitack crew (including helicopter crew supervisor, assistant, squad leader, and helicopter crewmember)
- Hand crew (including crew supervisor, assistant, squad leader and crewmembers of Type 1 interagency hotshot crews and Type 2 crews)
- Smokejumper
- Alaska fire specialist (Alaska FSS)
- Fuels technician/specialist responsible for implementing prescribed fires (stipends for these positions will be paid with hazardous fuels funds)

Personnel hired under the administratively-determined (AD) authority who:

- Hold a current qualification card with a fitness rating of moderate or arduous, **and**
- Have received their first fire assignment in an Incident Qualification Certification (IQCS) position requiring a moderate or arduous fitness rating (as per the PMCS 310-1 or agency requirements).

PROCEDURES FOR AUTHORIZING PAYMENT OF BOOT STIPEND

Once the qualification has been determined follow the process below. Some states may send the POD-18 form directly to the NOC and some may have their Servicing Human Resource Office (SHRO) collect and send. Please check with your State Incident Business Lead if there are questions.

Regular Government Employees

- The employee will fill out the following fields on the [POD-18, Report of Taxable Fringe Benefits Form](#).
 - Name: *Employee's Name (legal full name as recorded in FPPS – no nicknames)*
 - Social Security Number: *Only the last 4 digits of the employee's SSN*
 - Sub bureau: *Employee's State Code (i.e., LLAk, LLAZ, LLFA, etc.)*
- The authorizing officials will complete the following fields:
 - From: *Authorizing Officials Name*
 - P.C. EFB (Taxable Benefit) Cost account #:
 - For Regular Government Employees: *LF1000000 HT0000 (no WBS required)*
 - For Regular Government Employees: *Use of Suppression funds is prohibited*
 - Authorized By: *Authorizing Officials Signature*
 - Date: *Date Signed*
 - Phone Number: *Authorizing Official's Phone Number*
- The SHRO or Authorizing Official will verify all forms are completed and signed and will forward Form POD-18 to the National Operations Center (NOC), Accounts Payable Section:
 - Email: blm_oc_boot_stipends@blm.gov
- The NOC will collect and upload to FPPS for payment processing.

Casual or AD Hires

- Payments will be processed by the DOI Casual Payment Center (CPC). It will be a taxable wage and included on their W-2 in block 1, Wages. The WBS, LFSPB00T0000, is still required for casuals.
- The CPC will monitor the OF-288s that are submitted. The CPC will process the boot stipend automatically for the first qualifying assignment of each casual.
- If, for some reason, a casual employee should not receive a boot stipend, that must be noted each time an OF-288 is submitted for the causal.

ADMINISTRATION

QUICK TIME

The DOI IBC, Federal Personnel Payroll Systems and Services Directorate, provides support and maintenance for the QuickTime automated T&A system software. QuickTime is a web-based T&A system that allows employee entry of time, as well as traditional timekeeper data entry. The system provides extensive editing to ensure that data meets relational edits and regulatory requirements. The T&As must be validated and certified through electronic signatures before updating and producing payroll interface files. The system also provides built-in audit trails and management controls.

OF-288, EMERGENCY TIME REPORT

Changes should not be made to the OF-288, with the exception of posting travel time and correcting math errors once the employee arrives at the home unit. If corrections are needed (other than for math errors) the employee should attempt to contact the Finance Unit or host agency to obtain a corrected OF-288. The original OF-288 is retained in the employee's T&A files, per records management requirements.

E-ISUITE ENTERPRISE ACCOUNT MANAGEMENT

E-ISuite consists of two areas: Site and Enterprise. The e-ISuite Enterprise version can be accessed via internet browser (office, virtual workplace, etc.) and used for any complexity of wildland fire or all-hazard incidents.

The Account Manager is a privileged administrative role that has restrictions defined by each agency. Each District/Field/Zone Office will designate the primary Account Manager (i.e., Incident Business Specialist) for their unit's resources and will work within their office to identify a back-up. The State Fire Business Lead will be Account Manager for those individuals designated at the District/Field/Zone Office level for privileged accounts and a "super user" for the State.

A person can only access the e-ISuite Enterprise system if they have a valid account in the Integrated National Enterprise Support Service Application Portal (iNAP). iNAP is a system used to manage user application log on account information for numerous interagency systems, such as

IROC and WIMS. Information on how to request an account and the different roles and responsibilities can be located on the [Wildland Fire Application Information Portal](#).

Please notify your District/Field/Zone Office's assigned Account Manager prior to requesting an account and use their name as "The contact that can validate your request" on the request form. Once a person receives an email approval of their NAP account they should contact their assigned Account Manager, so that their account can be added to the e-ISuite Enterprise system. After a user account has been added, the Account Manager will assign the role(s) necessary to perform different functions within e-ISuite Enterprise based on the user's anticipated/historical use of the system and/or their incident qualifications.

FEDERAL APPOINTMENT AUTHORITIES

30-Day Critical Need

Appointment that does not exceed 30 days, for which a critical hiring need exists. (5CFR 213.3102(I)(2))

Temporary NTE Noncompetitive Reinstatement Eligible

Appointment expected to last for a specified period not to exceed one year. (5CFR 316.402(B)(1))

Temporary Promotion

Time limited promotion of an employee to a higher graded position for a specific period of time. (Agency Merit Promotion Plan)

Detail

Temporary assignment of an employee to a different position within an agency, at the same grade and pay, for a specific period.

Temporary NTE Competitive

Appointment expected to last for a specified period not to exceed one year. (5CFR 316.402(B)(1))

Dual Appointment

Agency career, career conditional, or term employees, in non-pay status under their permanent/term appointment in one agency, may be employed in a temporary appointment with another agency, during the period of non-pay. (Applicable temporary hiring authority)

Administratively Determined (AD) Pay Plan for Emergency Workers

The pay plan applies only to those individuals (casual hires) that are recruited for the sole purpose of dealing with an immediate fire emergency, extreme fire potential, or other emergency. Casual hires shall be terminated when other employment methods can be initiated.

This authority cannot be used to circumvent other hiring authorities. (4USC 5102 (19), & USC 224 and 2226, 16 USC 554e and 43 USC 1469)

More information on the appointment types listed above can be found at [BLM Standards for Incident Business Management \(Orange Book\)](#).

DEFINITIONS**Accounting Code**

BLM accounting code for suppression:

LLFA400000	LF2000000	HU0000	LFSPXXXX0000
(Cost Center)	(Functional Area)	(PE Code)	(WBS XXXX=fire code)

See Chapter 8 and 9 for detailed accounting code information.

Administrative Work Week

Period of seven consecutive calendar days designated in advance by the head of a department (5 U.S.C. 6101(a)).

Assignment

The time period (days) between the first full operational period at the first incident, or reporting location on the original resource order, and commencement of return travel to the home unit.

Base Hours

The number of hours in a daily tour of duty.

Basic Work Week

Refers to the scheduled work week of the employee (individual) at the home unit.

Callback Overtime

Employees are entitled to a minimum of two hours of regular overtime or compensatory time when they are *required to return to their place of work or are called in to work on a non-workday*. This does not apply when receiving phone calls outside of normal working hours on work related matters.

The two hour call back provision in law does not apply when assigned to an incident.

Compensable Hours and Travel

Those hours of work or travel for which an employee is authorized to receive compensation.

Days Off

After completion of a 14-day assignment and return to the home unit, three mandatory days off will be provided (3 after 14). During an incident, if the assignment is extended, mandatory days off are applied before the 22nd day. Home unit agency administrators may authorize additional day(s) off with compensation to further mitigate fatigue.

Environmental Differential

An additional pay entitlement for Wage Grade employees for irregular or intermittent work involving unusual hazard which could result in serious injury or death; or exposure to an unusually severe physical hardship or working condition.

Emergency Support Function (ESF-4)

The ESF-4 is an annex under the National Response Framework (NRF) which manages and coordinates federal firefighting activities. The BLM may also respond under ESF-4 to assist with non-fire emergencies (e.g., floods, hurricanes, earthquakes) that are presidentially declared.

General Schedule (GS) Employee

A regular federal government employee who is compensated under the GS Pay Plan.

Guaranteed Hours

All employees are guaranteed at least 8, 9, or 10 hours (depending on their established daily tour of duty) of pay each day while assigned to an emergency. Exception: When personnel are required to take a mandatory day off which falls on their normal day off, there will be no pay compensation.

Hazard Pay

A pay differential for GS employees for the performance of hazardous duty or duty involving physical hardship not usually involved in carrying out the duties of his/her position. Reference 5 U.S. Code 5545 (d) and 5 CFR 550.903.

Home Unit

The employing office where the employee is regularly assigned.

Incident

An occurrence, either human-caused or natural phenomenon that requires action or support by emergency service personnel to prevent or minimize loss of life or damage to property and/or natural resources.

Incident Assignment

An assignment to an incident that requires a length of commitment.

Length of Assignment

An assignment is defined as the time period (days) between the first full operational period at the first incident or reporting location on the original resource order and commencement of return travel to the home unit. Standard assignment length is 14 days, exclusive of travel from and to home unit, with possible extension of up to 14 additional days (with home unit supervisor approval).

Management Directed Days Off

Agency policy determines approval authority level and documentation requirements for a management directed day off. A management directed day off may only be given when the employee is at their home unit.

Military Time

Consecutive, numbered hours based on a 24-hour day. Midnight is the cutoff time between days (i.e., one minute after midnight is 0001, midnight is 2400). Reference the SIIBM (chapter 10, exhibit 2).

On Call

Employee will be in on-call status if he or she is allowed to leave a telephone number or to carry an electronic device for the purpose of being contacted, even though the employee is required to remain in a reasonable call-back radius. The employee may be subject to restrictions necessary to ensure that he or she will be able to perform his or her duties and responsibilities safely, such as restrictions on alcohol consumption or use of certain medications. On call time is non-compensable.

Off Shift

Non-compensable time; e.g., eating, sleeping, or other activities of a personal nature.

Ordered Standby

When an employee has been directed or ordered to be in ready status (fully outfitted, awaiting imminent departure) at an assembly point, staging area, or other location and is awaiting departure. 5 CFR 551.431(a) (1) states: "An employee is on duty, and time spent on standby duty is hours of work if, for work-related reasons, the employee is restricted by official order to a designated post of duty and is assigned to be in a state of readiness to perform work with limitations on the employee's activities so substantial that the employee cannot use the time effectively for his or her own personal purposes."

Pay Period

The two-week period used to compute pay.

Prevailing Rate Employees

Employees who are compensated under the Federal Wage System. They are frequently referred to as wage grade (WG), wage leader (WL), or wage system (WS) employees.

Regular Government Employees

Includes those people hired under authorities other than the pay plan for emergency firefighters. General schedule and prevailing rate employees are included in this category.

Spot Change

A spot change occurs on the first continuous day of being assigned to an incident (including support assignments), at 0001. The spot change continues each day until the incident is over or employee is released and returns home. Generally, a supervisor authorizes a spot change when an employee is assigned to an incident, but they do not have to. If a supervisor does not authorize a "spot-change", then the employee would remain on their normal schedule during their assignment. When a spot-change occurs, a regular government employee's normal daily tour is "spot changed" to either the first 8, 9, or 10 hours as base hours (see the "Multi-Day and Spot Changes" section below). Any time worked over the base hours are paid at the appropriate overtime rates. Employees and Supervisor must keep in mind if a spot change exceeds three consecutive pay periods it will cause employee's pay to be incorrect due to payroll policy and require a new 1400-72, Basic Workweek Request Form, to be submitted.

Important Note: When posting time for an employee that has been spot changed, in QuickTime, click on the remarks tab and select "Employee working under temporary tour of duty change."

Time Record

A time record documents actual time worked and includes justifications for hazard pay, compensated meal breaks, excessive hours, etc. and must be approved by an incident supervisor. This could be a CTR, locally approved Field Time Report or an OF-288.

Tour of Duty (TOD)

The hours of a day (a daily tour of duty) and the days of administrative work week (a weekly tour of duty) that constitutes an employee's regularly scheduled administrative work week.

Travel

Time spent in transit from one location to another, and while awaiting transit to or from an incident.

INCIDENT ASSIGNMENTS**Tour of Duty (TOD)**

In applying fire time occurring during a pay period, keep the current work schedule and be sure to document the specific work schedule.

Single-Day Assignment

All compensable hours are covered under FLSA and Title 5 U.S.C. provisions as applicable.

Usually no changes are made in an individual's regularly assigned tour of duty when the emergency incident assignment, including travel, is contained within one calendar day (0001 to 2400 hours).

Multi-Day Assignments and Spot Change

Following the Spot Change guidance above, the employee "spot changes" to a first 8, 9, or 10-hour schedule as shown below:

<u>Work Schedule</u>	<u>Spot Change</u>
First 40 or Regular	First 8
5-4/9	First 9 (or 8)
4-10's	First 10
Maxiflex (No matter what schedule you work within maxiflex)	First 8

Employees remain on their new spot change schedule through the last day of work or travel associated with the incident.

For a two-day incident, the Supervisor may elect to not spot change the individuals tour of duty.

When posting time for an employee that has been spot changed, in QuickTime click on the remarks tab and select "Employee working under temporary tour of duty change."

Guaranteed Hours on an Incident Assignment

Every day is considered a workday during an incident assignment until the assignment is over or the employee is officially released from the incident. This includes personnel assigned to support

an incident or multiple incidents from a location other than the incident camp, such as dispatchers, buying team members, payment teams, incident business advisors, and pilots.

Exception to this rule: When personnel at the incident are required to take a mandatory day off which falls on their normal day off, there will be no pay or any other form of compensation.

The entitlement for the guarantee does not begin or end at any specific time during a day, but is calculated at the end of the calendar day to ensure the employee's compensation for work, compensable travel, and ordered standby is at least equal to their base hours.

Crossing Time Zones

When traveling from one time zone to another (both to and from an incident assignment), time should be recorded in the clock hours of the first time zone until off shift for the day. The next work shift is recorded in the new time zone.

Compensation for Travel

Travel to and from an incident is compensable; time starts when employee leaves home to report to an incident, unless employee first reports to their duty station. In that case, this would be considered normal home to work travel and is not compensable. Travel would then start when employee leaves official duty station.

Compensation does NOT begin at the time of notification by dispatch if received outside of normal working hours, and any time spent at the employee's residence preparing for the assignment is NOT compensable.

Travel interruptions exceeding three hours (i.e., air travel delays), where employees are free to sleep, eat, or to a limited degree pursue personal activities, are considered non-compensable.

Waiting time of more than three hours should be noted in Block 11 of the CTR or remarks of the OF-288. All travel time should be recorded using the time zone of departure (see Crossing Time Zones above).

Work /Rest, Length of Assignment, And Days Off

The intent of the work/rest, length of assignment, and days off guideline is to manage fatigue and provide flexibility for incident commanders and agency administrators managing initial attack, extended attack, and large fires.

Work /Rest

To maintain safe and productive incident activities, incident management personnel must appropriately manage work and rest periods, assignment duration and shift length for personnel (reference chapter 7, Interagency Standards for Fire and Fire Aviation Operations). A justification will be documented in the daily incident records for those instances where a works shift exceeds 16 hours and those that do not meet the 2:1 work-to-rest ratio. Documentation shall include mitigation measures used to reduce fatigue.

The time officer's/unit leader's approval of the OF-288, or other agency pay document, certifies that the required documentation is on file at the incident host unit and no further documentation is required for pay purposes.

Length of Assignment

Standard assignment length is 14 days, exclusive of travel from and to the home unit, with possible extensions as identified below. Time spent in staging and preposition status counts toward the 14-day limit, regardless of pay status, for all personnel including incident management teams.

Upon completion of the standard 14-day assignment, an extension of up to an additional 14 days may be allowed (for a total of up to 30 days, inclusive of mandatory days off, and exclusive of travel). After 30 days it is recommended that the employee return to their home unit for health and welfare.

Assignment Definition – An assignment is defined as the time period (days) between the first full operational period at the first incident or reporting location on the original resource order and commencement of return travel to the home unit.

Paid Days Off

A regular government employee is compensated for base hours (8, 9, or 10 hours per the normal weekly tour of duty) for all days assigned to the incident. Compensation on a paid day off cannot exceed the base hour requirement. The base hour requirement is met by any hours recorded in a calendar day (e.g., work, travel, administrative leave, etc.).

After completion of a 14-day assignment and return to the home unit, three days off will be provided (3 after 14). In addition, personnel may be extended up to 14 additional days. Regardless of extension duration, two mandatory days off will be provided prior to the 22nd day of the assignment.

Code a paid day off occurring on a regular workday to HC 061 which will populate the generic Administrative Leave Functional Area in the automated payroll system.

Employee/supervisor/timekeeper will enter “paid day off authorized for (month/day)” in the QuickTime comments section.

NOTE: Employees are not compensated for a day off occurring at the home unit or on the incident that falls on a scheduled day off or on a holiday.

Management Directed Days Off

A management-directed day off occurs only on a regular government employee’s normal workday while at the home unit.

Supervisors hold the responsibility for managing work schedules for initial attack, dispatch, and incident support personnel during extended incident situations. During periods of non-routine or extended activity, these employees will have a minimum of one day off in any 21-day period. The SIIBM, chapter 10, addresses management-directed days off.

Required days off for all employees are non-compensable when they occur on the employees scheduled day(s) off or on a holiday. Home unit agency administrators may authorize additional day(s) off with compensation to further mitigate fatigue.

- 1 Code the management directed day off to HC 061 which will populate the generic
- 2 Administrative Leave Functional Area in the automated payroll system.
- 3 Employee/supervisor/timekeeper will enter “paid day off authorized for (month/day)” in the
- 4 QuickTime comments section.

- 5 If leave is taken for personal reasons not related to mandatory days off, the employee will be
- 6 placed on off-duty status; the OF-288 will show the total hours actually worked and the remarks
- 7 block will document that the employee was released for personal reasons.

CHAPTER 2 CASUAL HIRES

REFERENCES

- [Casual Payment Center \(CPC\)](#)

BLM AD PAY GUIDANCE

The AD Pay Plan is a special hiring authority granted to DOI, providing a simplified process to activate casuels for the specific needs identified below. This pay plan may not be used to circumvent other hiring authorities (i.e., temporary 1039 or career seasonal appointments), contracting procedures, or to fill vacant government positions. Additionally, this authority can never be used to extend a time limited appointment such as 1039 appointments (both prior to and post appointment) to include training and prescribed fire.

It is imperative that activating officials, approving officials, and other pertinent staff educate themselves with this guidance, the pay plan, and the SIIBM prior to activating persons under the AD Pay Plan authority.

To assist the field, reference [Frequently Asked Questions \(FAQ\)](#).

If it is determined that the AD Pay Plan was not the appropriate mechanism for activating persons, the activating unit will need to work through their local human resource office to determine payment options (e.g., “de facto” pay).

PROPER APPLICATION OF THE AD PAY PLAN

The AD Pay Plan only applies when it becomes necessary to activate persons:

- To cope with a sudden and unexpected emergency caused by a fire, extreme fire potential, flood, storm, or any other all-hazard emergency that threatens damage to federally protected property, unless brought under immediate control.
- To provide emergency assistance to states under formalized agreements.
- To meet mission assignments issued by FEMA.
 - Once an all-hazard incident has transitioned to recovery efforts, the assignment cannot exceed 90 days.
- To attend emergency incident training.
 - Units may activate casuels to attend training in preparation for emergency incidents, including all-hazards (e.g., Incident Command System (ICS) courses, refresher and other State/Nationally recognized training). The training course number should be noted on the OF-288 when submitted to the CPC for processing. (e.g., “S-261 Training” under Block 8, “Fire Name”, for each completed column to clarify that the hours worked are for being a student.
 - In most cases, training hours, excluding travel time, should not exceed a total of 80 hours per calendar year, regardless of the activating agency. Training hours that are

Release Date: June 2025

[Top of the Document](#)

1 anticipated to exceed 80 hours must be approved by the State Incident Business
2 Lead.

- 3 i. Requests to approve hours above 80 hours shall be done in writing by the
4 hiring official to the State Incident Business Lead. This approval should
5 accompany the OF-288 submitted to the Casual Payment Center. Please
6 identify travel time on the OF-288, so the CPC can properly input time
7 and keep travel separate from actual training hours.
- 8 ○ Should planned training hours exceed 120 hours, excluding travel, national level
9 approval is required.
- 10 ○ It is the responsibility of the activating unit to monitor training hours through the
11 use of the Casual Pay Datamart reports provided monthly.
- 12 ○ Salary, travel, and per diem will be charged to the activating unit's cost center and
13 LF2000000.HT0000 LF.SP.AZA10000.
- 14 ○ If a meeting is identified as critical to the Casual employee's training for the
15 upcoming fire season, attendance must be approved by the FMO.
- 16 ● To instruct emergency incident training.
 - 17 ○ Units may activate casuales to instruct emergency incident training only when all
18 other methods of hiring and contracting instructors have been exhausted. The
19 training course number should be notated on the OF-288 when submitted to the
20 CPC for processing. Note "Training Instructor" under Block 8, "Fire Name", for
21 each completed column to clarify that the hours worked are for being an instructor.
 - 22 ○ Length of employment is not to exceed a total of 120 hours, excluding travel, per
23 calendar year, regardless of activating agency. Please identify travel time on the OF-
24 288, so the CPC can properly input time and keep travel separate from actual
25 instructor hours.
 - 26 ○ It is the responsibility of the activating unit to monitor instructor hours through the
27 use of the Casual Pay Datamart reports provided monthly.
 - 28 ○ Salary, travel, and per diem will be charged to the activating unit's cost center and
29 LF2000000.HT0000 LF.SP.AZA10000.
 - 30 ○ The pay plan does not authorize the activating of casuales to fill support roles during
31 fire training (e.g., Rookie School, Fire Academy).
- 32 ● To carry out emergency stabilization (ES) work during or directly following an incident,
33 or during a transition period (not to exceed 90 days), to develop plans and manage an
34 emergency stabilization effort until regular government employees can handle the
35 situation.
- 36 ● To assist with prescribed fire projects due to the unpredictable nature of prescribed fire
37 activities. This does not include mechanical (use of wheeled conveyances or heavy
38 equipment) or chemical reduction projects.
 - 39 ○ It is the responsibility of the jurisdictional agency to activate and pay AD employees
40 under the AD Pay Plan for prescribed fire projects unless there is a current
41 agreement in place between federal partners.

SPONSORING UNIT RESPONSIBILITIES

It is the responsibility of the sponsoring unit to:

- Designate sponsoring and approving officials in writing.
 - Activating officials are delegated the authority to activate casuals from the District Manager or delegee (Chapter 2 of Interagency Standards for Fire and Aviation Operations). Activating officials need to have an in-depth knowledge of the AD Pay Plan, and a full understanding of how and when it can be utilized.
 - Approving officials are designated by the activating official to audit casual time (OF-288s) for accuracy and completeness and then certify that each timesheet is properly completed and legal for payment by meeting the provisions of the AD Pay Plan. Incomplete, illegible and/or inaccurate timesheets submitted will delay payment being made to the casual. **Changes in approving officials shall be submitted to the State Incident Business Lead, who will forward to the National Incident Business Lead.**
- Review the OF-288 and hiring forms for accuracy and completeness, prior to submission to the CPC for payment.
- Maintain casual hiring documents in accordance with the Privacy Act (5 U.S.C. 552a).
- Ensure casuals are in pay status or have a signed volunteer agreement prior to taking the work capacity test.
- Coordinate with human resources for application of Homeland Security Presidential Directive 12 (HSPD-12) as it applies to activating casuals.
 - a. Sponsoring offices will use their own cost center, with LF2000000.HT0000 LF.SP.CCA80000 to track costs associated with this directive.
- Process workers compensation claims. Casuals are covered under the Federal Employee's Compensation Act (5 U.S.C. 81), which authorizes medical care and compensation for periods of disability for casuals who sustain traumatic injuries and occupational diseases in the performance of duties. Casuals are entitled to payment of continuation of pay (COP) for traumatic injuries for eight hours per day, seven days a week, for a maximum of 45 calendar days. Reference the SIIBM for more detailed information on coding COP for casuals (Chapter 10).
- Coordinate personal property loss/property damage claims documentation with appropriate personnel.
- Issue authorization to travel and process claims for travel expense reimbursement.
- Activating units are required to collect performance evaluations for all casual employees returning from assignments.
- Activating units should keep on file emergency contact information for each casual employee activated.

HIRING FORMS

Activating units are required to complete the necessary hiring forms when activating a casual. The following forms are to be completed and maintained at the activating unit in accordance with the Privacy Act (5 U.S.C. 552a).

- [Single Resource Casual Hire Information Form \(SRCHIF\)](#). Only one SRCHIF per call out is required. No need to create a new form for a reassignment or position change.
- Incident Behavior Form.
- [Form I-9](#) with most current with instructions.

The following forms are to be completed and submitted to the DOI CPC. Forms should be submitted electronically to casualpay@blm.gov through the DOI network. If documents are unable to be emailed securely through the DOI network, they should be mailed overnight due to PII. Additional information can be found at [Casual Payment Center](#).

- Form W-4, Employee's Withholding Allowance Certificate
- SF 1199A, Direct Deposit Sign-Up Form
- FEHB Conditional Offer Form
- State Tax Form
- Tribal Tax Form

Activating units are responsible for obtaining an Employee Common Identifier (ECI) from the CPC and relaying ECI information to the appropriate entities. The ECI must be identified on the appropriate documents to ensure accurate processing.

1. Submit activating information to the CPC to generate an ECI for new casuals. New casuals will have an ECI generated as soon as activating information is entered into FPPS, while returning casuals will already have an ECI assigned.
2. When casuals are mobilized to an incident:
 - a. If an ECI is needed for a new casual and the activating information has not yet been submitted to the DOI CPC, an Approving Official (AO) may call the CPC to have an ECI generated and provided over the phone. The AO must provide the casual's name, SSN and activated at locations.
 - b. If an ECI is needed for a new or existing casual and the activating information has been submitted to the CPC, an AO may call the CPC for ECI information. The AO must provide casual's name and SSN.
3. If the casual was activated by a different federal agency as a casual hire, the ECI number will be the same. This number will be provided when requested from CPC.

If ECI information is needed for multiple casuals, an AO may submit the list of casuals with name, SSN and activated at location through DOI email to the CPC. An ECI Request Form is available on the CPC website for multiple ECI requests. The list of casuals with corresponding ECIs will be emailed back to the appropriate AO with sensitive PII removed.

Established ECI numbers are accessible through OBIEE. An OBIEE report can be requested from the CPC for all ECIs generated or paid out to the Activated At for the current and previous three years to have on file.

ELECTRONIC FUNDS TRANSFER (EFT) WAIVERS

The U.S. Treasury requires direct deposit and has discontinued the issuance of paper checks.

If a casual cannot get a direct deposit bank account, there are two options:

- Electronic Debit Card can be opened to ascertain an electronic transfer of funds, e.g., Walmart Green Dot Debit Card, or
- [EFT Waiver request](#) allows the casual to receive a treasury check until a bank account can be established.

Casuals may apply for an EFT waiver if direct deposit would impose a hardship due to the individual's inability to manage an account at a financial institution or a US Debit card account due to:

- Mental impairment, or
- Living in a remote geographical location lacking the infrastructure to support electronic financial transactions.

The EFT Waiver Request form must be completed by the casual and submitted to the CPC for processing. The waiver is only valid for one calendar year.

FEDERAL/STATE TAXES

Federal and State taxes will be withheld from casual salary payments. If a W-4 has not been submitted, taxes will be withheld at the single, with no dependents rate.

In states that require income taxes, withholdings will be assessed for the state in which the casual is activated, unless a reciprocal agreement is in place. The casual pay FPPS also allows for a voluntary state tax record to be added when a casual needs to pay state taxes for the state they reside in, as well as the "activated at" state.

Please encourage casuals to consult with a tax expert for guidance on federal and state taxes.

TRAVEL

A casual hire travel expense reimbursement waiver has been granted for casual hires allowing them to claim certain travel expenses on the **OF-288 form**. This waiver excludes travel expenses related to training and prescribed burns. The following travel expenses may be claimed on the OF-288 form:

- Privately owned vehicle (POV) mileage;
- Incidental expenses; and
- Maximum of 15 meals per emergency incident.

Release Date: June 2025

[Top of the Document](#)

The 15 meals above refer to the number of meals being requested for reimbursement (per incident).

If the casual employee incurs a travel expense other than those listed above (e.g., luggage costs, lodging, rental vehicle, fuel, etc.), the claim for all travel expenses must be filed in the ETS, currently Concur. A copy of their OF-288 must be uploaded into the Concur voucher for verification that no duplicate payments were made for travel expenses.

For casuals that only need to be reimbursed for incidental expenses, the Approving Official Batch Memo includes an incidental expenses (IE) box that indicates that all casuals submitted in the batch should be reimbursed for incidental expenses; the Approving Official will indicate the starting and ending dates. The Casual Payment Center (CPC) will then add dates and totals for the incident expenses to each OF-288 in the batch and process the reimbursement.

If casual employees have more than just incidental expenses, an optional spreadsheet has been created to assist in calculating the casual's reimbursement. If this spreadsheet or a similar one is used, transfer totals from spreadsheet to the lower left section of the OF-288 before sending to the CPC. Forms and optional spreadsheet can be found at <https://www.nifc.gov/programs/casual-payment-center/cfc-forms>.

If travel must be processed through the ETS, the Sponsoring Unit will need to complete a Concur Government Edition (CGE) User Profile, and Financial and Business Management System (FBMS) Vendor Master Setup Form. The assigned Federal Agency Travel Administrator (FATA) will use these forms to create or update the casual's individual CGE profile.

INTERNATIONAL TRAVEL

When requested and approved casuals may respond to international assignment requests if the following four requirements are met:

- Background checks and fingerprint clearances have been *initiated*.
- Must possess a valid United States passport. Casuals may conduct international travel using a valid personal passport.
- Must complete the e-Country Clearance (eCC) prior to travel.
- The Counter Threat Awareness Training (CTAT) has been waived for emergency international wildland firefighter travel.

FEDERAL EMPLOYEE HEALTH BENEFITS

To further the goal of providing affordable health insurance to all eligible Federal employees, the OPM has issued a final rule modifying coverage under the Federal Employee Health Benefits (FEHB) Program to include certain temporary, seasonal, casual, and intermittent employees who work full-time, while employed. This rule expands eligibility to enroll in FEDVIP, under 5 CFR 894.302, for dental and vision benefits. For guidance in offering casuals FEHB coverage, see [FA IM-2017-006](#). An FEHB Conditional Offer form must be submitted each calendar year to the CPC.

Release Date: June 2025

[Top of the Document](#)

EXCEPTION POSITIONS

If the need arises, an exception position may be established to meet a local need (for use within the local/geographic area). The AD Pay Plan provides classification guidelines for determining what level an exception position may be established. The State Incident Business Lead must review and approve any exception positions established and will forward to National Incident Business Lead. A copy of the approval must be submitted with the OF-288 to the CPC.

ACTIVATING OF RELATIVES

The BLM policy regarding the employment of relatives is applicable to the AD Pay Plan. The policy prohibits a BLM public official from appointing, employing, promoting, advancing, or advocating the employment or advancement of a relative in their organization where they have jurisdiction.

INCIDENT BUSINESS REVIEWS

States are responsible for conducting casual reviews as part of the Incident Business Review process. The intent of the review is to demonstrate offices are following the DOI standard and BLM policies and guidance in the application of the AD Pay Plan for Emergency Workers (casuals). Refer to the [Business Review Checklist](#).

PAYMENT PROCEDURES FOR CASUALS ACTIVATED UNDER THE AD PAY PLAN

The processing of emergency firefighter payroll for casuals activated by the BLM will be accomplished by the DOI CPC, located at 3833 S. Development Avenue, Boise, Idaho 83705-5354. Payment procedures can be found at [Casual Payment Center – National Interagency Fire Center](#).

Submit to the CPC, the following documents in the order listed:

- ✓ Approving Official Batch Memo with a list of casuals included and incidentals indicated if applicable (electronic signatures accepted)
- ✓ Audited OF-288 with Time Officer signature (electronic signatures accepted)
- ✓ Travel Worksheet (if applicable)
- ✓ Federal W-4 (first submittal only)
- ✓ State Tax form (if applicable)
- ✓ Tribal Exemption form (if applicable)
- ✓ Direct Deposit form or EFT Waiver (first submittal only)
- ✓ FEHB Conditional Offer (first submittal only-each calendar year)

Email documents through the DOI network to: casualpay@blm.gov

If a secure DOI email domain is not available, please overnight or fax documents to the Casual Payment Center:

National Interagency Fire Center
Casual Payment Center MS270
3833 S Development Ave Boise ID 83705
Phone: 877-471-2262 Fax: 208-433-6405

Release Date: June 2025

[Top of the Document](#)

The following hiring documents **DO NOT** need to be included with submitted OF-288s/forms: Form I-9s, Crew Time Reports, Incident Behavior Forms, Single Resource Casual Hire forms and Resource Order.

The CPC provides for detail opportunities throughout the year. If an activating or approving official has an interest, they should contact their State Incident Business Lead to coordinate dates for a three- or five-day training assignment.

WHO DO I CALL?

Any questions regarding the AD Pay Plan authority should be directed to a local subject matter expert. Local subject matter experts include the District Incident Business Specialists or sponsoring officials/approving. If the local subject matter expert is unable to answer questions regarding the AD Pay Plan authority, contact the State Incident Business Lead or National Incident Business Lead when the state lead is not available. A list of BLM Incident Business Leads can be found at <https://doimssp.sharepoint.com/sites/blm-fa/budget-and-evaluation/SitePages/Incident-Business.aspx>.

Any questions regarding the actual payment of a casual(s) or the payment process should be directed to the CPC. Use the “Batch” number and/or a social security number (SSN) or ECI number for reference purposes to expedite the call. The CPC employees are experts on the casual pay FPPS, as it applies to casual payments and the casual payment process.

CHAPTER 3 TRAVEL

REFERENCES

- [DOI Policy Manual](#)
- [NOC Travel Management](#)
- [Federal Travel Regulations \(FTR\)](#)
- [BLM TDY Handbook](#)
- [Rental Car Program](#)
- [Department of Interior Financial Management Memorandum 2019-010](#)
- [Temporary Duty Travel \(TDY\) Receipt and Documentation Requirements IM OC-2024-009](#)

OF-1164 – CLAIM FOR REIMBURSEMENT FOR EXPENDITURES ON OFFICIAL BUSINESS

The OF-1164 form is used to request reimbursement for the incidental rate based on the location of the incident when meals are provided, with a maximum claim amount of \$200 per submission. Note: If claiming the grocery rate (when meals are not provided) or requesting reimbursement for other expenses such as meals (see Chapter 2 for casual reimbursement), lodging, transportation, or mileage, a travel voucher must be filed instead. For further guidance on submitting miscellaneous reimbursement requests electronically through [Relocation Management Worldwide - \(VEN\) Virtual Employee Network](#), refer to [IB-OC-2022-004](#) and For further guidance on submitting miscellaneous reimbursement requests electronically, refer to [H-1382-2 Rel 1-1815](#).

AUTHORIZATIONS

In cases of emergency deployments, when there is not enough time to create a travel authorization in the Electronic Travel System (ETS) before departure, the resource order will serve as the temporary travel authorization. However, the resource order does not replace the need for supervisor approval or compliance with travel regulations. Upon returning, a travel authorization and voucher must be created in the ETS in accordance with FTR, DOI, and BLM travel policies. The resource order must also be uploaded as part of the travel documentation.

TEMPORARY DUTY RECEIPTS

Certain receipts are required to meet statutory, regulatory, and DOI policy requirements. These include itemized lodging receipts (regardless of amount), airline e-invoice (showing the total cost, not the itinerary), itemized rental vehicle receipts (regardless of amount), and receipts for expenses over \$75. If a receipt shows an estimated amount, it does not meet the DOI policy standards.

- **Lodging Receipts:** Must include the lodging establishment's name, dates of stay, payment method, and detailed charges for lodging, taxes, and other expenses. Charge card slips are not acceptable as they lack itemization. If a crew chief pays for lodging, the receipt must be uploaded with the crew chief's name annotated on the travel voucher.

- 1 • **Conventional Lodging expenses:** including lodging paid for using the BLM Fire
2 Emergency card, require an accompanied receipt. At a minimum, itemized lodging
3 receipts must include: name of traveler(s) who occupied the room; name of the lodging
4 establishment; dates of the traveler's stay; method of payment; and amounts charged for
5 lodging, taxes, and other miscellaneous expenses.
- 6 • **Airline E-Invoice:** Must include the traveler's name, travel dates, class of service, origin
7 and destination, ticketing information, and amounts. Reservation itineraries are not
8 sufficient.
 - 9 ○ Commercial airfare receipts must be obtained from the Travel Management
10 Center (TMC), Duluth Travel Inc (DTI) or El Sol, and include: fare amount; TMC
11 fees; seat class; and any exchange or refund invoices when applicable. Airfare
12 itineraries are not acceptable as airfare receipts as they do not provide the final
13 expense amounts.
 - 14 ○ Airfare provided by another agency is documented on the travel authorization as
15 \$0 Commercial Airfare expense and must include the name of the agency that
16 purchased the ticket. Airfare itineraries are acceptable as supporting
17 documentation when airfare is provided by another agency.
- 18 • **Rental Vehicle Receipts:** Must show rental dates, car class, charge for the car, taxes,
19 mandatory fees, and other miscellaneous charges. Rental agreements without final
20 amounts are not acceptable. Additional insurance (CDW/LDW), prepaid fuel, toll fees,
21 and GPS are not reimbursable.
 - 22 ○ **Elimination of GARS Fee:** The Government Administrative Rate Supplement
23 (GARS) fee will no longer apply. TDY rental cars reserved on or after April 1,
24 2024, will not include the \$5 per day GARS fee, in line with the updated U.S.
25 Government Rental Car Agreement.
 - 26 ○ Vehicle rental receipts must be the final receipt received after returning the
27 vehicle and include an itemization of expenses showing: pickup and return date(s)
28 and location(s); vehicle class driven and class charged; starting and ending
29 mileage. Itemized amounts include rental amount, taxes, and the final amount.
30 Rental agreements are not acceptable as they do not include the final expense
31 amounts.

32 If a traveler cannot provide a required receipt, they must explain the situation on the travel
33 voucher and attach a completed charge card missing receipt form or Travel Expense Approval
34 (TEA) memo with supervisor signature. All receipts should be obtained directly from the
35 vendor.

36 **Meals Provided by the Government:**

37 When meals are provided during a meeting, conference, or as part of a lodging package, the
38 associated cost must be deducted from the traveler's M&IE reimbursement. This typically
39 applies when attending facilities such as the U.S. Fish and Wildlife Service's National
40 Conservancy Training Center (NCTC) or participating in Wildfire Academy training or
41 meetings. Similarly, if meals are included in the registration fee for meetings or conferences, the
42 cost of those meals **must** be deducted from the daily M&IE reimbursement. (Refer to DOI
43 Temporary Duty Travel Policy).

MEALS AND INCIDENTAL EXPENSES (M&IE)

Incident Rate is the per diem rate authorized when all or a portion of the meals and lodging are provided by the government. For fire camps and field stations, the incidental rate is \$5 per day for CONUS (Continental United States) locations. For OCONUS (Outside Continental United States) locations, the incidental rate is determined based on the locality.

On the first and last day of travel, travelers may claim the incidental rate in addition to any meals purchased enroute, based on the local per diem rate. However, the claim for meals purchased enroute cannot exceed three-quarters of the local per diem rate.

Note: As per FTR 301-11.18(a), the total amount of deductions made for meals will not reduce the reimbursement to below the amount allowed for incidental expenses.

Camp (Grocery) Rate applies when groceries are purchased (rather than meals provided by the Government or purchased at a commercial facility) and the traveler prepares their own meals. The camp rate is available on the first and last day of travel, if applicable. Since the rate is already a reduced rate, it cannot be reduced further.

Table 1

DOI 2025 CAMP RATES	RATE
CAMP RATE	\$42
ALASKA	\$66
AMERICAN SAMOA	\$57
GUAM	\$68
HAWAII	\$87
NORTHERN MARIANA ISLAND	\$61
PUERTO RICO	\$73
U.S. VIRGIN ISLANDS	\$76
Effective Date (as of): 10/01/2024	

M&IE ALLOWANCE POLICY

- Trips of 12 Hours or Less: For trips 12 hours or less, the M&IE allowance is **not eligible** for reimbursement. However, expenses such as mileage, taxi fares, shuttles, parking, etc., may be reimbursed if not centrally billed. These are considered **local travel** and can be reimbursed on an OF-1164.
- Trips Between 12 and 24 Hours: When a trip is more than 12 hours and more than 50 miles, but less than 24 hours, the M&IE allowance is **75 percent** of the applicable rate as specified by GSA for the travel location.
- Trips of 24 Hours or More: The M&IE allowance is calculated as follows:
 - Day of Departure and Last Day of Travel: 75 percent (three-fourths) of the applicable M&IE rate.
 - Full days of Travel: 100 percent of the applicable M&IE rate.

PER DIEM WHEN LESS THAN 50 MILES

A per diem allowance will not be paid if your temporary duty location is within 30 miles or less from the official duty station and residence. However, the designated approving official may authorize per diem for travel between 30 and 50 miles in the following situations:

- Extreme conditions: If extreme conditions (e.g, inclement weather) would endanger the traveler's health or safety if they returned from the TDY location. While pre-authorization is preferred, the primary concern is the safety of the traveler. Post-travel approval may be granted on a case-by-case basis with proper documentation and authorization.
- Conference Travel: If the travel is for a conference, the traveler is in an authorized travel status, and expenses such as meals or lodging are incurred, making the traveler eligible for per diem reimbursement. This applies when the traveler benefits from remaining onsite to attend evening meetings or working meals.
- State Delegation of Authority: Ensure that the proper signature is obtained on all travel documentation (TEA Memo) as per state delegation of authority for per diem authorization.

PER DIEM WHEN ON INCIDENT

All resources assigned to an incident must adhere to the incident agency's requirements, including the less than 50-mile rule outlined above. **Individuals are not automatically entitled to claim lodging or M&IE UNLESS CONDITIONS ARE MET.** When sleeping arrangements and meals are provided by the incident agency, individuals must obtain **written authorization with justification** from the Agency Administrator (AA) to obtain lodging and meals. If an employee deviates from incident-provided accommodations, they will **not** be reimbursed for unauthorized expenses. Most incidents will use a base camp to provide for resource, including meals through a caterer, local restaurants, other food providers, along with sleeping bags or other accommodations.

REASONABLE ACCOMMODATION REQUESTS:

Employees needing reasonable accommodations (RA) must submit RA request for approval from their Servicing Human Resource Officer before reporting to an incident. Employees should notify the incident of their RA needs before accepting the assignment to allow the Incident Commander (IC) and AA to determine if the request can be met. If the RA cannot be fulfilled, the employee should decline the assignment. The employee must bring a copy of the approval with them to the incident to ensure their accommodations are considered.

CONVENTIONAL AND NON-CONVENTIONAL LODGING FEES

When it is advantageous to the Government or conventional lodging is unavailable, travelers may stay at a non-conventional lodging establishment, such as house, rented room or camp. This also includes services like Airbnb Vrbo or Trovit. Non-conventional lodging is typically used for extended TDY assignments or when conventional lodging is not reasonably available near the TDY location.

Supervisors **cannot require** employees to stay at private residences while on TDY travel. If non-conventional lodging is used without authorization, the traveler is responsible for additional costs incurred.

If non-conventional lodging is authorized, travelers may claim reasonable service-type fees, such as cleaning fees, which are commonly included with conventional lodging. For instance, if the non-conventional lodging receipt costs \$900 per month and includes a \$100 cleaning fee plus tax

the total amount of \$900 is divided by 30 days, resulting in a \$30 per day lodging cost. This amount can be divided amongst multiple travelers and paid using the appropriate charge card, excluding purchase cards.

Service Fees for Non-Conventional Lodging:

Any administrative service fees to book non-conventional lodging outside of Electronic Travel System (ETS) or the Travel Management Center (TMC) are not reimbursable unless the lodging is authorized. If non-conventional lodging is unauthorized, the traveler is responsible for any associated fees.

OVER PER DIEM LODGING REQUIREMENTS

When it is not possible to obtain lodging within the maximum allowed rate for a given location, travelers must request a [BLM Lodging Actual Expense Approval Memo](#) through their supervisor, which must be approved by the State Director or delegated official within your state (refer to BLM Delegation of Authority Manual 1203, Subject Code 1382).

The “BLM Lodging Actual Expense Approval Memo” must be completed and include the following:

- Location of hotel and maximum allowable lodging rate for that location
- Lodging rate of the specific hotel
- Dates of travel
- Justification for exceeding the allowable rate:
 - A large event (convention or conference) taking place at the hotel or nearby, where government rates were unavailable.
 - The lodging was unplanned (e.g. fire-related or other emergency travel).
 - The meeting or event is being held at the hotel, and no other government rate hotels are available in the area, necessitating extra travel costs such as taxis, or rental cars.

A copy of this memo must be attached to travel vouchers when lodging exceeds the per diem rate.

USE OF UNAUTHORIZED WEB-BASED TRAVEL SERVICES

The use of unauthorized web-based travel services (such as third-party vendors) is prohibited under 41 CFR §301-50.3. All lodging, transportation, and car rental reservations must be made through the official ETS website or by calling DTI. Any additional taxes or fees incurred through unauthorized web-based travel service are the responsibility of the traveler.

Additionally, costs for airfare, lodging, transportation, and car rentals booked through unauthorized services are **not- refundable** if the trip is canceled. Non-refundable charges paid by BLM will be moved to **individually billed** and are the responsibility of the traveler. BLM will not reimburse any non-refundable expenses incurred by the traveler through unauthorized web-based travel services.

IN-FLIGHT AND LODGING FOOD PURCHASES

Travelers **must not** use their government-issued charge card for these purchases, as they will be centrally billed. Instead, travelers should use personal funds for these meal purchases. If a government issued charge card is used by mistake, the cost of the meal must be deducted from the reimbursable allowance from the travel voucher.

COMMERCIAL AIRFARE PROCEDURES

When traveling on official government business, whether domestically or internationally, BLM employees must use coach class accommodations for all flights.

Business class travel, at the BLM level, is delegated to the Assistant Director, Business, Fiscal Services and Information Resources Management at Headquarters.

All requests for first class travel require approval from the Director of the Office of Financial Management (PFM) and the Assistant Secretary of Policy, Management and Budget (PMB). The Department is required to report all first-class travel use to Congress, including cost comparisons between first-class and government's City Pair contract fares.

For an urgent trip, if coach class is not reasonably available under City Pair and noncontract carriers **within 24 hours** of the traveler's proposed departure or arrival time at the TDY location. The traveler must provide an explanation of the need for the urgency, the reason the trip cannot be postponed and how a delay would endanger the mission. The explanation should describe when the travel requirement became known and when the trip was scheduled, including reasons for failure to make advance arrangements.

If premium class travel is being requested based on a medical necessity, the employee must provide current medical documentation from their medical provider to their approving official. This documentation must be kept at the office of origin for six years and three months as prescribed by the National Archives and Records Administration, as this information may be requested as part of an audit. Please keep in mind this information must be treated as proprietary and confidential information and must be safeguarded from unauthorized disclosure.

Business class and first-class tickets cannot be booked online, nor will the TMC issue any premium class tickets without the approved documentation. If the employee chooses to upgrade as a personal preference, employees may upgrade to business class or first-class travel at their own expenses or through redemption of frequent flyer benefits with no additional approval required.

If first class or business class travel has been approved, for annual reporting purposes please submit a copy of the approved request to the National Operations Center (NOC), OC-623, attention: BLM_OC_Travel_Team@blm.gov.

PER DIEM REDUCTION AFTER 30 DAY ASSIGNMENT

As outlined in DOI Travel Policy, an Extended TDY assignment is defined as a trip where the traveler is in TDY status for 30 consecutive days or longer at a single location, with breaks

greater than 45 days in between assignments. For these extended assignments, the per diem is reduced to 55% of the maximum allowable rate for the locality, unless a higher rate is justified and pre-approved. The extended TDY policy aims to help travelers reduce their costs for longer trips.

For example, if a traveler is initially assigned for 14 days and is extended, which then exceeds 30 days, there is no cost reduction; but, the higher rate (over 55%) still needs justification on the extended TDY worksheet.

To determine if a trip qualifies as extended TDY, consider how long the traveler will be on TDY before they depart. The Extended TDY Worksheet is required to be uploaded to the ETS authorization for the assignment. Use of this Extended TDY Checklist can help plan your trip and can be found here: [Extended Duty Travel Checklist](#).

SELECTING MODES OF TRANSPORTATION

According to FTR 301-10.5, the following hierarchy outlines the most advantageous transportation methods:

1. Common carrier: Travel by common carrier is considered the most advantageous method and must be used when reasonably available.
2. Government-furnished automobile: When your agency determines that your travel must be performed by automobile, a government-furnished automobile is considered the most advantageous option.
3. Rental car: If a government-furnished automobile is not available, but automobile travel is still required, a rental car should be authorized.
4. Privately Owned Vehicle (POV). A POV may only be considered the most advantageous method of transportation after evaluating the availability of common carrier, government-furnished automobile, and rental car.

COST COMPARISON REQUIREMENT

A cost comparison must be submitted with the travel authorization when any of the following occur:

- Using a mode of transportation other than the most advantageous for the Government.
- Taking a route other than the most direct route.
- Using a transportation method other than common carrier airfare for travel to a TDY location that is 350 miles or more from the residence and official duty station.

When comparing costs "fly vs drive" scenarios, assume enroute travel by automobile covers 350 miles or 8 hours per day. Preferred method for comparing is through Concur.

RENTAL CARS

When authorized, the travelers must rent a compact car. Requests for upgrades are allowed under the following circumstances:

- Multiple Travelers: If sharing a rental vehicle with two or more government employees traveling to the same TDY site.
- Government Equipment: To accommodate a large amount of government equipment.
- Physical Size: If a compact car would not allow for safe operation due to the traveler's physical size.
- Off Road Requirements: For access to rough terrain or challenging weather conditions (e.g., SUV with off-road capabilities).
- Cost Comparison: If a larger vehicle is available at the same or lower cost than a compact car through the E-Gov Travel System or the Travel Management Center (TMC).

Approval for rental vehicle upgrades must be obtained through the travel authorization or, if not previously approved, via Travel Expense Approval (TEA) memo with supervisor signature.

Rental vehicles for official TDY travel should only be used to transport government employees in official travel status.

The Defense Travel Management Office (DTMO) administers the Government Car Rental Program. Travelers must verify Department of Interior is listed on the rental car agreement to ensure the reservation receives the Government contracted benefits,

NATIONAL EMERGENCY RENTAL VEHICLES (NERV)

The National Emergency Rental Vehicle (NERV) program, part of GSA's Rental Supplemental Vehicle Program (RSVP), is managed under a Blanket Purchase Agreement (BPA) with Enterprise Rent-a-Car.

The NERV program is primarily used to acquire off-road vehicles for incident response and to provide rental vehicles for resources who may not have access to a government travel card, such as casual hires or certain state employees.

Important Note:

- All NERV rentals will be billed directly to the government, and travelers cannot use their government travel card to pay.
- Even though there is no charge to the traveler, the rental vehicle must still be selected as "rental car" on the travel authorization, with a zero-dollar expense recorded, and a comment stating NERV.
- Supporting documentation may be the payment cover sheet, Enterprise rental agreement, or Enterprise invoice.

More information and to reserve a vehicle can be found on the [NERV Home Page](#).

CHAPTER 4 WORKERS COMPENSATION

REFERENCES

- [Employees' Compensation Operations and Management Portal \(ECOMP\)](#)
- [Federal Employees' Compensation Program \(FECA\)](#)
- [Q&A About the Federal Employees' Compensation Act \(FECA\)](#)
- [Safety Management Information System \(SMIS\)](#)
- [OWCP Web Bill Processing Portal](#)
- [Workers' Compensation Claim Forms](#)
- [Department of Interior \(DOI\) Workers' Compensation Program](#)

SMIS/ECOMP

As of October 1, 2019, workers' compensation claims information is transferred between the Safety Management Information System (SMIS) and the Department of Labor (DOL), Office of Workers' Compensation Program's (OWCP) Employees' Compensation Operations and Management Portal (ECOMP) systems.

The transition to ECOMP will affect workers' compensation filing only, it will not affect other Occupational Safety and Health components and processes of the SMIS system such as accident, injury and illness reporting, analysis and recordkeeping.

The term "employee" in this context is meant to cover any personnel working on behalf of DOI (excluding contractors). Contract or state resources assisting with incident support must follow their own processes for injury or illness.

1. **Contractor Info:** Per the vendor contract section C.7.c, the contractor shall maintain Workers' Compensation and other legally required insurance with respect to the Contractor's own employees and agents.

2. **AD Info:** From the SIIBM, Ch 10. Included in coverage are civilian federal employees of the United States including those under a permanent, seasonal, temporary appointment, or **casual hire**.

EMPLOYEE'S RESPONSIBILITIES

Injured employees must initiate the process for all safety-related events, including claims for compensation, through SMIS. Once logged in, the employee will need to follow the prompted steps within the employee module. SMIS will walk employees through the process, notify supervisor and safety manager. The system will automatically direct employees to ECOMP if a claim needs to be filed for the type of incident entered in SMIS. The employee, supervisor and the local safety managers are notified via email of the initialized incident along with detailed instructions.

If the ill or injured employee is not able to initiate the process themselves, their supervisor may initiate the process for them.

Information Transition from SMIS to ECOMP

ECOMP Registration is only required for employees filing a claim. The employee will need an email address (either government or personal), their government organization, and their supervisor's email address to register in ECOMP.

To file a **CA-1** or **CA-2** form the employee should be prepared to provide the details of the new injury/illness claims including details for the event (place, time, extent of injury, etc.) and electronic copies of any additional supporting documentation, such as witness statements, medical reports, etc.

Effective December 14, 2021, claims filed by federal firefighters will be adjudicated and managed in the FECA Special Claims Unit. FIR should be selected as the case designation when filing a claim in ECOMP if the employee is a federal firefighter.

Submitting and Reviewing Forms

- Fill out each form completely and submit for review. Upload and attach supporting documents to be submitted along with a FECA claim form. If the form is incomplete, it will appear in the employee's dashboard as 'DRAFT' and will not be processed until completion of all fields and submitted.
- Once the form is submitted, it will be reviewed by the supervisor and then by a reviewing official within the agency. If appropriate, FECA forms will then be submitted to OWCP.
- If the supervisor has a question, he/she may send the form back to the employee. Forms sent back for the employee's review will appear in the employee's dashboard as 'Returned to Filer'.
- Employee will receive status emails during this process. Employee may also use the "Track Status" function to monitor the progress of the submission or check the status of the forms from the Employee Dashboard
- **Send all documents to the employee's OWCP Coordinator.**

SUPERVISOR'S RESPONSIBILITIES

The supervisor receives a DOI SMIS email notification with instructions indicating that an accident report is awaiting their review in SMIS.

The supervisor logs into the SMIS "**Supervisor**" module and under the "**You Have Reports Awaiting Your Review**" section selects "Incomplete Reports". The supervisor will find any reports they need to complete under the "Reports Awaiting Your Completion" section. The supervisor may receive an additional ECOMP notification email directing them to the ECOMP system to validate the employee's claim for benefits. The supervisor does not need to register in ECOMP for an account.

Note: the ECOMP notification is different from the SMIS notification - but BOTH must be completed by the supervisor.

OWCP related CLAIMS for Traumatic Injuries

Workers Compensation

If an employee requires medical treatment for the injury a Form CA-16 needs to be completed. The supervisor or delegatee may complete the front of the form CA-16, within four hours of the request, whenever possible. Where there is no time to complete CA-16, the supervisor or delegatee may authorize medical treatment by phone and send the completed form to the medical facility within 48 hours. For additional information reference the <https://www.dol.gov/sites/dolgov/files/owcp/dfec/regs/compliance/DFECfolio/CA-810.pdf> DOL's CA-16 Initial Authorization of Medical Care training module: <https://www.dol.gov/sites/dolgov/files/owcp/dfec/icstraining/initialauthorizationofmedicalcare/initialauthorizationofmedicalcare.pdf>

The employee or representative should ensure that the doctor providing care understands that the care is a "workers compensation injury" at the initial visit and should be reiterated, to other referred physicians or to those providing other forms of referred treatment.

Billing Information

The employee or representative also needs to ensure that the facility or doctor's office understands that "Expenses incurred related to this injury should **NOT BE BILLED** to the employee's personal health insurance carrier". If not clearly indicated that this is a FEDERAL Workers Compensation Injury (not to be confused with a State employee), a call to the doctor to double check can save a great deal of extra work and confusion down the road for all concerned. For more information on the Federal Agencies Insurance Carrier, DOL, reference the "Information for Medical Providers" at <https://www.dol.gov/owcp/dfec/regs/compliance/infomedprov.htm>. This website will be useful for the medical providers in processing bills to the DOL. A claim number is typically issued within 24 to 48 hours after the claim has been submitted to the DOL. Provide the claim number to each medical provider so they can bill the DOL appropriately.

Physicians and Treatment for Injuries covered by U.S. Department of Labor (DoL) Office of Worker's Compensation (OWCP)

Initial injury treatment for traumatic injuries covered under the issuance of a CA-16 (such as a visit to an emergency room), and prior to OWCP acceptance and approval of a CA-1 claim (not just issuance of a claim ID #), can be administered by any qualified local physician or hospital of the patient's choosing which accepts federal OWCP claims within (7) days of the date of injury. Treatment provided by a Nurse Practitioner (NP) or Physician's Assistant (PA) under CA-16 coverage **must have the signature of attending physician responsible for oversight on the CA-16**. *The term physician includes medical doctors, surgeons, osteopathic practitioners, podiatrists, dentists, clinical psychologists, optometrists and chiropractors (chiropractors must have an x-ray report supporting manipulation of the spine to correct a subluxation) within the scope of their practice as defined by State law.* All DoL OWCP forms **must be a current, unexpired version** and, along with all medical documentation, must be uploaded in ECOMP as soon as possible. DoL form CA-1 must still be completed in ECOMP in conjunction with any CA-16.

Follow-up care made by referral of the original treating physician on the CA-16 can be administered by any qualified local physician or hospital of the patient's choosing which accepts federal OWCP

claims. Change of physician or facility after this referral must be approved by OWCP. CA-16 coverage includes follow up care for a period up to 60 days from date of injury, so long as OWCP has not determined that authority to pay should be terminated.

Initial injury treatment occurring after issuance of a CA-1 claim ID # and approval of the CA-1 claim, and more than (7) days after date of injury, can be administered by any qualified local physician or hospital of the patient's choosing which accepts federal OWCP claims. Change of physician or facility after this initial CA-1 treatment approval must be approved by OWCP.

The OWCP Medical Bill Processing Portal also offers a provider search function: <https://owcpmed.dol.gov/ecams/PortalServlet>. For Instructions and Information for Medical Providers, they can visit the Medical Provider website within the Medical Bill Processing Portal: <https://owcpmed.dol.gov/portal/provider>

Duty Status Report

It is important that the employee's supervisor and Worker's Compensation Program Coordinator (WCPC) are aware of any work restrictions and the time frame the doctor is placing on the employee as well as when the employee receives a full release to regular work duties.

This information is communicated (in writing) via a Duty Status Report (CA-17) or equivalent. The employee's work status needs to be updated at each subsequent visit. Make sure to ask the doctor if there is any change in the employee's work status so that the employee is aware of progress and limitations. The importance of this to the employee is that to have any time loss from work covered by Continuation of Pay (COP) it must be indicated by a doctor in writing.

Most doctors are familiar with this and have the standard work status report form. However, a note signed by the doctor indicating whether there are any limitations with regards to work would be acceptable. These needs to be given to the supervisor upon employee's return from the visit to work.

Regular Government Employees Continuation of Pay

The period referred to as COP is a 45-day period following the date of the injury during which the employee request to receive regular pay for time loss from work due to the injury. This request is made on the Claim for Traumatic Injury form CA-1.

To be entitled to receive COP, form CA-1 must be filed within 30 days of the date of the injury and must submit medical evidence of the injury to the employer within 10 workdays of filing the CA-1.

Note: The employee is responsible for ensuring that such medical evidence is submitted to the employing agency.

Example: If the period of COP begins 05/28/20 it will expire 07/11/20. Some examples of time loss, such as, a period of no work ordered by the doctor, doctor visits, physical therapy, x-ray, and other doctor ordered appointments would qualify for COP.

If the employee is released back to work by the doctor but elects to return home, COP would not cover this time, and the employee would need to use sick leave.

COP is only compensable when a doctor has released an employee from work. If the employee feels they need additional time off due to their injury; they will need to contact the doctor and obtain updated work status documentation to continue to use the COP. If the employee does not receive an updated work status document and elects to take additional days off, they will need to use their sick leave.

For information on how to code a time sheet, reference the section below **“coding time sheet”**.

Surgical procedures other than emergency surgery:

Surgical procedures, except for emergency surgeries, require prior approval from OWCP, or the employee may be held financially responsible. Emergency surgery is defined as any procedure which needs to be performed promptly after the onset of a condition in order to preserve life or function of an organ or body part.

The physician should verify the claimant’s eligibility and request authorization in the Workers’ Compensation Medical Bill Process (WCMBP) portal at least 30 days or as soon as possible before surgery is planned. If tests were performed, copies of the test results, radiology reports, etc. may be requested.

If the provider is not familiar with the WCMB Portal the employee can provide this link <https://owcpmed.dol.gov/portal/provider> medical review may be required, and, in some cases, a second opinion will be necessary prior to approval.

Coding Time Sheet

The following information will aid in coding the time sheet for injury related periods. All time loss from work on the day of the injury is coded to 060. Time not involving the injury is coded to its appropriate code as per the Time and Attendance Payroll Manual (page 9-1 & 9-2).

Example: if employee had worked 5 hours before being injured, upon being injured employee was taken to urgent care and was told by the doctor to go home and rest for the remainder of the day, five hours would be coded to regular work code 010 and 3 hours to 060.

Time loss from work beginning the day after the injury, provided it is to obtain medical attention or is ordered by the doctor, is coded as 160 (COP) on the time sheet. Should a weekend (non-workdays include 3-day weekend on a 4/10 schedule) be sandwiched between days coded to 160 the employee would code the regularly scheduled non-workdays to code 161 - non-paid COP.

Example: the doctor orders to not work for a period of 6 days beginning on Wednesday. Employee works a 4/10 schedule - Wed./Thur.-code to 160, Fri./Sat./Sun./ code to 161, Mon. code to 160.

Time loss that continues after the 45-day period would be coded to 030-sick leave, 020-annual leave, or 162-OWCP Compensation (When electing Compensation, please see the Workers Compensation Program Coordinator.)

Employees may also be compensated for the following:

- Employee’s salary;

- Night differential;
- Sunday Premium or holiday work;
- Hazard pay;
- Locality pay and COLA; and

This is not an all-inclusive list of employee compensation benefits. For a more comprehensive list refer to the Available Benefits training module:
<https://www.dol.gov/sites/dolgov/files/OWCP/dfec/icstraining/benefitsavailable/benefitsavailable.pdf>

Prescription Medications

Preferably, prescriptions should be filled at a pharmacy that can bill directly to OWCP if they have the claim number. If paying for the prescription out of pocket, the employee may apply for reimbursement thru the DOL by filling out the OWCP-915 “Claim for Medical Reimbursement” form. If needed the pharmacist may be able to assist with filling out the forms and providing the necessary information. The following information/documentation must accompany the OWCP-915 for reimbursement.

- Pharmacy’s full name and address
- Pharmacy’s Federal tax identification number
- Injured employee’s name
- Injured employee’s OWCP case number (employee receives email notification within 48 hours of filing form CA-1 with Department of Labor - example #1403484490).
- Prescribing physician’s last name
- National Drug Code (NDC) for each medication
- Date each prescription was filled
- Each prescription number and refill number
- Quantity of each medication dispensed
- Charge for each item
- Total charge
- Proof of purchase, such as an itemized and dated receipt or a canceled check is needed.
- Note: Remember that the use of government envelope and postage is prohibited for this.
- Note: Keep a copy of ALL documentation for your records.

Reimbursement request packages can either be uploaded into ECOMP or mailed to the address below:
US Department of Labor - OWCP
P.O. Box 8300
London, KY 40742-8300

Claims follow up and information

Claims are generally handled **based on** the geographical area in which the **injured employee lives**. For claim inquiries, please refer to the OWCP in the geographical area in which the employee resides. Refer to [Federal Employees’ Compensation Program](#).

Once a claim has been released by the WCPC, the employee will work directly with the OWCP in their area and can work directly with the Division of Federal Employees' Compensation (DFEC) for claims and case status. Employee's will use their assigned claim number as their reference number when contacting DFEC's automated system (866-335-8319) or (844-493-1966) if they prefer to speak to a customer service representative during business hours. DFEC adjudicates new claims for benefits and manages ongoing cases; pays medical expenses and compensation benefits to injured employees and survivors; and helps injured employees return to work when they are medically able to do so.

DFEC makes all attempts to promptly adjudicate claims.

- For traumatic injuries, this means a decision within 45 days of receipt in all but the most complex cases.
- For simple occupational illness cases, a decision will be issued within 90 days of receipt.
- For most occupational illness cases, which require more extensive evidentiary development, a decision should be forthcoming within six months of receipt.
- For very complex occupational illness cases, a decision should be rendered within 10 months of receipt.

SPECIAL CASE HANDLING IN CERTAIN FIREFIGHTER FECA CLAIMS

The Federal Employee's Compensation Act (FECA) covers injury in the performance of duty; injury includes a disease proximately caused by federal employment. The FECA program recognizes high-risk employment and exposure to substances that increase the risk of occupational diseases such as cancers, heart, and lung disease. As a result of the specific exposures that routinely occur in the course of employment, federal firefighters are at increased risk of certain types of cancers, heart disease, and lung disease.

A special indicator of FIR (firefighter) and FHR (Firefighter High Risk) was created within ECOMP to identify federal firefighters claims under the FECA. These claims will be processed and adjudicated by a Special Claims Unit to ensure consistency in case adjudication. After adjudication, these cases will be reassigned to a non-specialized claims examiner.

Criteria for such claims:

1. 5 years of firefighting service in the federal government (not mandatory to be consecutive)
2. Diagnosed by a qualified physician
3. Diagnosis occurs within 10 years of last active date of employment in federal firefighting activities

Employment criteria: Engaged in fire protection activities are firefighters, paramedics, emergency medical technicians, rescue workers, ambulance personnel, or hazardous material workers, who:

1. are trained in fire suppression;
2. have the legal authority and responsibility to engage in fire suppression;

3. are engaged in prevention, control, or extinguishment of fires or response to emergency situations where life, property, or the environment is at risk, and
4. perform such activities as primary responsibilities of their jobs.

Covered medical conditions as of FECA Bulletin No. 24-05 and FECA Bulletin No. 25-01:

1. Esophageal Cancer
2. Colorectal Cancer
3. Prostate Cancer
4. Testicular Cancer
5. Multiple Myeloma
6. Non-Hodgkin's Lymphoma
7. Leukemia
8. Kidney Cancer
9. Bladder Cancer
10. Brain Cancer
11. Lung Cancer
12. Mesothelioma
13. Melanoma
14. Thyroid Cancer
15. A sudden cardiac event or stroke while, or not later than 24 hours after, engaging in the prevention, control, or extinguishment of fires or response to emergency situations where life, property, or the environment is at risk, including the prevention, control, suppression, or management of wildland fires
16. Chronic Obstructive Pulmonary Disease (COPD)
17. Breast Cancer
18. Cervical Cancer
19. Uterine Cancer
20. Ovarian Cancer
21. Basal Cell Carcinoma

For more information on special case handling, search "firefighter" for the latest information related to firefighter claims on the DOL/OWCP website: <https://www.dol.gov/agencies/owcp/FECA>

KEY TERMS

CA-1 - Traumatic Injury – is a wound or other condition of the body caused by external force, including stress or strain, sustained during one workday. Claim must be filed with-in 30 days of injury to use COP.

CA-2 - Occupational Disease – is defined as a condition produced in the work environment over a period longer than one workday or shift.

CA-3 – Rationale for Report of Work Status – Required by Division of Federal Employees Longshore and Harbor Workers Compensation (DFELHWC) to track Return to Work During COP Period.

CA-7 – Claim for Compensation of Account of Traumatic Injury or Occupational Disease.

CA-7A – Time Analysis Form.

CA-7B – Leave Buy-Back (LBB) Worksheet / Certification and Election.

CA- 16 - Authorizations for Examination and/or Treatment.

- If an employee requires medical treatment for the injury, the supervisor should complete the front of Form CA-16, within four hours of the request whenever possible. If the supervisor doubts whether the employee's condition is related to the employment, he or she should so indicate on the form. Where there is no time to complete a Form CA-16, the supervisor may authorize medical treatment by telephone and send the completed form to the medical facility within 48 hours. Retroactive issuance of Form CA-16 is usually not permitted under other circumstances." This comes from both the BLM Workers' Compensation Program Handbook and the CA-810

CA-17 - Duty Status Report.

CA-20 – Attending Physician's Report

CA-35 – Evidence Required in Support of a Claim for Occupational Disease

FORMS (CA) TIMELINESS MATRIX – EMPLOYEE/SUPERVISOR				
FORM	TITLE	USE	EMPLOYEE TIMELINE	SUPERVISOR TIMELINE
CA-1	Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation	Traumatic injury, occurs within one work day or shift	Within 30 days of injury for COP eligibility; within 3 years for claim eligibility	Review within 3-5 days of receipt from employee
CA-2	Notice of Occupational Disease and Claim for Compensation	Long term or chronic illness or disease	3 years from date first aware that injury or illness was related to employment	Review within 3-5 days of receipt from employee
CA-2a	Notice of Recurrence	Need for additional medical treatment or disability after released from care or consequential injury	As soon as possible	Review within 3 days of receipt from employee
CA-7	Claim for Compensation	Claim compensation for reimbursement of wage loss or lost element of pay (ex night differential), leave buy back, or to claim a schedule award	Submit end of pay period or beginning of following pay period after pay stops (after COP Period if eligible)	Review within 2-3 days of receipt from employee
CA-7a	Time Analysis Form	Claiming intermittent compensation, partial days, or repurchase of leave	Submit end of pay period or beginning of following pay period after pay stops (after COP Period if eligible)	Review within 2-3 days of receipt from employee
CA-7b	Leave Buy Back (LBB) Worksheet/Certification and Election	Claiming repurchase of leave used due to injury / illness	Submit within one year of leave used	N/A
CA-16	Authorization for Examination and/or Treatment	May guarantee payment of medical care after a traumatic injury	Obtain ASAP or within 4 hours; NLT 7 days from date of injury	Issue within 4 hours of injury; 48 hours if verbal authorization given in emergency situation; NLT 7 days from date of injury

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CHAPTER 5 CHARGE CARDS

REFERENCES

- [The BLM Charge Card Manual 1512](#)
- [DOI Charge Card Program SharePoint Site](#)
- [DOI Travel Card Program Policy v02 Final December 2021](#)
- [DOI Purchase Card Program Policy v03 13 Aug 2024](#)
- [DOI Fleet Card Program Policy v 03 16 Sept 2024](#)
- [BLM PIM 2024-004, Purchase of Promotional and Informational/Educational Items](#)
- [Personnel Bulletin No: 19-16 Changes to Departmental Manual Chapter 370 DM 451.5, Non-Monetary Awards](#)

TRAINING

Training is required to obtain charge cards for **travel**, **purchase**, and **fleet**. The fire emergency card is included in the purchase card training.

Charge card training modules can be found in DOI Talent. To access them:

- Go to Find Learning > Courses
- In the search bar, enter “Course Name” and use terms such as “travel card”, “purchase card” or “fleet card” to locate the required courses based on role(s).

Personnel with purchase authority that are not assigned to a buying team or another purchasing support position must obtain prior authorization from the incident agency or Finance/Administration Section Chief, if delegated, to use the government charge card or convenience checks during incidents.

CARD RECONCILIATION DOCUMENTATION

Charge card adjustments for all incident-related charges will be processed by the home organization (state, district, or field office). To ensure accurate reallocation of charge card transactions in FBMS, the following format is required in the description field (referred to as the “reason” text box in FBMS) when reallocating charges via Remote Data Entry (RDE):

- Description Format: Provide clear description of the item(s) and the request number as indicated on the resource order in block 12. For example:
 - Supply order: “S140 5 cases of paper”
 - Overhead travel items: “O235 FSCC, Boise, ID”
 - Fire Emergency card: “RO# crew name Lodging for Incident Name”

This format ensures that all charge card transactions are properly categorized and aligned with incident documentation requirement.

Reallocation of Funds during High Suppression Activity:

- During years of high suppression activity, suppression funds may become low, prompting NIFC to advise reallocation of charges in FBMS between LF2000000.HU0000 to LF2400000.HU0000.

- These charge codes are interchangeable. If reallocation is necessary, the documentation does not need to be changed as long as one of the two codes is annotated correctly.

If you are unsure which codes to use for reallocations, please contact your State Incident Business Lead for guidance during the reallocation process in FBMS.

FIRE EMERGENCY CARD

There are three primary methods for purchasing meals for others in support of an incident, each requiring specific documentation:

1) Fire Emergency Card

- The receipt for meal must include a list of crew members and the type of meal provided (breakfast, lunch or dinner).
- Meal costs must fall within the local per diem rates.

2) Agreement with a Local Restaurant

- When a local restaurant is contracted to provide meals to incident response teams, the agreement must include a list of individuals who received meals.
- Meal prices must remain within the local per diem rates.
- It is strongly recommended to use the Meal/Lodging Authorization form to capture required documentation, which includes meal type (breakfast, lunch, dinner), individual meal costs, and the signature of the crew boss for meal receipt. If the form is not used, the same information must be documented separately to validate the purchase.

3) Buying Team or Local Purchaser Purchasing Meals for Incident Response

- When meals are purchased by a buying team member or local purchaser for an incident, a list of individual names of those receiving meals is not required.
- **Documentation must include purchase receipt and a copy of the resource order requesting the meal.**
- As incidents may involve federal, state, local cooperators, and contracted employees, federal employees must deduct the appropriate meal cost from their travel voucher in accordance with the Federal Travel Regulations (FTR).
- Home unit supervisors should be familiar with these policies and processes. Refer to tables at the end of this chapter for further details.

Due to the restrictions on merchant category codes (MCC) for purchase cards and fire/emergency cards, it is advised to use the fire/emergency card as the primary payment method when purchasing meals for others, as it is accepted by more vendors and reduces the likelihood of transaction declines.

Important Note:

- Alcoholic beverages are **not permitted** as part of meal purchases.
- A gratuity is allowed for meals served in a restaurant or restaurant-prepared take-out meals. The maximum gratuity is 15%, unless the restaurant menu specifies a higher mandatory rate for large groups.

MEALS FOR FIRE SUPPORT- NUTRITIONAL STANDARDS AND PROCUREMENT GUIDELINES

- Meals provided for fire support must align with the specifications outlined by Montana Technical Development Center, Eating for Health and Performance: The Wildland Firefighter. These guidelines ensure that firefighters are properly fueled to meet the physical demands of their mission.
- Given the high nutritional needs of firefighters, it can be challenging to procure meals within allowable General Services Administration (GSA) meal rates. In some instances, meals may need to be procured above this rate. Refer to Travel Regulation §301-11.300, which outlines when actual expense reimbursement is warranted. For meal costs exceeding the GSA rate, a Waiver approved by the State Director is required in accordance with the BLM Delegation of Authority Manual, MS-1203 (Subject 1382).

Firefighter Lunch Nutritional Guidelines:

- Calories: Each lunch should provide 2,000 to 2,500 kilocalories to support the energy demands of the job.
- Macronutrient Breakdown:
 - a. 55% to 65% carbohydrates
 - b. 25% to 35% fats
 - c. 10% to 15% proteins
- Food Units: Each lunch should consist of 10 to 14 food units (each unit providing 100 to 300 kilocalories), which may include a combination of:
 - a. Entrées, drinks, fruits, energy bars, breads, and snacks

FLEET CARD

The micro-purchase threshold for BOTH vehicle repairs and maintenance using a fleet card is \$10,000. These services are not subject to the Service Contract Labor Standards as outlined in 29 CFR 4.123(e)(2)(i)(A).

For more detailed guidance, refer to [DOI-AAAP-0151 Application of the Service Contract Labor Standards Statute](#), Attachment B: SCLS Frequently Asked Questions.

FIRE SPECIFIC DOCUMENTATION

Supporting documentation is required whenever purchases are made in support of an emergency incident. The table at the end of this chapter identifies appropriate charge card documentation. Reference state-specific direction regarding charge card documentation retention and uploading requirements for electronic systems.

SPLIT PURCHASES

Individual orders for items identified on a resource order are considered single orders and are treated as such when paying with a government charge card. A purchase is considered split if the cardholder intentionally divides up payment on the quantity of goods or services known to the cardholder at the point in time in which they're making the purchase, and the total cost of the purchase would have exceeded their procurement authority.

Offices with reoccurring purchases of the same commodity, that exceed the micro-purchase level, in total should give consideration during the pre-season to set up an appropriate type of contract vehicle to ensure competitive pricing is obtained.

CREW SHIRTS

Must be ordered through the [FA IB-2023-003](#) issuance and on the Form 1103-001

PURCHASE OF PROMOTIONAL ITEMS

In accordance with Executive Order 13589, Promoting Efficient Spending (November 9, 2011), and subsequent DOI policy on Restrictions on the Purchase of Promotional Items (March 29, 2012), the BLM including its Washington Office, state offices (SO), and centers, cannot purchase promotional items with appropriated, non-appropriated, or donated funds.

This applies to all purchases made through any means, including purchase order, charge card, convenience check or other procurement vehicles, and applies to any dollar amount.

What qualifies as a Promotional Item: Any tangible item intended to promote the BLM or inform about its mission, offices, or programs. This includes, but is not limited to, items like:

- key chains, clothing (t-shirts, hats, etc.), bags, mugs, novelties, pins, coins, mouse pads, or any item branded with the BLM name/logo intended for promotional purposes.

Exceptions:

- Printed publications and other educational/informational documents: These can be purchases per [IM 2011-029](#), which delegates approval for printed materials to the WO Public Affairs Chief and the SO External Affairs Chiefs.
- Uniforms: Purchase of uniforms for employees or volunteers is permitted as outlined in BLM Manual Section 1103.15.
- Non-monetary awards for employees and volunteers are exempt from this policy.
- Fire educational Items:
 - Fire prevention, safety, or mitigation educational items are allowed. These must include a clear fire message or direct recipients to a resource like a web/social media site. Items solely featuring the BLM logo are not permitted unless they relate to Smokey Bear (which carry a fire prevention/safety message).
 - Fire education items should be cost-effective, procured based on market analysis for best pricing, and appropriately tracked and accounted for.

Supervisors are responsible to approve, monitor, and ensure these requirements are followed for all fire education and informational items purchased with BLM funds.

CRITICAL INCIDENT STRESS MANAGEMENT SERVICES

The BLM has established an Interagency Blanket Purchase Agreement (BPA) for licensed mental health professionals with demonstrated expertise in trauma to provide services for the U.S. Forest Service and BLM under the National Critical Incident Stress Management (CISM) program. These services are specifically intended to support employees involved in critical incidents, providing critical incident stress management interventions as part of the National Inter-Agency Fire Center (NIFC) response.

In accordance with the Federal Acquisition Regulation (FAR) 22.11, the NIFC Contracting Office has determined that these services are classified as Professional Services. Therefore, the micro

purchase threshold for these services is raised to \$10,000 rather than the standard \$2,500 threshold applicable to non-professional services.

- Purchases for CISM services not exceeding \$10,000 may be paid using a government-issued purchase card.
- Any purchase or requirement exceeding the \$10,000 threshold must be coordinated with the National CISM Coordinator for processing through the NIFC Contracting Office.

NON-MONETARY AWARDS

Approving officials are required to carefully select items for non-monetary recognition in a manner that avoids the appearance or potential appearance of misuse of government funds. It is recommended that non-monetary awards appropriately reflect the BLM or Departmental name, logo, award title, and/or mission.

Nominal Value of Awards:

Non-monetary awards may be granted to employees, provided the award item has a nominal value not exceeding \$100.00.

- Non-monetary awards valued at \$100 or less may be awarded without completion of the Form DI-451, Recommendation and Approval of Awards.
- Non-monetary awards exceeding \$100 require completion of the Form DI-451. This form must be submitted for approval, ensuring proper documentation of the award.

Taxable Awards: If a non-monetary award exceeds the nominal value of \$100, the employee must be informed that the award will be taxable. The employee should then provide their consent to receive the taxable award. The appropriate tax considerations and documentation must be handled as per the Bureau's guidelines and any relevant state-specific policies.

FIREFIGHTER CHARGE CARD CHEAT SHEET

PURCHASE CARD		
CATEGORY	LIMIT	EXAMPLES
All supplies, equipment, materials, goods	\$10,000	Office/Field Supplies Tools Books Fire Cache Items Office Equipment Subscriptions Fuel for Chainsaws, UTVs, and Transfer Tanks
Professional Services	\$10,000	Consultants
Non-Professional Services	\$2,500	Janitorial, Lawn, Plumbing, etc.
* \$30,000 monthly cycle limit * Cardholders will not intentionally abandon contracted vendors for non-contracted vendors with the higher single purchase limit.		
FLEET CARD		
CATEGORY	LIMIT	EXAMPLES
All supplies, equipment, materials, goods for assigned vehicles with I-Plates	\$10,000	Full replacement of tires (including incidental installation) Fuel, other supplies/materials
Routine Maintenance	\$10,000	Annual inspections (work and material) due to normal wear and tear (oil, belts, hoses, air filters) - WHEN NO LONG TERM CONTRACT (BPA) IS IN PLACE.
Repair <i>*Contact local fleet manager for required approvals.</i>	\$10,000	Work and material needed, not associated with normal wear and tear - WHEN NO LONG TERM CONTRACT (BPA) IS IN PLACE.
All other services	\$2,500	Towing, Roadside Assistance, etc.
* \$20,000 monthly cycle limit * Cardholders will not intentionally abandon contracted vendors for non-contracted vendors with the higher single purchase limit. * Any WCF transactions require WCF approval. * If a repair is due to an accident, driver must complete a DI-103 *SERVICE VS. SUPPLY: If the intent is to fix/rebuild something that is broken - it is a service.		
FIRE EMERGENCY CARD		
CATEGORY	LIMIT	EXAMPLES
Meals and Lodging for person other than self	\$10,000	Meals and Lodging for a crew member without adequate access to a travel charge card
Incident Meals/Lodging	\$10,000	In support of an incident
All incident related purchases*	\$10,000	In support of an incident
*NOTE: Incident purchases should be made with this card if the employee possesses both fire emergency and regular purchase card (red). *\$30,000 monthly cycle limit (for most)		
TRAVEL CARD		
CATEGORY	LIMIT	EXAMPLES
Relating to temporary duty status and means of getting there		Individual Lodging Individual Meals Parking Fees Concur Fees Baggage Fees Rental Car with fuel Conveyance (airfare, taxi, etc.)
* \$8,000 monthly cycle limit		
MOST COMMON BOCs		
211B	Concur Fees	
211C	Commerical Airfare	
211D	Lodging	
211I	Baggage, Parking Fees	
211R	Rental Car, Rental Car Fuel	
233L	Commercially Rented vehicle	
252S	Tuition	
252T	Training Registration Fees	
257D	Vehicle Repair/Maintenance	
261A	Office Supplies	
261M	Motor Vehicle Supplies	
264A	Building Supplies	
264B	Field Supplies	
265F	Food and Beverage (for an incident)	
265S	Safety Supplies	
269F	Fleet Vehicle Fuel	
269G	Non Vehicle Fuel	

BLM CHARGE CARD DOCUMENTATION FOR FIRE & ALL-HAZARD PURCHASES

INDIVIDUAL TRAVEL PAID WITH TRAVEL CARD	
Transaction	Supporting Documentation
Travel (hotel, transportation, etc.)	<ul style="list-style-type: none"> ▪ Purpose, Place, Period of time ▪ Itemized Receipts ▪ Resource Order you were ordered under (O, E, C, A)
TRAVEL FOR OTHERS FIRE EMERGENCY CARD	
Transaction	Supporting Documentation
Lodging (your own crew)	<ul style="list-style-type: none"> ▪ Resource Order they were ordered under (O, E, C, A, S) ▪ Itemized Receipts – Each name must be listed
Lodging (for other than your own crew)	<ul style="list-style-type: none"> ▪ Resource Order they were ordered under (O, E, C, A, S) ▪ Itemized Receipt – Each name must be listed
Meals procured for YOUR crew	<ul style="list-style-type: none"> ▪ Resource Order they were ordered under (O, E, C, A) ▪ Itemized receipt, type of meal (B/L/D), Number of meals, List of names <p><i>Cost must stay with-in the meal allowance for each meal.</i> <i>Exceptions: see “Feeding the Firefighter”</i></p> <p><i>A gratuity is allowable up to 15% unless a higher rate is clearly stated by the establishment for large groups.</i></p>
Meals Procured for an incident (local buying team) Meal Orders exceeding \$10,000 require a warranted CO	<ul style="list-style-type: none"> ▪ Resource Order (S#) ▪ Itemized receipt – Date and type (B/L/D/S) of meals provided and signature of receipt ▪ Individual names not required for Meal Authorization Form containing details of order. <p><i>Cost for meals must stay with-in the allowance for each meal unless negotiated by a warranted Contracting Officer</i></p>
Incident Purchases (for those cardholders who do not possess a red purchase card)	<ul style="list-style-type: none"> ▪ Resource Order (S#) ▪ Itemized Receipt ▪ Waybill and/or signature of receipt (if applicable) <p>This card SHALL NOT be used for non-incident purchases, including ESR and Rx.</p>

PURCHASE CARD	
Transaction	Supporting Documentation
Purchases	<ul style="list-style-type: none"> ▪ Resource Order (S#) ▪ Itemized Receipt ▪ Waybill and/or signature of receipt (if applicable)
IT Related – coordination with local unit IT is required (includes telecommunications and radio equipment)	<ul style="list-style-type: none"> ▪ Resource Order (S#) ▪ Itemized Receipt ▪ Rental computers should be procured under the Forest Service BPA ▪ FORM 1520-62
Agency Provided Medical Care (APMC) <i>APMC should be the exception. Follow the guidelines in SIIBM.</i>	<ul style="list-style-type: none"> ▪ M# is required, serves as resource request number and is maintained by agency finance personnel. One number issued per medical incident ▪ Prescriptions require a Resource Order (S#) and itemized receipt with signature of receipt.
Government Issued Property, Lost or Damaged	<ul style="list-style-type: none"> ▪ Resource Order (S#) ▪ Itemized Receipt ▪ Waybill and/or signature of receipt (if applicable) ▪ Property Loss or Damage Form with appropriate level of approval ▪ Return of damaged property to home unit may be required (accountable/trackable/sensitive items)
Personal Property, Lost or Damaged	<ul style="list-style-type: none"> ▪ Claim must be filed – DO NOT replace with purchase card ▪ DO NOT replace with purchase card or authorize an S#.
Property (accountable or sensitive) – new procurement	<ul style="list-style-type: none"> ▪ Resource Order (S#) ▪ Itemized Receipt ▪ FORM 1520-62 Items considered accountable and sensitive require coordination and proper approval from the local unit Property Staff
Rental Car Damage -DOD Contract (GARS)	<ul style="list-style-type: none"> ▪ Resource Order (S# or E#) ▪ Claim is filed and handled by the employee's home unit. ▪ Refer to the terms of the agreement.
Fuel – NOTE: VIPR contracted fuel vendors are required by their IBPA to accept charge cards when dispensing fuel at an incident. This direction applies only to those situations where a contract vendor is not available (i.e., enroute to a fire).	<p>Do Not Pay for Agency Fleet Fuel, Rental Car Fuel for your own rental (use travel card), or Privately Owned Vehicle (POV) Fuel with Purchase Card</p> <ul style="list-style-type: none"> ▪ Final invoice will include an itemized list of all charges ▪ Fuel procured on behalf of a contractor will be deducted from their invoice if appropriate

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CORPORATE CARD	
Transaction	Supporting Documentation
BLM Corporate Card <u>Emergency</u> : Used to procure airline tickets for fire personnel during an incident. The corporate card is not to be used for rental cars, lodging or meals.	<ul style="list-style-type: none">▪ Resource Order Number for each ticket▪ Itinerary for each ticket▪ Travel voucher (if available)
<u>Non-Emergency</u> : Used to procure airline tickets for employees who do not possess a government-issued travel card.	<ul style="list-style-type: none">▪ Itinerary for each ticket▪ Travel voucher (if available)

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CHAPTER 6 ACQUISITION

REFERENCES

- [Federal Acquisition Regulation \(FAR\)](#)

INCIDENT PAYMENT PROCEDURES

The BLM state/field offices must process incident payments in accordance with the following procedures:

AGREEMENT IDENTIFICATION

Assign a document number to every agreement you establish or use. The BLM may utilize an agreement established by the state or federal agency (i.e. – USDA Forest Service) only if a federal contracting officer countersigns the agreement. An agreement document number is required on every incident payment package submitted for payment.

Attach a copy of any agreement pages that pertain specifically to the incident payment use invoice. Always send the first page(s) including signatures, page(s) listing equipment and work rates, and any other pages that include special provisions or amendments. The work rates on the invoice must match the work rates in the agreement. NOTE: it is not necessary to send a copy of the entire agreement, as some are 60 - 80 pages long.

INCIDENT NUMBER/COST CODE INFORMATION

Write complete BLM cost code information in block 19 or block 22 remarks section of the Emergency Equipment Use Invoice.

You must include the cost center paying for the equipment (e.g. “LLNV910000”), the Functional Area used (e.g. “LF2000000.HU0000”), the fire number(s) (e.g. “EU56”), and the Account Assignment in block 20. Use the following Account Assignments in the situations listed below:

- 6100.252Z0: Operator provided by contractor.
- 6100.232A0: Space rental payments to others (LUA)

Note: Incident payment invoices are non-referencing payments. It is not necessary to enter a miscellaneous obligation in FBMS.

VENDOR SIGNATURE ON THE INCIDENT PAYMENT INVOICE

A vendor and authorized federal agent’s signature are required for every invoice, including vendor created/commercial invoices (i.e. toilets, handwash, copy trailers, etc.). The National Operations Center (NOC) cannot process the payment without these signatures. If the vendor is not available to sign, hold the invoice until the vendor can sign it. A facsimile signature or electronic signature (i.e. adobe authenticated signature) is acceptable. Do not allow the vendor to backdate their signature.

Invoice statements are subject to the Prompt Pay Act, whereby interest accrues 30 days after the vendor signature date.

PAYMENT FOR THE FIRST AND LAST DAY ASSIGNED TO AN INCIDENT

Unless specified otherwise in the agreement, follow the instructions below to calculate the guarantee or daily rate, i.e. the minimum payment owed to the vendor for equipment rental for time under hire.

Half Day Rates

Half day rates are only paid on two occasions, either the first or the last day of the incident. On the first day, if the resource started its travel to the incident after 1600 it would be under hire less than 8 hours and therefore entitled to a half day. On the last day, if a resource returns to its point of hire prior to 0800 it would be under hire for less than 8 hours and entitled to a half day. Time under hire is based on the calendar day, the resource is under hire from 0001 to the estimated time it returns to its point of hire.

Guarantees

Some resources are paid on a work rate other than daily, such as hourly or mileage, and include a guarantee. Payment is made for the greater of the actual work or guarantee, not both. The guarantee is paid when the resource is under hire for 8 or more hours and half the guarantee is paid for the first/last day when under hire for less than 8 hours.

CONTENTS OF INCIDENT PAYMENT PACKAGES

The incident payment packages submitted to the NOC must include the following:

- Emergency Equipment invoice, OF-286, signed and dated by vendor representative and designated representative (physical or electronic signature).
- Cost coding, agreement number, and incident order number included on the invoice.
- Copy of the agreement used (VIPR/I-BPA or EERA/LUA), information on the agreement must match information on the invoice and shift tickets.
- If line amounts are a lump sum posting, include supporting documentation of individual charges related to lump sum (ex: portable toilets, copier trailers, spreadsheet tracking logs.)
- If changes are made to line amounts, must initial changes.
- If additions or deductions from payment are made, ensure vendor and designated representative initials or signature is obtained. Include supporting documentation of related repair orders, commissary issues, findings and determinations for claims, etc.

Further instructions:

- Adhere to the NWCG incident retention guidelines for maintaining all incident files.
- Do not use whiteout. Strike through errors and initial all corrections.

- For amendments to an originally submitted invoice identify that it is a corrected invoice and include the original invoice.
 - Ensure adjustments are clearly identified in the totals so the payment office can see the total amount owed to the vendor still or overpaid.
- Indicate the mailing address and contact phone number of the state or field office responsible for the payment package in Block 9 of Emergency Equipment invoice, “Administrative Office for Payment”.
- Verify that the information in Blocks 1, 3, 4, 5, 6, 10, and 11 of the invoice match the agreement submitted.
- Verify that the rates on the invoice match the rates on the agreement.
- Verify that the line amounts and invoice totals are correct.

FINAL REVIEW OF THE INCIDENT PAYMENT AND LAND USE AGREEMENT PAYMENT PACKAGES

1. Each state office should designate appropriate individual(s) to complete final review of incident payment packages.
2. The final reviewer must sign and date invoice to indicate it has been reviewed and include their printed name and contact information. The reviewer must also notify the vendor of any changes made to an invoice.

A helpful checklist has been created and can be found at: [2025 NOC Electronic Payment Checklist](#)

Payment packages should be submitted via email to BLM_OC_Fire_payments@blm.gov.

- Ensure the scanned invoice and agreement are in a PDF format. Do not include shift tickets, inspections, and other supporting documents.
- Only scan one (1) invoice package per PDF file. Attach no more than five (5) PDF files per email.
- The “Administrative Office for Payment” should retain a copy of the payment package sent to the NOC.
- If the NOC Accounts Payable Branch makes changes to an invoice, they will notify the State Office’s designated reviewer of these changes and will fax them a copy of the changed invoice. The reviewer will then notify the vendor of the changes made.

OBTAINING AUTOMATED CLEARINGHOUSE INFORMATION (ACH)/OTHER FORMS OF EMERGENCY PAYMENT

Pre-season: All vendors must be registered in the System for Award Management (SAM); formerly (CCR) database, at <https://www.SAM.Gov>. Automated Clearinghouse (ACH) information is included as part of the vendor registration. Vendors cannot receive electronic payments until they are registered in SAM. Vendors who register in SAM are required to include direct deposit (ACH) information unless they have requested an ACH/EFT waiver. Remind your vendors to renew their registrations annually and to update necessary changes throughout the year. Any registrations that have lapsed in SAM automatically block the vendor for payment.

1 There is no need to send in vendor requests for employees who are also working fire season. Our
2 payroll records for them contain the same information required on the vendor request form.

3 Emergency Incidents: During emergencies, vendors who have not registered in SAM.Gov must
4 provide a completed FBMS Vendor Request Form for ACH/ Direct Deposit, so that a vendor
5 record can be created. If form is needed, contact your District/State Incident Business Lead or
6 local procurement staff for the form. This type of request is designed for one-time emergency
7 payments. Vendors expecting to receive more than one payment should register in SAM.Gov as
8 soon as possible. If the vendor request form was not sent to us in advance, you may attach the
9 form to the vendors' payment. Only send the form once. It must be signed by the vendor, or it
10 will be returned. Due to personally identifiable information (PII) on the form, it cannot be
11 emailed outside of the BLM network unless the form is password protected. Vendor forms can
12 be emailed to the NOC if the email is sent within the BLM network; it is still advised to
13 password protect any document that contains PII.

14 In emergency situations where a vendor who previously submitted a FBMS Vendor Request
15 Form is utilized again, provide the NOC payment team the FBMS Vendor number that was
16 created during the initial submission. This prevents duplications of vendor accounts.

17 The Interior Business Center (IBC) Master Data Maintenance (MDM) is responsible for quality
18 control review of all changes. The IBC's servicing levels for vendor updates are 24 hours from
19 receipt of the Help Desk Ticket. Servicing levels for extreme emergencies are 2 hours.

20 Emergency updates require a signature from the Operations Section or Branch Chief.

21 EFT Waiver Requests: When extenuating circumstances exist, such as remote locations in
22 Alaska, language barrier, etc., a vendor may request an EFT waiver from electronic payments at
23 the time of hire to receive a check for payment. Please complete an EFT Waiver Request form.
24 It is a requirement that all EFT Waiver Request forms be sent to the Payment Automation
25 Manager office for approval. The estimated approval time is 2-3 weeks depending on
26 completeness and accuracy of the request. The FBMS Vendor Request Form should accompany
27 the [EFT Waiver Request Form](#) so that a new vendor account can be created.

28 All vendor requests and updates will go through the NOC. The NOC contact is Mario Faison at
29 303-236-6455. You may also call the vendor hot line at 303-236-2850.

30 The vendor hot line above is not to be used to check payment status. Vendors need to reach out
31 to the local jurisdiction for the incident that they worked on to get payment information updates.

32 Complete the form(s) at time of agreement and e-mail to:

33 Email: BLM_OC_Vendor_Requests@blm.gov

PAYMENTS PROCESSED BY OTHER FINANCE OFFICES

Many national and regional Forest Service agreements/contracts specify a mandatory payment location, such as “Incident Financial Services”; therefore, when the “Special Provisions” block on the agreement specifies a specific payment office, please send these payments to the designated office. Do not send these payments to the NOC for processing. These typically include: [National Type 2 Initial Attack \(T2IA\), Mobile Shower, and Food Service agreements/contracts](#).

ACCOUNTS PAYABLE FIRE TEAM CONTACTS:

Darcy Crotteau	Financial Specialist – Fire Lead	303-236-1443
Kim Zietz	Certifying Officer	303-236-2531

Incident Only EERAs must be signed by a warranted individual within their authority. The warrant must cover the duration of the incident. For agreements written for incidents that are later complexed, include supporting documentation to show which fires made up the complex.

RETARDANT PAYMENTS

- The National retardant contracts will be funded and managed within FA400. FA400 will obligate Suppression funds with a singular generic WBS and adjudicate to the expenses to the actual Fire Code.
- BLM Fire and Aviation (FA) will now issue one purchase order (PO) for each respective contract to avoid operation in an anti-deficient manner and States will bill against the established PO thru FBMS goods receipt entry.
- **FA will not dictate how States manage their internal retardant processes or invoice tracking; however, all States are required to update their processes to incorporate these changes to the national processes listed below. They will be required to accurately inform the centralized tracking sheet provided in the Teams channel.**

Payment Process:

- FA400 – BLM Fire and Aviation Budget – will now be responsible for ensuring that charges related to goods receipts applied to each PO (National and On-Demand) associated with BLM managed retardant bases are applied to correct fire codes going forward.
- FA400 and FA500 -Division of Aviation will collaborate and manage a Retardant Tracking Teams channel in order to provide the required tracking sheet for each base, as well as a central repository for invoices and retardant use summary packets to maintain proper audit documentation for the PO.
- Bases and field retardant contacts will continue to receive invoices for payment from the Vendor. As in years past, the designated FBMS contact will need to enter each invoice into FBMS as an SES goods receipt for payment against either the National or On-Demand PO/Contract numbers.

- They will then load a copy of the invoice and retardant use summary to their designated folder in the Teams channel and log the retardant charges for each fire associated with the invoice into the tracking sheet for FA400 to correct on the backend.
- Each State should continue to utilize their own internal process for tracking and managing what retardant orders are being filled. FA will not be setting your internal process.
 - Example: Wyoming utilizes their own statewide retardant order spreadsheet and process to track any fire retardant orders and invoices out of the Casper tanker base. In this case, the information would still be tracked in a way that works for them. The difference would be the information Casper provides would also be entered into the FA400 tracking sheet template on Teams, and then the Wyoming would enter the invoice against the Purchase Order as a goods receipt for payment, before uploading a copy of the invoice into the Casper Taker base folder on Teams for backup.
- Access to the Retardant Teams channel is public and available to anyone with the Teams link.
- All invoices will be charged against the same PO. **PO#s for the (National Contract) or PO# (On-Demand Contract) can be found in the Teams channel.**
 - 2025 Initial coding for both PO's will be:
LLFA540000.LF200*.HU0000 LFSPMUDD0000
 - The associated expenses reported will be moved to the correct fire code by FA400 via the JV process in coordination with the National Operations Center. Retardant Expenditures will be moved to the fire code based on the field's entries into the [2025 Entry Tracking Folder](#).

INCIDENT CONTRACTING AUTHORITIES AND PROCEDURES

The direction below provides clarification of warrant authorities.

SERVICE AND SUPPLY PLAN

Offices are expected to establish a Service and Supply Plan during the fire preseason that includes commonly used resources in the area. See SIIBM chapter 20, for guidance on this topic. USFS AIMS Contracting maintains a national source list which can be used to supplement.

Blanket Purchase Agreements (BPA): It is recommended that BPAs be established for commonly ordered items (e.g., lodging, food, water, etc.) whenever possible.

LAND USE AGREEMENTS

Simplified acquisition procedures should be used to acquire the use of property or facilities for emergency incidents. Emergency incident agreements do not require special leasing authority [FMR Part 102-7](#). Procurement officials with warrant authority may enter into these agreements. Agreements must be negotiated and signed.

EMERGENCY INCIDENT PURCHASE ORDER

The CO shall promote competition to the *maximum extent possible*, requesting quotations from as many potential *sources, as practical*, under the circumstances. Files shall document competition and determination of price reasonableness.

Federal Acquisition Regulation (FAR) Subpart 13.301 requires a procurement instrument be in place for orders over the micro purchase authority, including delivery and task orders, when the method of payment is by purchase card or convenience check; utilize the Emergency Incident Purchase Order, Form 1510-65.

The following will be attached, when appropriate: terms and conditions required by the FAR, and statements of work shall be attached as appropriate; typical commercial item clauses suitable for most orders placed on incidents; and the Service Contract Act Wage Determination.

Refer to your state specific guidance regarding entering data into FPDS-NG; the process is no longer centralized in DC but delegated to the state acquisition office.

NUMBERING SCHEME

Emergency Incident Purchase Orders shall be numbered as follows: 140L, 2 digit State code, 2 digit fiscal year, P purchase order, xxxx are the last 4 digits of the charge card, then add alpha character to represent each transaction starting with A. Example 140L5725P1234A. If there are more than 26 actions, the user will move to a 15-digit document number AA. Convenience Checks

Checks shall only be used in lieu of the purchase card if the vendor does not accept the card and one of the Debt Collection Improvement Act waiver applies. Please ensure that Internal Revenue Service 1099 information for services rendered is obtained and processed in accordance with the BLM guidance.

COMMON INCIDENT PURCHASE REQUISITION ITEMS

Common incident purchase requisition items with associated Budget Object Class (BOC) and Universal Product Code (UPC) are listed below.

Item Description	BOC	UPC
Camp Equipment (Lights & Generators)	233L	W061, W062
Caterer non-national, onsite	252Z	S2030
Chain Saw Shop	252Z	F003
Computers/IT Equipment Rental	233M	DB011
Contract Hand and Camp Crews	252Z	F003

Copier Rental	233M	DE103
Copy Services (Trailer)	252Z	R6990
COVID Cleaning Services	256O	Q9010
Dumpsters/Recycling	252Z	S2220
Equipment Rental (small engine/hand) (Gov operated)	233L	W025/W041
Heavy Equip Rental Gov Operated (Forklift, Dozer)	233Q	W038/W039
Heavy Equipment Contractor Operated	252Z	F003
Language Services (Sign or Translate)	252Z	R6080
Laundry Service	252Z	S2090
Meals, Hydration & Ice	265F	8960/8970
Medical Services (Ambulance, REMS)	256M	Q7020
Mobile Mechanic	252Z	J025
National Contracts (Catering, Showers, Crews)	Submit to ASC	Submit to ASC
Portable Handwashing Stations	233L	W099
Portable Toilets	233L	W0850
Rental Vehicles (Pool, Box truck, UTV)	233L	W023
Retardant	252R	F003
Space Rental - Land Use Agreement	232A	Bare land - X1PZ, Schools - X1CA, Park X1PA, X1NE - Water, X1BD - Landing fees
Vehicle Repairs	257D	WCF-J023; NON-WCF J025
Vehicle Repairs (Fire Engines)	257I	WCF-J042

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FEDERAL PROCUREMENT DATA SYSTEM-NEXT GENERATION (FPDS-NG) REPORTING

If the vendor is registered in System for Award Management (SAM), report all transactions over the micro purchase threshold via direct access to FPDS-NG (access is limited to select individuals in each state). If the vendor is not registered in SAM, encourage the vendor to register so they will be ready to do business with the government in the future. If the vendor is still not registered at the time you are reporting the action into FPDS-NG, use the Exception of Unusual and Compelling Need option in SAM. Be sure your charge card file is documented per FAR 6.302-2.

WARRANT AUTHORITIES

The EERAs requiring negotiated rates are limited to the warrant level of the CO. Construction orders are limited to \$2,000 unless otherwise specified on the CO's warrant.

DEPARTMENT OF INTERIOR EMERGENCY WARRANTS

- Certificate of Appointment (COA) authority allows for two types of warrants (standing and emergency) to support wildland fire management and other designated emergencies. To request one of these warrants, individuals should work through their respective State Procurement Analysts. Reference [DOI Acquisition Policy](#).

TRAINING – AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING (SF-182)

Local units can sign-up vendors for off the shelf training utilizing their purchase card up to \$10,000 without CO approval. Above \$10,000 but below \$50,000 the SF-182 is required with the signature of a warranted CO. Training that exceeds \$50,000 must be procured through the appropriate Procurement Office. See *DOI-AAAP-0052: Purchase of Training at DOI* for specific threshold information.

REFERENCES

- [OPM Training and Policy Handbook](#)

PROCUREMENT OF TRAINING SERVICES

Although the head of an agency has training procurement authority under [Title 5 USC Chapter 41](#), procurement of training in most agencies is governed by U.S. General Services Administration regulations. An individual human resource development professional or manager should consult the agency delegations of authority to determine what specific authorities he or she has.

USE OF THE TRAINING AUTHORIZATION FORM

Agencies may use an authorized training form to procure and certify payment of training expenses through government or non-government facilities. The form is certified by training officials and supervisors, instead of the contracting officer, under a procedure negotiated by the two offices and addressed in the agency's administrative directives. *Comp. Gen. B-210334 (July 14, 1983)*.

Under typical negotiated procedures, the *Training Authorization Form (SF-182)*, is authorized for use to obligate funds, contract for training, and certify payment of approved training expenses under the following conditions:

- The training cost of a single training event, program, or instructional service does not exceed the simplified acquisition process dollar limit established by U.S. General Services Administration
- The cost is of a fixed nature i.e., price per student or price per course, program, or service; and
- The program, course, or instructional service is off-the-shelf and no modification or development resulting in increased cost to the government is needed to meet the organization's needs.

The *Training Authorization Form* is also used for requesting, approving, and certifying payment for attendance at meetings, conferences, seminars, and symposia where the primary purpose is to train an employee to meet a performance improvement related need. The form is not used to purchase general supplies, training equipment, or non-training services.

When an agency training course or program requires new design and development, the authorized contracting officer contracts for the service on behalf of and as requested by the responsible training or management official.

Office of Personnel Management (OPM) announced the new SF-182 form entitled "Authorization, Agreement, and Certification of Training." The [electronic SF-182](#) will enable OPM to maintain consistency in collecting training data and will assist agencies in reporting training requirements.

CHAPTER 7 PROPERTY MANAGEMENT

REFERENCES

- [BLM Personal Property Management Manual 1520](#)
- [BLM NOC Property](#)
- [MS-1525: Fleet Management](#)
- [MS 1315: Working Capital Fund](#)
- [MS-1520 – Personal Property Management Manual](#)
- [National Operations Center IB 2013-019 Employee Responsibility for Government Personal Property](#)

EMPLOYEE RESPONSIBILITY FOR GOVERNMENT PERSONAL PROPERTY

National Operations Center IB 2013-019 - Employee Responsibility for Government Personal Property, provides guidance to BLM employees regarding their personal responsibility and accountability for property entrusted to their care by the Federal Government.

All BLM employees have a personal obligation for the proper use, care, security, and return of property entrusted to them, or under their control or direct supervision. Employees may be held financially liable for loss, damage, destruction, or theft of property items. Property is assigned to cognizant employees within the property records, whenever possible. Employees who use property and who have been informed of their responsibilities for use, care and safeguarding of their property via the signing of a DI-105, Receipt for Property (or similar document), are also cognizant employees, even if the employee's name is not listed in the property system. An employee who has taken and passed the Bureau-required defensive driving course, and has supervisory authorization to drive a government vehicle, becomes a cognizant employee every time he/she drives a government vehicle.

- Act responsibly regarding any property under their control. This includes adhering to periodic directives regarding minimum standards for ensuring property accountability.
- Operate vehicles in compliance with all laws and regulations in the performance of official business.
- Return unneeded property promptly.
- Use property safely, efficiently, and only for official purposes.
- Make a written report to the supervisor and the business manager in all cases of property loss, damage, destruction, or theft.
- Any property that is damaged or destroyed should also be reported in the [DOI SMIS](#). DOI recently updated the SMIS Hazard/Near Miss reporting process to allow employees to request confidentiality when submitting a hazard or near miss.

SENSITIVE ITEMS

Sensitive Items are property that is identified by the BLM as requiring tighter controls because of that property's historic susceptibility to loss or theft. Bureau-Sensitive Items are system-controlled regardless of acquisition cost.

The following items having an acquisition cost less than \$5,000 must be entered into the FBMS.

- Radio, Portable
- Radio Mobile, encrypted/non-encrypted
- Radio base stations
- Global Positioning System (GPS) greater than \$500
- Theodolites
- Automated Data Processing Equipment (PCs, laptops, tablets, servers, CPUs)
- Assets requiring license plates
- Satellite Phones
- UAS/drones

MINIMALLY ACCEPTABLE SECURITY PRECAUTIONS

SENSITIVE EQUIPMENT

Laptop computers, handheld computers, radios, cameras, cellular telephones, are especially susceptible to theft and should be stored and secured per local policies.

When in the field: Inventory equipment frequently while using it to ensure that a loss has not occurred. If a loss occurs, notify your supervisor and take immediate steps to find the equipment. If you are using vest pockets to hold small field-going equipment, make sure that the pockets are secure.

USE OF GOVERNMENT-OWNED PROPERTY RESTRICTED TO OFFICIAL PURPOSES

- No officer or employee of the BLM shall use or authorize the use of government property for other than official purposes (see 18 U.S.C. 641).
- Government property may be furnished for use by a contractor, grantee or cooperator only when specifically authorized within the written terms and conditions of a legally executed contract, grant, cooperative agreement, purchase order, or memorandum of understanding.
- Unauthorized use of government property is prohibited. Property may not be used in or moved to an employee's residence or other location not leased or rented by the government unless specific written authority is granted by the Accountable Property Officer (APO). The written authority will indicate the period of time the employee is authorized such use and specify the termination date of the authorization. Such authorization will be granted only in instances when the employee is required to use property for official uses in the performance of assigned duties. This paragraph does not apply to field equipment needed and used for the performance of authorized work in the

field, nor does this paragraph apply to property used for official purposes while the employee is in official and authorized travel status.

- Limited use policy: Limited personal use of government-owned or -leased computers, telephones, fax machines and non-color photocopiers within the office location is permissible during non-duty time only, as long as such use is not prohibited by the local supervisor, does not interfere with official business of the office, is not an otherwise prohibited activity, and the expense to the government is negligible. (See 410 DM 2, Limited Personal Use of Government Office Equipment and Library Collections, and the DOI Ethics Guide for DOI Employees)
- The policy set forth in 41 CFR 101-25.100, which permits the use of government property in emergency conditions which threaten loss of life or property, shall be followed in making determinations as to what constitutes official use under exceptional circumstances.

Employee-owned property may not be used in the performance of official duties. This policy is established to limit the possibility of tort claims against the government in the case of accident or injury caused by or related to the use of non-government property. The employee must be informed that the government cannot be held liable for loss or damage to such property before granting approval, unless such liability is defined by and assumed by the bureau/office in a written agreement which is signed by the Bureau Director. This authority is delegated to the state/center directors.

MANAGEMENT CONTROLS FOR GOVERNMENT PROPERTY

It is the policy of the BLM to maintain management controls for the systematic accountability, use and disposal of property assets. The local property contact may add additional management controls to minimize exposure to waste, fraud, and abuse, as they determine economical.

SYSTEM-CONTROLLED PROPERTY

System-controlled property must be recorded and controlled in a BLM property management system (FBMS).

All property with an original acquisition cost of \$5,000 or more (including capitalized and non-capitalized property).

LOCALLY-MANAGED PROPERTY

Locally managed property has acquisition cost below the accountability threshold and has not been identified as either Bureau-controlled or sensitive. Locally managed assets should not be entered into FBMS, but must be managed through local procedures, such as a Receipt for Property (DI-105).

INCIDENT PROCURED PROPERTY

At the end of an incident, all incident procured property must be returned to the appropriate incident agency or local, geographic, or national cache.

An appropriate form of documentation for an interagency incident property transfer is a way bill or other approved incident agency form.

PROPERTY RECORDS

The BLM property records must capture transactions affecting BLM's investment in property by maintaining control of government-owned property, and provide documentation through property management reviews, audits and physical inventories. These assets must have a signed/dated DI-105, or like form, by the end user. The DI-105, or like form, must be initiated, signed/dated by the end user upon completion of the inventory for each fiscal year.

DISPOSAL PROCESS

Coordinate with local property manager for correct disposal process for non-expendable property.

RENTAL OR LOAN OF BUREAU-OWNED EQUIPMENT

Bureau-owned property may be rented or loaned to other government agencies or to individuals if documented in an agreement (may be a good practice to place on a resource order) and whenever the purpose supports the BLM's mission. Rental or loan of bureau-owned property to individuals for non-government use or for a non-emergency situation is prohibited. Property reported as "available for disposal" must not be rented or lent.

GOVERNMENT PROPERTY PROVIDED TO A CONTRACTOR

Reference: Part 45 of the Federal Acquisition Regulations

Contractors are ordinarily required to furnish all property necessary to perform government contracts. Contracting officers provide property to contractors only when it is clearly demonstrated.

- To be in the government's best interest;
- That the overall benefit to the acquisition significantly outweighs the increased cost of administration, including ultimate property disposal;
- That providing the property does not substantially increase the government's assumption of risk; and
- That the government requirements cannot otherwise be met.

A government contractor, grantee or cooperator should never be provided government property unless the property is clearly identified and the responsibility for the government property is clearly defined in the contract, grant, or cooperative agreement.

IDENTIFICATION

FIRE TOOLS

Fire tools and other items carried in fire program asset records must be marked, at the time of receipt, as U.S. Government property. Because these items may be issued to many agencies, it is not necessary to include the identification "BLM."

- All handle tools and similar items must be die stamped "US GOVT" on the metal, or branded lengthwise onto the painted area of the handle.
- Cots, sleeping bags, tents, etc., must be stenciled "US GOVT" in letters 1 to 2 inches high on the part of the article observed most readily when folded, rolled, or packed.

ROLES AND RESPONSIBILITIES

GOVERNMENT PURCHASE CARD HOLDER

The cardholder is responsible for coordinating purchases of controlled property (i.e., capitalized, system-controlled, locally managed property, and software) with the local property manager to ensure the controlled property is correctly entered into the property system. Approving officials are responsible for validating that this coordination has been completed.

OFFICIAL USE OF MOTOR VEHICLES AND MOTOR EQUIPMENT

Responsibilities

All managers and employees entrusted with motor vehicles/equipment are responsible for the proper care, operation, maintenance, and protection of that vehicle/equipment. Employees are expected to operate a government vehicle with at least the same degree of care and diligence that they would exercise with their personal vehicle. The operator must remember that he/she is representing the BLM to the public. The use of government owned, rented, or leased motor vehicles/equipment for other than an official purpose, or the authorization of use for other than official purposes, is prohibited. It is the responsibility of the supervisor to ensure that, prior to allowing a government employee to operate a government vehicle, the operator is in possession of a valid state driver's license and be qualified to operate the assigned equipment. Some offices have the ability, through the local Department of Motor Vehicles, to access employee driving records. It is strongly recommended that, when hiring a new employee for a position where driving a government vehicle will be a frequent requirement the driving record of the potential employee be checked. It is also recommended that the driving record be reviewed following any accident in which a Standard Form 91 is required, or in which law enforcement is contacted.

Statutory provisions require that any officer or employee of the government who willfully uses or authorizes the use of any government owned or leased aircraft or motor vehicle/equipment for other than official purposes will be suspended, without compensation, for not less than one month, and will be suspended for a longer period or summarily removed from federal service if circumstances warrant it.

DOMICILE OF VEHICLES

See chapter 2 of the *Interagency Standards for Fire and Fire Aviation Operations* (Red Book) for current Domicile of Vehicle information.

PASSENGERS IN GOVERNMENT PROVIDED MOTOR VEHICLES/EQUIPMENT

Transportation of government or non-government personnel in extra space in a government owned, leased, rented, chartered, or privately owned motor vehicle or aircraft engaged in official business is limited to official passengers except unofficial passengers as provided below.

Official Passengers

The following are considered official passengers:

- Officers and employees of the federal government traveling on official business. This includes BLM volunteers and temporary labor pool personnel hired for the benefit of the government.
- Members of Congress and employees of congressional committees whose work relates to DOI programs.
- Non-federal passengers when engaged in missions which relate to a DOI program such as personnel of cooperating state, county, or local agencies; instructors teaching DOI fire courses; representatives of foreign governments; contractors' representatives; advisory board members; conservation society members; representatives of the news media; etc.

Unofficial Passengers in Government Provided Motor Vehicles/Equipment

Unofficial passengers are not authorized unless all of the following requirements are met:

- The entire trip is fully and solely justified by its official purpose.
- No additional expense to the government is involved.
- Government business is not delayed and no private profit seeking activities or commercial dealings, other than normal consumer purchases, are involved.
- No circuitous routes are used.
- Unofficial passengers are approved by name in writing by the state director.

Considerations for Transporting Unofficial Passengers

Unofficial passengers are not prohibited by law. However, the following disadvantages must be considered:

- Public criticism is often aroused by the appearance of imprudent incidental use of vehicles.
- The personal convenience provided may be greater than the controlling official purpose of the trip.
- If the unofficial passenger is injured, there is the risk of a tort claim against the government, even if a waiver was signed by the passenger.

Authorization to Approve Unofficial Passengers

The following officials are delegated authority to approve transportation of unofficial passengers in motor vehicles in accordance with criteria contained herein.

- State Director
- National Centers Directors

Hitchhikers

Picking up hitchhikers and giving rides to strangers is prohibited when operating government owned, leased, or rental vehicles, or privately-owned motor vehicles engaged in official business.

Use During Emergencies or Errands of Mercy

Use of government-owned vehicles, including transport of unofficial passengers in the case of emergencies such as natural disaster (storms, floods, etc.), need for medical attention, or other errands of mercy, is not restricted. Individual employees are authorized to exercise their own judgment in using or authorizing use to promptly assist in avoiding loss of life or property in emergencies. Such use must be promptly reported through supervisory channels to the field office managers or other appropriate office head. Use must be recorded on BLM Form 9240-1, Search and Rescue Emergency Event Procedure Record, found in the back of the Operator's Guide.

Tort Claims

Employees operating a POV on official business within the scope of their employment are covered by the Federal Tort Claims Act. Civil suits against the employee in their individual capacity are excluded, since injuries, damages, and losses by third parties become the basis for tort actions against the United States. See BLM Manual Section 1386.

ACCIDENT REPORTING AND INVESTIGATION

Accident Reporting Kits

Accident Reporting Kits (GSA Form 1627 in GSA vehicles and Form DI-135, What Every Driver Should Do in Case of Accident (envelope), in Bureau owned vehicles) in the Operator's Guide provides the guidance and forms required in the event of an accident involving a Government vehicle. Additional or replacement forms for kits should be ordered from the Printed Materials Distribution Service (PMDS), NBC for BLM units, or the servicing Interagency Fleet Management Center (IFMC) for GSA units.

Contents

Each kit will include the following:

- Standard Form 91, Operator's Report of Motor Vehicle Accident (2 copies).
- Standard Form 91A, Investigation Report of Motor Vehicle Accident (2 copies).
- Standard Form 94, Statement of Witness (2 copies).
- Form CA-1, Notice of Traumatic Injury and Claim for Continuation of Pay-Compensation.
- Optional Form 26, Data Bearing Upon Scope of Employment of Motor Vehicle Operator (2 copies).

- Form DI-134, Report of Accident/Incident.
- Form CA-11, When Injured at Work.

Steps to be Taken by Operators in the Event of an Accident

The operator must comply with the steps outlined in the Operator's Guide. These actions are summarized below.

- Stop immediately.
- Take steps to prevent another accident at the scene.
- Call a doctor or ambulance, if necessary.
- Notify state patrol, county sheriff, or municipal police/authorities, as required by law.
- Do not sign any paper or make any statement as to who was at fault (except to your supervisor or to a federal government investigator).
- Obtain the necessary information to complete Standard Forms 91 and 94.
- Furnish your name, address, place of employment, name of your supervisor, and upon request, show your operator's permit.
- If the vehicle is damaged, arrange for towing service to the nearest garage to determine whether or not the vehicle can be operated safely.
- Complete Optional Form 26 as soon as possible, and if appropriate, Form CA-1.
- Notify the following persons immediately:
 - Your fleet manager, who will also contact the IFMC Manager, as appropriate for GSA units.
 - Your supervisor.
 - State, county, or municipal authorities, as required by law.
- Submit all reports and data to your supervisor within one working day. If the operator is injured and cannot comply with the above requirements, the supervisor or other BLM official must report the accident to the state, county, or municipal authorities; notify the IFMC Manager, if a GSA vehicle, that assigned the vehicle as soon as possible after the accident; and complete the Standard Forms 91 and 94.
- A Report of Survey/Certificate of Loss must be prepared in accordance with BLM Guidebook G-1520-4.

Investigating Vehicle Incident

All vehicle collisions (regardless of the number of vehicles involved) will be investigated. Form DI-134 must be completed for all incidents involving more than \$500 total estimated damage. For other reporting requirements, see BLM Manual Sections 1524, Loss, Damage, or Theft, and 1112, Safety. The Investigator's Information Guide for Motor Vehicle Accidents is available as Appendix 5 to BLM Manual Section 1112. That guide should be used by each BLM official assigned to investigate a motor vehicle incident. Investigation reports must be furnished to the IFMC Manager, if the vehicle was obtained from GSA.

Vehicle operators are precluded from operating government vehicles while under the influence of drugs (that may impair judgment or reactions), or from consuming alcohol 24 hours prior to driving/operating government vehicles/equipment. Furthermore, operators may not engage in drinking, eating, operating cell phones or radios, or engaging in other functions that would

detract from their attention to performing safe driving practices. If it is determined that any of the above listed actions were direct or indirect causes of the incident, the operator will be considered negligent and possibly grossly negligent, in the cause of the incident.

Damages Exceeding \$500

Where property damage is estimated to be \$500 or more, or bodily injury is involved, the BLM office employing the vehicle operator must investigate the incident within 48 hours after being notified. Two copies of the complete report of investigation, including Standard Forms 91 and 91A, photographs, measurements, doctor's certificate of bodily injury, police report, driver's statement, witnesses' statements, determinations, and any other pertinent data, must be furnished to the local Property Specialist (for BLM vehicles) or the IFMC Manager (for GSA vehicles) as soon as possible, but not later than two weeks following the date of the accident.

Utilization Objectives and Practices

The 1525-1 Fleet Management Handbook, clearly states under Utilization Objectives, that the cost of local vehicles may be the second largest controllable cost for a local manager. By managing this cost, local budget flexibility can be developed.

Neither the 1525 Fleet Manual nor the 1525-1 Fleet Management Handbook goes into great detail regarding the importance of accurate entry of monthly fleet utilization. Ensuring that proper accounting codes are being entered for monthly utilization, specifically ensuring that the exception codes are being entered when appropriate. Local budgets can be strongly impacted by the use of suppression exception codes when fleet vehicles are used in support of emergency incidents.

Responsible entry of monthly utilization records promotes the highest level of data integrity and ensures that accounting codes are accurate, and that suppression exception codes are entered when appropriate. This relieves local budgets of costs associated with emergency suppression use of fleet vehicles, captures true costs of specific incidents, and clearly establishes the use of fleet vehicles by utilization truth in coding.

Management reviews of fleet utilization records conducted at regular intervals will help ensure accurate coding, and reduce budget impact surprises.

BOARD OF SURVEY (BOS)

Reports of Survey (ROS)

Employees who were assigned property must promptly document all loss, damage, destruction or theft of property and provide a written report to the CPO/supervisor. The CPOs must submit documentation to the local property manager, who, in turn, prepares a ROS for APO approval. Refer to Interior Property Management Directive 410 DM 114-60.800 for further information regarding the ROS policy. Standard procedures must be used to determine gross negligence or simple negligence. The written procedures required to initiate, document, submit, review and approve ROSs are found in the BLM Manual, G-1520-5. Refer to Illustrations 1-4 of the BLM Manual for clarification of the correct processing of ROSs within the BLM. Any property that is damaged or destroyed also should be reported in the DOI Safety Management Information System (SMIS) at <http://www.smis.doi.gov>.

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CHAPTER 8

FUND CODE HANDBOOK

REFERENCES

- [BLM FA Fire Budget Website](#)
- [BLM HQ780 Budget Website](#)

CHAPTER PURPOSE

This chapter's purpose is to define the different pieces of BLM's cost structure and help direct staff in coding personnel time and expenditures correctly.

CHAPTER OBJECTIVES

- List and define BLM's budget object codes to inform employees how to code expenditures to the proper spending groups.
- List and define BLM fire functional areas with examples of proper charges to each.
- Associate proper program elements to each fire subactivity.
- List all of BLM's program elements, not all are to be used with fire subactivities, but are listed on the identified websites for reference.

ACCOUNTING CODE DEFINITIONS

Cost Center – Also known as a Funds Center, this is organizational location or hierarchy within the Bureau, and is 10 characters (i.e., LLFA400000, LLMTC02000, LLAZG02100, etc.).

Subactivity – This is a code which represents the principal operational programs the Bureau is responsible for managing and reporting, and is 9 characters (i.e., LF1000000, LF3100000, L53250000, etc.).

Program Element (PE) – This is a product-oriented code that describes the type of work being performed and the workload measure accomplished, and is 6 characters (i.e. HU0000, JD0000, DD0000, etc.).

Functional Area – This is a combination of the Subactivity and Program Element.

Work Breakdown Structure (WBS) – This is a specific project within a Subactivity for which costs are being accumulated or tracked, and is 12 characters (i.e., LFSPAZA10000, LRRFEX809105, etc.)

Source Budget Year (SBY) – Also known as a Fund Code, this identifies the year(s) in which funds are available for obligation, and the shorthand is 3 characters (i.e. 22x, 21X, 20X, XXX, etc.).

Budget Object Class (BOC) Code – Also known as a Commitment Item, this is the purpose or classification of the type of transaction being made, and is 6 characters (i.e., 261A.00, 252Z.00, 211C.00, etc.).

BLM ORGANIZATION CODES

A list of BLM organizational codes can be found at:

[Budget and Evaluation](#)

[Handbook to Print](#)

BUDGET OBJECT CLASS CODES AND DEFINITIONS

For the complete list please refer to:

[Budget and Evaluation](#)

[Handbook to Print](#)

BLM SUBACTIVITY LIST

The subactivities below are BLM's fire subactivities. They are defined later in this chapter. For a complete list of BLM subactivities see the BLM Fund Code Handbook H-1684-1:

[Fund-Code-Handbook--H-1301-1-rel.-1-1820](#)

Fire subactivities:

<u>Code</u>	<u>Name</u>
LF1000000	Wildland Fire Preparedness
LF1020000	IIJA Preparedness
LF1220000	Preparedness Disaster Relief
LF2000000	Suppression
LF2100000	Severity
LF2200000	Emergency Stabilization
LF2400000	Suppression Cap Adjustment Fund
LF3100000	Hazardous Fuels Management (WUI/Non-WUI)
LF3110000	Disaster Relief Supplement (Fuels Management)
LF3120000	IIJA Fuels
LF312B000	IIJA Fuels General
LF312C000	IIJA Fuels Thinning
LF312D000	IIJA Fuels Prescribed Fire
LF312E000	IIJA Fuels Control Lines
LF312F000	IIJA Fuels Laborers
LF3200000	Burned Area Rehabilitation
LF3210000	Disaster Relief Supplement (Burned Area Rehabilitation)
LF3220000	IIJA Burned Area Rehabilitation
LF3300000	Fire Facilities
LF3400000	Joint Fire Science Projects
LF3420000	IIJA Joint Fire Science Projects
LF4600000	State Assist – Suppression Collections

1	LF4700000	State Assist – Preparedness Collections
2	LF5610000	State Assist – Suppression Spent
3	LF5710000	State Assist – Preparedness Spent
4	LF5810000	Preparedness Assistance Collection - Training Publications
5	LF6900000	Fire Program Fire Reimbursable Agreements
6	LF6910000	All Risk Reimbursable Agreements
7	L53250000	Fire Trespass – Public Domain
8	L53260000	Fire Trespass –O & C
9		

10 PROGRAM ELEMENTS LIST

11 Program elements are used to identify the type of work that is being accomplished with the
12 funding that congress has given us. The program element is two characters (followed by four
13 zeros) that represent specific workload and accomplishments. There are approximately 266
14 program elements at this time.

15 **BLM Fire Subactivity Definitions and Associated Commonly Used Program Elements**

16 A printable reference card can be found at:

17 <https://doimsp.sharepoint.com/sites/blm-fa/budget-and-evaluation/SitePages/Budget->
18 [Information.aspx?web=1](https://doimsp.sharepoint.com/sites/blm-fa/budget-and-evaluation/SitePages/Budget-Information.aspx?web=1)

19 [Handbook to Print](#)

SUBACTIVITY: LF100 – WILDLAND FIRE PREPAREDNESS

(Project or Fire Number May be Required)

Includes all costs of planned and predictable fire and aviation management preparedness activities that occur in an average annual fire season as defined in approved State and Field Units Fire Management Plans (FMP). Excludes fuels management activities as described in subactivities LF310. A fire or project number is required when assigned to wildland fire operations activities (suppression operations or emergency stabilization).

Allowable activities under Preparedness include the following costs:

- The costs of hiring and training bureau personnel, including permanent, seasonal and temporary personnel;
- Salary costs for base 8 hours of regular fully funded fire preparedness employees, up to 40 hours per week, including when responding to wildfire suppression duties;
- Boot stipends for fire funded personnel that meet criteria;
- Prevention and detection activities;
- Operating and annual maintenance costs for support facilities;
- Purchase and contracting costs for equipment, aircraft, supplies, support, planning, and coordination;
- Purchase of capitalized, traceable, durable, and consumable equipment and supplies to outfit fire management personnel, including militia and emergency firefighters, for fire response (excludes fire stores procurement);
- Replacement of capitalized, traceable, and durable equipment and supplies that reach the end of their service life;
- Policy development and oversight;
- Aviation costs for exclusive use aircraft availability;
- Aviation flight hours and other use costs for pilot and crew currency requirements, training, or Preparedness related missions.
- Information management and decision support systems; and
- Predictive services costs.

This activity also includes the program management costs for the bureau's aviation management program. The operational costs of aviation activities are to be finance by the benefiting activity.

SUBACTIVITY: LF102 – IIJA WILDLAND FIRE PREPAREDNESS

(Project or Fire Number May be Required)

The Infrastructure Investment and Jobs Act (IIJA) Wildland Fire Preparedness sub activity includes all costs of planned IIJA Wildland Fire Preparedness actions. These may include yet to be determined IIJA Wildland Fire Preparedness categories such as Firefighter Compensation, Workforce Strategy, Health and Safety, Training and Development, Satellite detection and reporting of wildfires, radio interoperability of incident management team, wildfire detection and monitoring equipment and slip-on tanker pilot program. Fire or project number is required when assigned to wildland fire operations activities (suppression operations or emergency stabilization). Allowable IIJA activities under Preparedness will be directed by FAD.

The IIJA- Wildland Fire Preparedness sub activity (LF102) was required to delineate Wildland Preparedness (LF100) funds and IIJA Wildland Fire Preparedness funds.

COMMONLY USED PROGRAM ELEMENTS (PE)

PE Code		Workload Measure
AM	Provide Rural Fire and Community Assistance	Communities Assisted
BG	Assess Other Hazards (Non-Hazmat or Abandoned Mine Lands [AML])	Verifications, Assessments, or Evaluations Completed
DD	Plan for Public Health/Safety and Property Protection	New Revised Activity Plans Completed
DF	Plan for Interdisciplinary Activities	# New Revised Interdisciplinary Activity Plans Completed
HT	Ensure Fire Preparedness	# Fire Mgmt Units
HU	Manage Wildland Fire (Fire personnel Base-8 hours only) (Project # Mandatory)	# Acres
JL	Apply Fire Rehab Treatments (Fire personnel Base-8 hours only) (Project # Mandatory)	Acres Rehabilitated
JS	Stabilize Burned Areas (Fire personnel Base-8 hours only) (Project # Mandatory)	Acres Stabilized
MI	Monitor Air Quality and Climatic Conditions	# Air Resources/ Climatological Stations
NJ	Process Surface Trespass/Unauthorized Occupancy Cases	Cases Processed
NU	Conduct Patrol Enforcement Activities	Incidents Reported
NV	Conduct Investigative Activities	Cases Cleared
NY	Conduct Emergency Response Activities (Fire personnel Base-8 hours only) (Project # Mandatory)	Incidents Resolved
NZ	Conduct Security Activities	Vulnerability Assessments

PE Code		Workload Measure
PN	Provide Program Support: Protection of Lives, Resources, and Property	None
XG	Provide Facilities and Space Management Services	None
XI	Process Payments, Billings and Collections	None
XK	Manage Procurement, Acquisition and Agreement Activities	None
XL	Provide Personnel Services	None
XM	Provide Employee Development and Training	None
XN	Administer Internal Civil Rights	None
XO	Provide Safety Program Services	None
XP	Conduct Management Analysis and Studies	None
XT	Administer Employee and Labor Relations	None
XW	Conduct Budget Formulation/Execution and Cost Management Activities	None
XX	Provide Strategic Leadership	None
XZ	Provide Personal Property, Vehicle Fleet Management Services and Other	None
YA	IT Mission Delivery	None
YB	IT Infrastructure	None

1 SUBACTIVITY: LF122 – PREPAREDNESS DISASTER RELIEF SUPPLEMENT

Preparedness-Disaster Relief Supplemental funding provided by the 2023 Disaster Relief Supplemental Appropriations Act, part of H.R.2617, Consolidated Appropriations Act 2023. This act provided additional preparedness funding beyond the funding levels provided by the Consolidated Appropriations Act 2023. The Preparedness Disaster Relief Supplement subactivity's intent and utilization is identical to LF100 Wildland Fire Preparedness. Subactivity (LF122) was required to delineate Wildland Fire Preparedness funds and Preparedness Disaster Relief Supplement funds.

2 COMMONLY USED PROGRAM ELEMENTS (PE)

PE Code		Workload Measure
AM	Provide Rural Fire and Community Assistance	Communities Assisted
BG	Assess Other Hazards (Non-Hazmat or Abandoned Mine Lands [AML])	Verifications, Assessments, or Evaluations Completed
DD	Plan for Public Health/Safety and Property Protection	New Revised Activity Plans Completed
DF	Plan for Interdisciplinary Activities	# New Revised Interdisciplinary Activity Plans Completed
HT	Ensure Fire Preparedness	# Fire Mgmt Units
HU	Manage Wildland Fire (Fire personnel Base-8 hours only) (Project # Mandatory)	# Acres
JL	Apply Fire Rehab Treatments (Fire personnel Base-8 hours only) (Project # Mandatory)	Acres Rehabilitated
JS	Stabilize Burned Areas (Fire personnel Base-8 hours only) (Project # Mandatory)	Acres Stabilized
MI	Monitor Air Quality and Climatic Conditions	# Air Resources/ Climatological Stations
NJ	Process Surface Trespass/Unauthorized Occupancy Cases	Cases Processed
NU	Conduct Patrol Enforcement Activities	Incidents Reported
NV	Conduct Investigative Activities	Cases Cleared
NY	Conduct Emergency Response Activities (Fire personnel Base-8 hours only) (Project # Mandatory)	Incidents Resolved
NZ	Conduct Security Activities	Vulnerability Assessments
PN	Provide Program Support: Protection of Lives, Resources, and Property	None
XG	Provide Facilities and Space Management Services	None
XI	Process Payments, Billings and Collections	None
XK	Manage Procurement, Acquisition and Agreement Activities	None
XL	Provide Personnel Services	None
XM	Provide Employee Development and Training	None

PE Code		Workload Measure
XN	Administer Internal Civil Rights	None
XO	Provide Safety Program Services	None
XP	Conduct Management Analysis and Studies	None
XT	Administer Employee and Labor Relations	None
XW	Conduct Budget Formulation/Execution and Cost Management Activities	None
XX	Provide Strategic Leadership	None
XZ	Provide Personal Property, Vehicle Fleet Management Services and Other	None
YA	IT Mission Delivery	None
YB	IT Infrastructure	None

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SUBACTIVITY: LF200 – SUPPRESSION OPERATIONS

(Fire Number Required)

Includes all costs associated with the suppression of wildland fire. The BLM assigns a unique project code or fire code for each wildland fire incident funded through the Suppression Operations program. Every office, when assigned to a single fire, utilizes the same fire code within the WBS cost structure. The fire code/WBS is used in the account coding for all charges against a specific incident, which may include the following examples: employee salary, supplies, equipment, travel, and contract costs. The majority of the costs for an incident are charged against a specific fire code/WBS. There will likely be support costs which are not included. For example, the costs of overtime for national overhead operations, such as: Dispatch Centers, leadership and administrative support in general would not always be charged against each fire code/WBS. These costs are generally charged to a fire code/WBS that is more generic and covers multiple incidents.

The following is a description of types of costs associated with the suppression of wildfire and which are charged to the Suppression Operations program:

- Salary costs of firefighting and support personnel (excluding the first 8 hours of regular time each day, up to 40 hours per week for personnel normally coding to Preparedness), including overtime, hazard or environmental differential pay;
- Salary costs for all regular time and overtime for both firefighting and support personnel not normally coding salary to Preparedness;
- Travel costs associated with transporting personnel to and from an incident location;
- Logistical and subsistence support costs for all employees assigned to the fire;
- Support costs to hire emergency personnel known as Administratively Determined (AD) personnel: costs for fire boot stipends, and costs to attend emergency incident training in preparation for emergency situations
- Aircraft operations for use, and flight time for non-exclusive use air support;
- Aircraft operations for flight time for exclusive use air support;
- Replacement of consumable supplies and equipment (e.g. forms, canteens and other water and food containers, rope, batteries, medical supplies, fuel/oil, earplugs, files, flagging, gloves, goggles/safety glasses, pens, paper, boxes/cartons, and food) expended during fire suppression operations;
- Replacement of capitalized, traceable, durable, and expendable equipment lost or destroyed during fire suppression and covered by a board of survey or equivalent action;
- Contracts for goods and services, such as: water, ice, gasoline and diesel, caterers, shower units, laundry units to name a few;
- Rental of equipment and facilities, such as: a school or fair grounds for a fire camp, or rental of dozers, water trucks and similar equipment;

- Associated logistical support provided by Geographic Area Coordination Centers or Cache units or similar support units;
- Compensation for injury and/or illness when firefighters need to be treated at an incident;
- Measures taken to correct damages resulting from actions taken to suppress the wildfire;
- Costs associated with investigation and review activities related to specific wildfires;
- Costs of returning suppression equipment to a serviceable condition; and

Fire Stores: Costs for the procurement of supplies and equipment for the fire stores that are managed by the National Interagency Fire Center (Great Basin Cache, National Interagency Incident Communication Depot), the Billings Interagency Fire Cache, and the Alaska Fire Service (AFS) Cache. The fire stores associated with these three locations purchase items with suppression funding in advance of the incident. As the supplies are sent, the costs are moved to a specific incident fire code/WBS. The use of suppression funding by fire stores should not replace the appropriate use of preparedness to outfit fire management personnel, including militia and emergency firefighters, for fire response.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
HT	Ensure Fire Preparedness	# Fire Mgmt Units
HU	Manage Wildland Fire (Project # Mandatory)	# Acres
NJ	Process Surface Trespass/Unauthorized Occupancy Cases	Cases Processed
NV	Conduct Investigative Activities	Cases Cleared
PN	Provide Program Support: Protection of Lives, Resources, and Property	None

SUBACTIVITY: LF210 – SEVERITY

(Project Number Required)

Includes costs for severity funding, which is the use of suppression funds for extraordinary preparedness activities that are required due to an abnormal increase in fire potential or danger, or to fire seasons that either start earlier or last longer than planned in the fire management plan. The objective of severity funding is to mitigate losses by improving suppression response capability. Use of severity funding requires justification, approval, pre-assigned fire numbers, and is subject to special constraints. Further clarification of appropriate and inappropriate uses of these funds may be found in chapter 10 of the Interagency Standards for Fire and Fire Aviation Operations.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
HT	Ensure Fire Preparedness	# Fire Mgmt Units

SUBACTIVITY: LF220 – EMERGENCY STABILIZATION

(Project Number Required)

Includes all costs associated with work to stabilize and prevent unacceptable degradation to natural and cultural resources, to minimize threats to life and property resulting from the effects of a wildfire, or to repair/replace/construct physical improvements necessary to prevent degradation of land or resources. Emergency stabilization actions must be taken within one year following containment of a wildfire. Expenditures may be made to replace or repair minor facilities essential to public health and safety; prevent soil loss and erosion through seeding, drainage control, and protective fencing; protect critical habitat to prevent permanent impairment through seeding and plantings; assess damage to cultural resources and initiate actions to stabilize and mitigate cultural site damage; prevent establishment of invasive plants through seeding and integrated pest management activities; and monitoring activities for up to three years following the date of containment of the fire. Includes costs to plan, survey and design emergency measures to ensure stabilization of lands damaged by wildfire. Includes all cost of preparing Emergency Stabilization. All charges in this activity must be made to the fire number that caused the need. Further clarification of acceptable use of these funds may be found in the Burned Area Emergency Stabilization and Rehabilitation Handbook H-1742-1.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
BS	Inventory for Presence of Invasive and/or Noxious Weeds	Acres Inventoried
DD	Plan for Public Health/Safety and Property Protection	New Revised Activity Plans Completed
HF	Heritage Resources Stabilized, Managed and Protected	Properties Protected or Restored
HI	Prepare/Hold Wild Horses and Burros	# of Animal Days
IP	Road Annual Maintenance	Lane Miles Maintained
JB	Construct Shrub/Grass/PJ/Forest Projects	Projects Completed
JC	Maintain Shrub/Grass/PJ/Forest Projects	Projects Completed
JD	Apply Weed Treatments	Acres Treated
JS	Stabilize Burned Areas	Acres Stabilized
MK	Evaluate Weed Treatments	Acres Evaluated
MZ	Monitor Post-Fire Emergency Stabilization and Rehab Treatments	Acres Monitored
PH	Provide Program Support: Restore Health of Public Lands	None

SUBACTIVITY: LF240 – SUPPRESSION CAP ADJUSTMENT FUND

(Fire Number Required)

Funds to be made available in years that Suppression costs exceed our available LF200 Suppression funding. These funds are to be utilized under the same policy guidance as LF200 Suppression funding. As LF240 Suppression Cap Adjustment Funds become available to the BLM, Fire and Aviation will manage the use of these funds to be least burdensome to the field. In large Suppression years, states may be allocated LF240 funding to manage as appropriate.

COMMONLY USED PROGRAM ELEMENTS**PE Code**

HT	Ensure Fire Preparedness
HU	Manage Wildland Fire (Project # Mandatory)
NJ	Process Surface Trespass/Unauthorized Occupancy Cases
PN	Provide Program Support: Protection of Lives, Resources, and Property

Workload Measure

Fire Mgmt Units
Acres
Cases Processed
None

SUBACTIVITY: LF310 – FUELS MANAGEMENT

(Project Number Required)

The Fuels Management program is responsible for removing or modifying vegetation to restore and maintain healthy, resilient landscapes; reducing wildfire risks to communities and other values; providing assistance to communities for education, planning, and treatments on adjacent non-federal lands; aiding in fire suppression, lessening post-wildfire damage; reducing smoke and emissions from wildfire; and reducing invasive species, and insects and disease. The Fuels Management program collaborates with adjacent landowners and land management agencies, and with other programs within the Bureau, to implement projects and treatments that remove or modify vegetation to achieve Fuels Management objectives and benefit wildlife habitat and other values.

The Fuels Management program includes all costs associated with planning, implementing, and supporting Fuels Management activities. Methods include prescribed fire and mechanical, biological, and chemical treatments. Associated activities include planning, inventory of fuel hazards, determination of appropriate fuel treatment methods, analysis of treatment alternatives, clearances, consultation, permitting, monitoring, and evaluating fuel treatment accomplishments and providing community assistance.

SUBACTIVITY: LF311 – DISASTER RELIEF - FUELS MANAGEMENT

(Project Number Required)

Disaster Relief-Fuels Management sub activity is based on the 2021 Public Law 117-43, the Extending Government Funding and Delivering Emergency Assistance Act. The Disaster Relief Fuels Management sub activity's intent and utilization is identical to LF310 Fuels Management. Disaster Relief-Fuels Management sub activity (LF311) was required to delineate Fuels Management and Disaster Relief Fuels Management funds. This funding is available for obligation until expended. Disaster Relief Fuels funds were provided in FY22 with the intent to be obligated as soon as possible. To avoid unobligated balances in prior year funds and risk the loss of funds, states should make every effort to expend these funds by the end of FY23. Disaster Relief fuels funds were a one-time appropriations and are not recurring funds.

SUBACTIVITY: LF3120 – IIJA FUELS MANAGEMENT

(Project Number Required)

The Infrastructure Investment and Jobs Act (IIJA) Fuels Management sub activity LF3120 should not be utilized. Please use the associated further detailed LF312 sub activities that have been established to track obligations for each specific "bin" as identified in the law. These additional sub activities can be found below.

The IIJA Fuels Management sub activity includes all costs of planned IIJA Fuels Management actions. This sub activity covers all associate IIJA Fuels sub activities; general, thinning, prescribed fire, control lines and laborers. The sub activities listed under LF3120 should only be utilized when supporting IIJA projects as identified in NFPORS. Much like Fuels Management

LF310, IJJA Fuels Management is responsible for removing or modifying vegetation to restore and maintain healthy, resilient landscapes; reducing wildfire risks to communities and other values; providing assistance to communities for education, planning, and treatments on adjacent non-federal lands; aiding in fire suppression, lessening post-wildfire damage; reducing smoke and emissions from wildfire; and reducing invasive species, and insects and disease. The IJJA Fuels Management is broken down in further detail to address the specific use and reporting requirements required by the IJJA.

SUBACTIVITY: LF312B – IJJA FUELS GENERAL

(Project Number Required)

The IJJA Fuels General sub activity and associated fuels WBS should be utilized to track obligations to include all costs of planned IJJA Fuels General actions, as identified in NFPORS.

The IJJA- Fuels General sub activity (LF312B) was required to delineate Fuels Management (LF310) funds and IJJA Fuels General funds.

SUBACTIVITY: LF312C – IJJA FUELS THINNING

(Project Number Required)

The IJJA Fuels Thinning sub activity and associated fuels WBS should be utilized to track obligations to include all costs of planned IJJA Fuels Thinning actions, as identified in NFPORS.

The IJJA- Fuels Thinning sub activity (LF312C) was required to delineate Fuels Management (LF310) funds and IJJA Fuels Thinning funds.

SUBACTIVITY: LF312D – IJJA FUELS PRESCRIBED FIRE

(Project Number Required)

The IJJA Fuels Prescribed Fire sub activity and associated fuels WBS should be utilized to track obligations to include all costs of planned IJJA Fuels Prescribed Fire actions, as identified in NFPORS.

The IJJA- Fuels Prescribed Fire sub activity (LF312D) was required to delineate Fuels Management (LF310) funds and IJJA Fuels Prescribed Fire funds.

SUBACTIVITY: LF312E – IJJA FUELS CONTROL LINES

(Project Number Required)

The IJJA Fuels Control Lines sub activity and associated fuels WBS should be utilized to track obligations to include all costs of planned IJJA Fuels Control Lines actions, as identified in NFPORS.

IJJA- Fuels Control Lines sub activity (LF312E) was required to delineate Fuels Management (LF310) funds and IJJA Fuels Control Line funds.

SUBACTIVITY: LF312F – IIJA FUELS LABORERS

(Project Number Required)

The IIJA Fuels Laborers sub activity and associated fuels WBS should be utilized to track obligations to include all costs of planned IIJA Fuels Laborers actions, as identified in NFPORS.

IIJA- Fuels Laborers sub activity (LF312F) was required to delineate Fuels Management (LF310) funds and IIJA Fuels Laborers funds.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
AM	Provide Rural Fire Community Assistance	Communities Assisted
DD	Plan for Public Health/Safety and Property Protection (within WUI)	New Revised Activity Plans Completed
DF	Plan for Interdisciplinary Activities (outside WUI)	# New Revised Interdisciplinary Activity Plans Completed
HE	Biomass Utilization	Green Tons
JM	Implement Fuels Treatments by Fire Outside the WUI	Acres Treated
JQ	Implement Fuels Treatments Mechanically Outside the WUI	Acres Treated
JR	Implement Fuels Treatments by Other Means (outside WUI)	Acres Treated
JT	Reduce Fuels Mechanically WUI	Acres Treated
JU	Reduce Hazardous Fuels Other WUI	Acres Treated
JW	Implement Fuels Treatments by Fire Within WUI	Acres Treated
LC	Monitor Fuels Treatment in WUI	Acres Monitored
MT	Monitor Fuels Treatment outside WUI	Acres Monitored
PH	Provide Program Support: Restore Health of Public Lands (outside WUI)	None
PN	Provide Program Support: Protection of Lives, Resources, and Property (inside WUI)	None
XA	Plan and Develop IT Systems	None
XG	Provide Facilities and Space Management Services	None
XI	Process Payments, Billings and Collections	None
XK	Manage Procurement, Acquisition and Agreement Activities	None
XL	Provide Personnel Services	None
XM	Provide Employee Development and Training	None
XN	Administer Internal Civil Rights	None
XO	Provide Safety Program Services	None
XP	Conduct Management Analysis and Studies	None
XT	Administer Employee and Labor Relations	None
XV	Manage and Support Radio	None
XW	Conduct Budget Formulation/Execution and Cost Management Activities	None
XX	Provide Strategic Leadership	None

PE Code		Workload Measure
XZ	Provide Personal Property, Vehicle Fleet Management Services and Other	None
YA	IT Mission Delivery	None
YB	IT Infrastructure	None

1

SUBACTIVITY: LF320 – BURNED AREA REHABILITATION

(Project Number Required)

Burned Area Rehabilitation provides funds for efforts undertaken up to five years of containment of a wildland fire to repair or improve fire- damaged lands unlikely to recover naturally to management approved conditions, or to repair or replace minor facilities damaged by fire. Includes cost necessary to restore and maintain proper function to watersheds, landscapes, and wildlife habitat by such action as reseeding with native (preferred) and non-native plants and invasive species control and management. Also includes the cost to repair or replace minor operating facilities and cost of monitoring up to five years from the date of fire containment. All Burned Area Rehabilitation projects require an approved Burned Area Rehabilitation Plan. Plans and funding are approved at the national office. All charges in this activity must be made to the fire number that caused the need. Further clarification of acceptable use of these funds may be found in the Burned Area Emergency Stabilization and Rehabilitation Handbook H-1742-1.

SUBACTIVITY: LF321 – DISASTER RELIEF - BURNED AREA REHABILITATION

(Project Number Required)

Disaster Relief-Burned Area Rehabilitation sub activity is based on the 2021 Public Law 117-43, the Extending Government Funding and Delivering Emergency Assistance Act. Disaster Relief-Burned Area Rehabilitation sub activity's intent and utilization is identical to LF320 Burned Area Rehabilitation. This funding is available for obligation until expended.

Disaster Relief-Burned Area Rehabilitation sub activity (LF321) was required to delineate Burned Area Rehabilitation and Disaster Relief Burned Area Rehabilitation funds.

SUBACTIVITY: LF322 – IIJA BURNED AREA REHABILITATION

(Project Number Required)

IIJA Burned Area Rehabilitation sub activity's intent and utilization is identical to LF320 Burned Area Rehabilitation. This funding is available for obligation until expended.

IIJA-Burned Area Rehabilitation sub activity (LF322) was required to delineate Burned Area Rehabilitation and IIJA Burned Area Rehabilitation funds.

COMMONLY USED PROGRAM ELEMENTS**PE Code**

BS	Inventory for Presence of Invasive and/or Noxious Weeds
DD	Plan for Public Health/Safety and Property Protection
GU	Road Condition Assessment
HF	Heritage Resources Stabilized, Managed and Protected

Workload Measure

Acres Inventoried
New Revised Activity Plans Completed
Lane Miles
Properties

PE Code		Workload Measure
HI	Prepare/Hold Wild Horses and Burros	# Animal Days for all Animals Held or Born in a Facility
IP	Road Annual Maintenance	Lane Miles Maintained
JB	Construct Shrub/Grass/PJ/Forest Projects	Projects Completed
JC	Maintain Shrub/Grass/PJ/Forest Projects	Projects Completed
JD	Apply Weed Treatments	Acres Treated
JJ	Gather/Remove Wild Horses and Burros	Animals Removed
JL	Apply Fire Rehab Treatments	Acres Rehabilitated
MK	Evaluate Weed Treatments	Acres Evaluated
MZ	Monitor Fire Rehab Treatments	Acres Monitored
PH	Provide Program Support: Restore Health of Public Lands	None

1 SUBACTIVITY: LF330 – FIRE FACILITIES

2 (Project Number Required)

3 Includes all costs of for fire facilities deferred maintenance and capital improvement construction
 4 funded through line-item appropriation. Covers expenditures related to architectural and
 5 engineering design, site preparation, construction, contract administration, and other site
 6 development and improvements.

7 COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
IB	Facilities Deferred Maintenance and Construction	Square Feet

SUBACTIVITY: LF340 – JOINT FIRE SCIENCE

The Joint Fire Science Program (JFSP) original direction consisted of four principal purposes: fuels inventory and mapping; evaluation of fuels treatments; scheduling of fuels treatments; and monitoring and stabilization. The JFSP provides funding for applied research for wildland fuels and fire.

SUBACTIVITY: LF342 – IJJA JOINT FIRE SCIENCE

The IJJA Joint Fire Science Program (JFSP) sub activity is identical to the LF340 and follows the original direction JFSP which consists of four principal purposes: fuels inventory and mapping; evaluation of fuels treatments; scheduling of fuels treatments; and monitoring and stabilization. The JFSP provides funding for applied research for wildland fuels and fire.

IJJA Joint Fire Science Program sub activity (LF322) was required to delineate Joint Fire Science funds and IJJA Joint Fire Science Program funds.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
HT	Ensure Fire Preparedness	#Fire Mgmt Units
JL	Apply Fire Rehab Treatments	Acres Rehabilitated
JM	Implement Fuels Treatments by Fire Outside the WUI	Acres Treated
JQ	Implement Fuels Treatments Mechanically Outside the WUI	Acres Treated
JR	Implement Fuels Treatments by Other Means	Acres Treated
JS	Stabilize Burned Areas	Acres Stabilized
JT	Reduce Fuels Mechanically WUI	Acres Treated
JU	Reduce Hazardous Fuels Other WUI	Acres Treated
JW	Implement Fuels Treatments by Fire Within WUI	Acres Treated
LC	Monitor Fuels Treatment within WUI	Acres Monitored
MT	Monitor Fuels Treatment (outside WUI)	Acres Monitored
MZ	Monitor Fire Rehab Treatments	Acres Monitored

SUBACTIVITY: LF460 – STATE ASSISTANCE COLLECTIONS - SUPPRESSION

(Project Number Required)

This subactivity serves as a collection account for both Suppression and Preparedness. All fire assistance collections are to be deposited into one subactivity, LF460, “Fire Assistance Collections.” Collections deposited into LF460 will be transferred to Fire Assistance Reimbursable-Suppression (LF561) and Fire Assistance Reimbursable-Preparedness (LF571) based on the ten-year average ratio of Suppression (LF200) to Preparedness (LF100) expenditures.

COMMONLY USED PROGRAM ELEMENTS**PE Code**

RD Collections Only – Revenue Billings & Collections

Workload Measure

None

NO EXPENDITURES MAY BE DIRECTED TO THIS ACCOUNT**SUBACTIVITY: LF561 – STATE ASSISTANCE EXPENDITURES - SUPPRESSION**

(Project Number Required)

Expenditures may be used to cover what normally would be charged to Suppression (LF200). A project number is mandatory and is assigned by Fire and Aviation (FA). Control and approval of expenditures from the LF561 account is held by FA.

COMMONLY USED PROGRAM ELEMENTS**PE Code**

HT Ensure Fire Preparedness

HU Manage Wildland Fire (Project # Mandatory)

NJ Process Trespass/Unauthorized Occupancy Cases

PN Provide Program Support: Protection of Lives, Resources, and Property

Workload Measure

Fire Mgmt Units

Acres

Cases Processed

None

SUBACTIVITY: LF571 – STATE ASSISTANCE EXPENDITURES - PREPAREDNESS

(Project or Fire Number May be Required)

Expenditures may be used to cover what normally would be charged to Preparedness (LF100) and should be considered the same as preparedness funds. LF571 originates from the LF460 account which serves as the collection account for both Suppression and Preparedness. Collections deposited into LF460 are transferred to Fire Assistance Reimbursable-Suppression (LF561) and Fire Assistance Reimbursable-Preparedness (LF571) based on the ten-year average ratio of Suppression (LF200) to Preparedness (LF100) expenditures.

LF571 allocations are split between states and FAD. The state's allocations are determined by five year weighted average percentage of deposits. LF571 FAD funds are utilized towards Bureau-wide initiatives and/or or one-time corporate spreads.

These funds may be used only for non-recurring contracts, interagency activities, labor, and one-time purchases not requiring continued monetary commitment beyond the level of the current Preparedness base budget. A fire or project number is required when assigned to wildland fire operations activities (suppression operations, emergency stabilization, and hazardous fuels reduction).

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
AM	Provide Rural Fire and Community Assistance	Communities Assisted Verifications, Assessments, Evaluations Completed
BG	Assess Other Hazards (Non-Hazmat or AML)	
DD	Plan for Public Health/Safety and Property Protection	
DF	Plan for Interdisciplinary Activities	
HT	Ensure Fire Preparedness	New Revised Activity Plans Completed
HU	Manage Wildland Fire (Project # Mandatory)	# New Revised Activity Interdisciplinary Activity Plans Completed
JL	Apply Fire Rehab Treatments (Project # Mandatory)	# Fire Mgmt Units
JS	Stabilize Burned Areas (Project # Mandatory)	# Acres
MI	Monitor Air Quality and Climatic Conditions	Acres Rehabilitated
NU	Conduct Patrol Enforcement Activities	Acres Stabilized
NV	Conduct Investigative Activities	# Air Resources/ Climatological Stations
NY	Conduct Emergency Response Activities (Project # Mandatory)	Incidents Reported
NZ	Conduct Security Activities	Cases Cleared
PN	Provide Program Support: Protection of Lives, Resources, and Property	Incidents Resolved
		Vulnerability Assessments
		None

PE Code		Workload Measure
YA	IT Mission Delivery	None
YB	IT Infrastructure	None

SUBACTIVITY: LF581 – PREPAREDNESS ASSISTANCE COLLECTIONS (TRAINING PUBLICATIONS)

(Project Number Required)

All revenues received from other government agencies or entities for training and publications provide under the fire program are deposited in this subactivity. This subactivity is also used for all expenditures related to training and publications material provided by the fire program to other government agencies or entities.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
HT	Ensure Fire Preparedness	# Fire Mgmt Units
RD	Collections Only – Revenue Billings & Collections	None

SUBACTIVITY: L5325 – FIRE TRESPASS (PUBLIC DOMAIN)

(Requires Project Number)

Includes all costs collected through Fire Trespass actions for the reimbursement of damages, suppression costs, and emergency stabilization and burned area rehabilitation costs relate to Public Lands (other than O&C or CBWR Lands) impacted by human-caused wildland fires. Funds collected from fire trespass actions may only be used for fire program activities that support the protection of life, resources, and property. These collections, however, may not be used for Fire Deferred Maintenance and Capital Improvement projects that would be appropriately funded in LF330. These funds can also be used for restoration activities that are needed as a result of a fire where, due to limitations on the use of Emergency Stabilization and Rehabilitation (ES&R) funds, restoration of developments damaged by a fire could not be accomplished.

COMMONLY USED PROGRAM ELEMENTS

PE Code		Workload Measure
AM	Provide Rural Fire Community Assistance	Communities Assisted
BF	Assess Hazmat Sites	Site Verifications, Assessments, Evaluations Completed
BS	Inventory for Presence Invasive Plants and/or Noxious Weed	Acres
BT	Inventory Forest and Woodland Vegetation	Acres
BV	Inventory Stream/Riparian Areas	Miles
CB	Inventory Wildfire/Plan Habitat	Acres

PE Code		Workload Measure
DD	Plan for Public Health/Safety and Property Protection	New Revised Activity Plans Completed
HD	Manage Forest and Woodland Commercial Sales	Acres Managed
HF	Restore and Protect Cultural/Paleo Properties	Properties Protected/Restored
HO	Respond to Hazmat Risk Sites	Actions Completed
HP	Remediate AML Physical Safety Hazards	Sites Remediated
HQ	Mitigate Other Hazards	Sites Mitigated
HT	Ensure Fire Preparedness	# Fire Mgmt Units
IA	Recreation Site Annual Maintenance	Square Feet
IB	Recreation Site Deferred Maintenance	Square Feet
ID	Trail Annual Maintenance	Miles
IE	Trail Deferred Maintenance	Miles
IH	Bridge Deferred Maintenance and Construction	Number of Projects
IK	Dam Deferred Maintenance and Construction	Number of Projects
IP	Road Annual Maintenance	Lane Miles Maintained
IQ	Road Deferred Maintenance	Lane Miles
IR	Road Construction	Lane Miles
IU	Recreation Site Non-Building Annual Maintenance	Recreation Sites Maintained
JB	Construct Shrub/Grass/PJ/Forest Projects	Number of Projects
JD	Apply Weed Treatments	Acres
JE	Restore Forest and Woodland Through Sales	Acres
JK	Implement AML Projects to Restore Water Quality	Acres of Completed Remediation
JL	Apply Fire Rehab Treatments	Acres Rehabilitated
JN	Restore Forest and Woodland Through Development	Acres
JS	Stabilize Burned Areas	Acres Stabilized
KO	Historic Structures Managed	# of Structures
MB	Evaluate Forest/Woodland Treatments	Acres
MG	Monitor and Maintain Hazmat & NRDAR Sites	Sites where Monitoring Actions are Completed
MK	Evaluate Weed Treatments	Acres
MO	Monitor Streams/Riparian Habitat	Miles
MX	Monitor Shrub/Grass Vegetation Treatments	Acres
NF	Inspect, And Verify Production at Mineral Material Site	Number of Sites
NI	Inspect Locatable Mineral Sites For Surface Management Compliance	Number of Inspections
NJ	Process Trespass/Unauthorized Occupancy Cases	Cases Processed
NP	Evaluate PRP's for Cost Avoidance/Recovery	Actions Completed
PH	Provide Program Support: Restore Health of Public Lands	None
PN	Provide Program Support: Protection of Lives, Resources, and Property	None

SUBACTIVITY: L5326 – FIRE TRESPASS (O&C)

Includes all costs collected through Fire Trespass actions for the reimbursement of damages, suppression cost, and emergency stabilization and burned area rehabilitation costs related to O&C or CBWR Lands impacted by human-caused wildland fires. These collections, however, may not be used for Fire Deferred Maintenance and Capital Improvement projects that would be appropriately funded in LF330. These funds can also be used for restoration activities that are needed as a result of a fire where, due to limitations on the use of Emergency Stabilization and Rehabilitation (ES&R) funds, restoration of developments damaged by a fire could not be accomplished.

COMMONLY USED PROGRAM ELEMENTS*(Not Restricted to These)*

PE Code		Workload Measure
AL	Provide Outreach through Interpretation and Environmental Education	Programs/Events Delivered
AM	Provide Rural Fire Community Assistance	Communities Assisted
BF	Assess Hazmat Sites	Site Verifications, Assessments, Evaluations Completed
BG	Assess Other Hazards (Non-Hazard or AML)	Verifications, Assessments, Evaluations Completed
BJ	Approve Cadastral Surveys	# Surveys
DD	Plan for Public Health/Safety and Property Protection	New Revised Activity Plans Completed
DF	Plan for Interdisciplinary Activities	# New Revised Activity Interdisciplinary Activity Plans Completed
EP	Process Mineral Material Disposal Through Sales	# of Contracts
FW	Process Mineral Material Disposal Through Permits	Permits Issued
HD	Manage Forest and Woodland Commercial Sales	Acres Managed
HF	Restore and Protect Cultural/Paleo Properties	Properties Protected/Restored
HG	WH&B Placed into Private Care	Number of Animals
HL	Apply Commercial Forest and Woodland Management	Acres Restored/Developed
HO	Respond to Hazmat Risk Sites	Actions Completed
HQ	Mitigate Other Hazards	Sites Mitigated
HT	Ensure Fire Preparedness	# Fire Mgmt Units
IA	Recreation Site Annual Maintenance	Square Feet
IB	Recreation Site Deferred Maintenance	Square Feet
ID	Trail Annual Maintenance	Miles
IE	Trail Deferred Maintenance	Miles
IH	Bridge Deferred Maintenance and Construction	# of Projects
IK	Dam Deferred Maintenance and Construction	# of Projects
IP	Road Annual Maintenance	Lane Miles Maintained
IQ	Road Deferred Maintenance	Lane Miles
IU	Recreation Site Non-Building Annual Maintenance	Recreation Sites Maintained
JL	Apply Fire Rehab Treatments	Acres Rehabilitated

PE Code		Workload Measure
JS	Stabilize Burned Areas	Acres Stabilized
KO	Historic Structures Managed	Number of Sites
MG	Monitor and Maintain Hazmat & NRDAR Sites	Sites where Monitoring Actions are Completed
NF	Inspect, and Verify Production at Mineral Material Site	Number of Sites
NP	Evaluate Potentially Responsible Party (PRP) for Cost Avoidance/Recovery	Actions Completed
NQ	Process Hazmat cost Avoidance/Recovery Cases	Cases Referred
PH	Provide Program Support: Restore Health of Public Lands	None
PN	Provide Program Support: Protection of Lives, Resources, and Property	None

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SUBACTIVITY: LF690 – FIRE PROGRAM REIMBURSEMENTS

(Project Number Required)

Covers funds received from other government agencies or entities for services provided under fire program reimbursable agreements. These funds may be used for fire activities authorized within the scope of the agreement. If these funds are used to purchase equipment or facilities, the reimbursing agency must concur with use and ownership of the equipment and/or facilities. Requires a formal reimbursable agreement with an obligating document from the agency requesting services and a project number to be established with the National Business Center.

COMMONLY USED PROGRAM ELEMENTS**PE Code**

AM	Provide Rural Fire Community Assistance
BL	Collect Digital Cadastral Data
DD	Plan for Public Health/Safety and Property Protection
DF	Plan for Interdisciplinary Activities
HT	Ensure Fire Preparedness
HU	Manage Wildland Fire (Project # Mandatory)
HY	Patent Alaska Native Corp Conveyances
JH	Construct Lake/Wetland/Stream/Riparian Projects
JI	Maintain Lake/Wetland/Stream/Riparian Projects
JL	Apply Fire Rehab Treatments
JM	Implement Fuels Treatments by Fire Outside the WUI
JP	Implement Species Recover/Conservation Actions
JQ	Implement Fuels Treatments Mechanically Outside the WUI
JR	Implement Fuels Treatments by Other Means (outside WUI)
JS	Stabilize Burned Areas
JT	Reduce Fuels Mechanically WUI
JU	Reduce Hazardous Fuels Other WUI
JW	Implement Fuels Treatments by Fire Within WUI
KE	Implement Conservation Actions for Non-ESA Species and Communities
MY	Heritage Resources Monitored
NJ	Process Trespass/Unauthorized Occupancy Cases
NU	Conduct Patrol Enforcement Activities
NV	Conduct Non Drug Investigative Activities
NY	Conduct Emergency Response Activities (Fire personnel Base-8 hours only) (Project # Mandatory)
PN	Provide Program Support: Protection of Lives, Resources, and Property

Workload Measure

Communities Assisted
Townships
New Revised Activity Plans Completed
New Revised Activity Interdisciplinary Activity Plans Completed
Fire Mgmt Units
Acres
Acres Patented
Projects Completed
Projects Completed
Acres Rehabilitated
Acres Treated
Actions Performed
Acres Treated
Acres Treated
Acres Treated
Acres Treated
Acres Treated
Acres Treated
Localities Monitored
Cases Processed
Incidents Reported
Cases Cleared
Incidents Resolved
None

SUBACTIVITY: LF691 – ALL-RISK REIMBURSEMENTS

(Project Number Required)

Covers funds received from other government agencies or entities for services provided under all risk reimbursable agreements. These funds may be used for all risk activities authorized within the scope of the agreement. If these funds are used to purchase equipment or facilities, the reimbursing agency must concur with use and ownership of the equipment and/or facilities. This subactivity requires formal reimbursable agreement with an obligating document from the agency requesting services and a project number to be established with the National Business Center.

COMMONLY USED PROGRAM ELEMENTS**PE Code**

HT Ensure Fire Preparedness

NY Conduct Emergency Response Activities (Project # Mandatory)

Workload Measure

Fire Mgmt Units

Incidents Resolved

1

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CHAPTER 9

BLM FIRE CODING GUIDELINES

REFERENCES

- [BLM FA Fire Budget Website](#)
- [BLM Fire Operations Website](#)

CHAPTER PURPOSE

This chapter provides guidance on the use of Work Breakdown Structure (WBS) codes in the fire program.

CHAPTER OBJECTIVES

- To provide guidance for proper use of fire codes at all levels of the BLM organization.
- Identify and describe the proper use of four types of fire codes used by BLM.
- Define short-term severity, long-term severity and how they work.
- Determining severity funding limits and how to request funding.
- Provide answers to common questions that are asked by fire personnel regarding proper use of fire WBS codes.

DEACTIVATING FIRE CODES

Fire codes that go unused for 12 months will be deactivated. Fire codes that need to be reactivated will be done with the concurrence of the State Incident Business Lead, Fire & Aviation, and the NOC. Requests to reactivate a fire code must be in writing and include rationale for reactivating the code. Work with the State Incident Business Lead, who will email, Dave Burley (dburley@blm.gov) at the National Interagency Fire Center.

NATIONAL REVIEWS

The BLM National Office conducts national fire preparedness reviews of each BLM state fire program every four years. BLM State Offices conduct state-wide fire preparedness reviews every two years, and BLM Field Offices or Districts conduct fire preparedness reviews annually.

Incident business reviews have been part of the preparedness review process since 2008. In response to Office of the Inspector General (OIG) audits, the incident business portion of the National Preparedness Review has been expanded to include a review of state and local suppression expenditures. In advance of the review, the review team may need to request documentation from your state incident business lead.

CORRECT REVIEW FINDINGS

When doing internal reviews of spending, all errors should be corrected. If the charge is more than 2 years old, then the priority criteria to apply should be:

- 1) If the charge is in suppression and it should have been preparedness it must be corrected.
- 2) If the charge is coded to a fire trespass or state billing fire that should have been coded somewhere else, it must be corrected. This also applies to charges that were not coded to a fire trespass or state billable fire but should have been.
- 3) If the expense was coded in error to the wrong fire and the correction does not involve fire trespass, state billable fire or a non-suppression expense then corrections should be made as workload permits; corrections over \$5,000 should take priority.

If the charge to be adjusted is labor, work with your State Incident Business Lead to send the information (via the Mass Adjustment File Layout) to FA400. Prior year labor corrections, pay periods less than 13 months prior to current, will be consolidated monthly at NIFC and sent to the NOC for uploading. If labor corrections are identified older than 13 months, the only alternative is to journal voucher the expense. This is not a desired option, but if it is determined absolutely necessary it can be done.

INCIDENT-SPECIFIC CODES

Dispatch offices will generate a fire code for each BLM fire within their jurisdiction using the FireCode web application. The FireCode system creates an interagency four-digit alphanumeric fire code. As fire codes are generated, they are uploaded nightly into the FBMS, creating a suppression WBS. There are no additional requirements for BLM finance offices to enter these codes into the financial system.

The dispatch office generating a fire code will provide the code to resources responding to the fire, to other dispatch units providing resources, and will include the code on all resource orders generated for that fire. If a BLM unit receives a request from another federal wildland fire agency or dispatch office to provide initial attack resources to a fire, the code will be provided by the requesting agency or dispatch office.

If a dispatch office receives a request from a non-federal entity to provide support to a non-federal fire covered by an approved annual operating plan (AOP), the dispatch office will access FireCode to assign a fire code to the fire. This code will be used by all federal wildland fire agencies that provide support to that fire. However, if no federal resources are being utilized and no federal lands are affected, a fire code should not be generated.

For BLM, each false alarm will be assigned a separate fire code.

The NWCG Event Kind and Category standard data values, definitions, and business rules reflect that a False Alarm (FA) will only be used when no **fire** of any kind exists in relation to an initial report of a suspected wildfire. When Event Kind is Fire, Event Categories can now be Debris/Product Fire, Non-Statistical/Other, Prescribed Fire, Structure Fire, Vehicle Fire and Wildfire. False Alarm is not considered an Event Kind of Fire.

Based on the NWCG data standards, when a reported wildfire is responded to by the BLM, or another agency responds to a reported wildfire believed to be on BLM land, but no **wildfire** is found, a separate fire code will be assigned. In other words, under these NWCG data standards, when the reported wildfire ends up being a Debris/Product Fire, Non-Statistical/Other, Structure Fire, Prescribed Fire, Vehicle Fire or False Alarm (no fire of any kind), a separate fire code will be assigned. Prescribed Fire Event Category will ONLY be selected IF BLM resources respond to a reported wildfire that ended up being another Federal or State agency's prescribed fire.

For dispatch offices using WildCAD, WildCAD-E has been built using the 2022 NWCG Event Kind and Category standard data values and those updated values will be in the WildCAD-E picklists. WildCAD-E will be implemented in phases. Until your dispatch office transitions to WildCAD-E, offices should continue current procedures for categorizing BLM responses to reported wildfires that did not result in locating a **wildfire**. Additionally, BLM offices should continue to assign a separate fire code to each such event.

The USFS generally assigns one fire code per forest for all fires smaller than 300 acres and all false alarms. The BLM will use that code rather than generate a separate fire code for each separate USFS incident.

APPROPRIATE USE OF INCIDENT-SPECIFIC CODES

Incident-specific fire codes are appropriately used under the following circumstances:

- Resources and personnel working on an incident, directly supporting an incident (e.g., expanded dispatch), or repairing damage resulting from fire management activities.
- Resources and personnel ordered because of anticipated need for the incident (including extension at the end of shift).
- Resources and personnel refurbishing equipment after returning from an incident (e.g., fire personnel washing hose, cleaning equipment, sharpening tools).

Do not use an incident-specific code to backfill behind a resource or personnel sent to a fire.

MULTIPLE-INCIDENT SUPPORT CODES

During fire season, when fire activity is high, some fire management personnel can be called upon to perform work that supports multiple fires simultaneously. Support codes are fire codes set up at the local or geographic area level for use by resources and personnel supporting multiple existing incidents when it is difficult to identify a specific incident to charge against. Support codes must only be used for suppression-appropriate charges and must not be used for charges appropriately charged to specific incidents, to severity, or to preparedness.

The BLM state offices will maintain a list of authorized support codes in use in their state(s) and will monitor expenditures charged to these codes. The review of support code expenditures will be part of national preparedness reviews. See below for both appropriate and inappropriate uses for support codes.

APPROPRIATE USE OF MULTIPLE-INCIDENT SUPPORT CODES

Multiple-incident support codes are appropriately used under the following circumstances, **only** if it is not feasible to charge expenditures to a specific incident:

- Resources and personnel working in support of multiple existing incidents (e.g., dispatchers, managers, staging area managers, caches, and aircraft).
- Resources and personnel ordered in anticipation of being used on any of a series of existing incidents (including extensions at the end of shift) with the understanding that they will be moved to an actual fire as soon as they are assigned. This is a very short-term option.
- Personnel time for dispatchers, warehouse/cache workers, support staff, and AD/casual employees should be broken into blocks and charged to specific fire codes when practical, even when supporting multiple fires. When hours cannot be broken out and charged to specific fire codes, a support code may be used.
- Utility costs (telephones, sewer, water, electricity, fuel, etc.) above normally occurring costs that are incurred in direct suppression support should be charged to specific fire codes. When this is not feasible then a support code may be used.
- Emergency equipment, rental vehicles (i.e., forklifts, rental cars), and government-owned or leased vehicle mileage in support of multiple fires may be charged to a support code. Vehicle costs associated with deliveries to specific fires should be charged to the incident-specific fire code.
- Flight detection over multiple fires intended to monitor the need to place resources may be charged to a support code.
- Cell phone costs above the monthly or annual recurring costs, when they are identifiable.
- Expenses may be temporarily obligated to a support code when insufficient time or information exists to determine the correct specific fire code. These expenses must be de-obligated and charged to specific fire codes when the payment is processed.
- States must coordinate with the FA Budget and Evaluation budget officer prior to obligating or making payment for any individual support code expenditure over \$100,000.

Do not use a support code for:

- Backfill behind a resource sent to a fire.
- Expenses not directly related to suppression.
- Expenses that should be charged to severity.
- Expenses related to the pre-positioning of resources (when no fires currently exist).
- Billable fire expenses (any fire BLM will need to track separately to seek reimbursement of costs).
- Normal default cost structure for any government employee charge card or any vehicle charge card. Charge cards should default to the normal funding code of the individual's program.
- Monthly/annual cell, satellite phone base costs or normal occurring utility charges.
- Lease/rental of government facilities that are used for regular government business (i.e., dispatch center, warehouses, etc.).

- Exclusive use aircraft daily availability. Daily availability for call-when-needed (CWN) aircraft and flight hour costs in direct support of multiple fires is to be broken out for individual legs between fires.
- Monthly charges for government-owned or leased vehicles.
- Funding fire investigation costs. If fire investigation costs will be incurred beyond the two-year period for charging to the fire code, a request for extension should be made through the FA.
- Base funding for BLM employees whose base-8 hours are covered by preparedness funds.

The USFS has created support codes for non-land-based units such as National Caches, GACCs, NICC and a few USFS specific units. If BLM resources are ordered using a support code from the USFS or another agency, we will generally honor that code and use it as requested by the ordering unit (**normal preparedness/fuels funded activities like training and details are not to be paid for using any support codes**).

Regardless of benefitting jurisdiction, Geographic Area Coordination Centers can preposition resources using their assigned support fire code in advance of predicted significant wildland fire potential; to meet ongoing fire activity needs when the resource assignment is not yet known; or for resources supporting multiple incidents.

REVIEW OF SUPPORT CODE USE

State offices are responsible for monitoring support code charges in FBMS for their authorized support codes. To ensure compliance with BLM direction on support code use, state offices and FA Budget and Evaluation will annually review support code expenditures. States are required to annually submit a list of BLM support codes and code use will be reviewed as part of preparedness reviews.

NATIONAL AND STATE DIRECTOR SEVERITY

Severity is the preferred method to move and support resources in advance of fire activity. By definition, incident-specific or multiple-incident support codes require the expenditures to go against an existing fire or multiple existing fires. Severity funds are used to move and support resources and personnel because of general fire conditions, as supported by a severity request to the National Office, or by a short-term event. Employees should charge to their home unit 10-character cost center when coding to suppression, and severity unless otherwise specifically directed.

The DOI severity authorization limit, or cap, is ten percent of the ten-year suppression obligation average. The BLM divides that cap into three pieces (state severity, short-term severity, and an unallocated piece in case any unforeseen circumstances arise). Each state's limit for nationally approved severity is based on a percent of each state's base preparedness funding.

NATIONAL SEVERITY

National agency-level Fire Directors or their delegates are authorized to allocate fire severity funding under specific conditions, tied to anticipated fire activity that will exceed the capabilities of local resources, fire seasons that start earlier or last longer than normal, or abnormal increases in fire potential or danger not planned for in existing preparedness plans. The BLM will use fire code numbers for all severity activities. The FA, Budget and Evaluation will assign codes for BLM severity activities.

REQUESTING FIRE SEVERITY FROM FIRE AND AVIATION

The process for requesting severity is outlined in the *Interagency Standards for Fire and Fire Aviation Operations*, and can also be found on the web at the [BLM Fire Operations website](#). Requests signed by the applicable State Director will be submitted electronically to BLM_FA_Severity@blm.gov.

National severity funding requests will be accepted and approved for a maximum of 30 days. Regardless of the length of the authorization, use of severity funding must be terminated when abnormal conditions no longer exist. If the fire severity situation extends beyond the 30-day authorization, the state must prepare a new severity request.

An approval memo from FA will list authorized severity funding and an associated cost code for each state and unit. All authorized funding will be counted towards the state's severity authorization limit, including extension of exclusive-use aircraft contracts.

In order to support the BLM National Aviation Strategy, which includes prioritized resource allocation, air resource mobility, and cost containment; a state may be directed to release an air resource to another state. All charges related to releasing an air resource will be covered by FA or the receiving state.

Post-season national severity funding reviews will be conducted by FA. Select states will be reviewed during fire preparedness reviews in order to identify potential severity process improvements at the local, state, and national level.

SHORT-TERM SEVERITY

Each State Director has been delegated the authority to expend short-term severity funding in the amounts specified below. Short-term severity authorization limits have been set at \$300,000, or four (4) percent of each state's base preparedness funding, whichever is greater. Each state and FA division will establish a process to document requests and approvals. The following are the approved cost codes for short-term severity:

<u>State/Office</u>	<u>Functional Area</u>	<u>WBS</u>
AK	LF2100000.HT0000	LFSRD0YE0000
AZ	LF2100000.HT0000	LFSRD0YF0000
CA	LF2100000.HT0000	LFSRD0YG0000
CO	LF2100000.HT0000	LFSRD0YH0000
ID	LF2100000.HT0000	LFSRD0YJ0000
MT/DKs	LF2100000.HT0000	LFSRD0YK0000
NV	LF2100000.HT0000	LFSRD0YL0000

1	NM	LF2100000.HT0000	LFSRD0YM0000
2	OR/WA	LF2100000.HT0000	LFSRD0YN0000
3	UT	LF2100000.HT0000	LFSRD0YP0000
4	WY	LF2100000.HT0000	LFSRD0YQ0000

Cost Center Use:

All severity costs are tracked by the Work Breakdown Structure (WBS). Resources should use their home unit cost center when charging to severity for time and other costs.

Exceeding Authority Limits:

For a state to exceed its national or short-term severity authorization limit, the State Director must request an increase to its spending limit from the Assistant Director, FA (AD). The AD may adjust the authorized spending limits to ensure BLM stays within the severity funding authorization limit set by the Department of the Interior (DOI).

Interagency Fire Severity Activities:

The BLM, BIA, FWS, NPS, and USFS have a national fire management master agreement that provides a basis for cooperation on all aspects of wildland fire activities. Under this master agreement, the agencies do not bill one another for services rendered for suppression, including severity activities.

- *BLM Assisting Other DOI Agencies*

The DOI agencies all use FireCode to assign project numbers for their severity activities. When assisting other DOI agencies, the BLM is to use the four-character fire code project number provided by the requesting DOI agency. The fire code project number is inserted into the WBS in characters 5-8 (LFSR####0000).

Other DOI agencies may establish a new fire code for a Severity activity, this is done through FireCode. When the 4-digit fire code is transmitted to the NOC, the WBS is automatically set up as an LFSP incident. In order to use the WBS with a Severity Sub-activity (LFSR), the WBS must be changed. The National Fire Business lead will submit the form 1310-20 to the NOC as provided by the State Fire Business lead.

- *BLM Requesting Other DOI Agencies' Assistance*

When BLM requests assistance from another DOI agency, BLM will provide to the assisting DOI agency the four-character fire code project number, which are characters 5-8 in the WBS listed in their authorization memos.

- *BLM Assisting the Forest Service (FS)*

The FS does not use FireCode to assign project numbers for severity activities. The FA has assigned one number (LFSRD0YY0000) for all severity assistance BLM provides to the FS. For example, if BLM Utah is assisting the FS, they would use LLUT####000 LF2100000.HT0000 LFSRD0YY0000.

- *BLM Requesting Forest Service Assistance*

When BLM requests assistance from the FS, BLM does not provide a project number from FireCode. The FS uses specific "S" codes found in the National Interagency

Mobilization Guide, Chapter 10 – Interagency Fire and Severity Activities, when assisting DOI agencies. The FS code for assisting BLM is **S70002 (1522)**.

Any severity support provided by the BLM to the other DOI agencies or the FS will not be counted in the state's authorization limit.

PRE-POSITIONING FUNDS

NATIONAL PREPOSITION FUNDING

National preposition funding is used to mobilize resources to areas with anticipated fire activity when other funding is not available. Units may request national preposition funding from FAD to acquire supplemental fire operations assets to increase initial attack capability when BLM units do not:

- Have available preparedness funding;
- Have available short-term severity funding; or
- Meet the criteria for use of national severity funding.

Approved national preposition funding may be used for the following items:

- Travel and per diem costs for the duration of the assignment, when not assigned to an incident.
- Overtime labor costs associated with the original preposition move.
- Overtime labor costs up to 8 hours to cover staffing of preposition resources on days off while on assignment. Utilization of preposition funding for extended staffing beyond 8 hours is prohibited.

National preposition cost codes will be provided upon authorization from FA. The process for requesting national preposition funding is outlined in the *Interagency Standards for Fire and Fire Aviation Operations* and on the [BLM Fire Operations website](#).

STATE DISCRETIONARY PREPOSITION FUNDING

Each state director has the delegated authority to expend preposition funding for prepositioning activities in amounts determined by the BLM FLT. This discretionary preposition funding authorization can be expended for appropriate preposition activities (according to the criteria established for national preposition funding) without approval from the Assistant Director (FAD). Each state will establish a process to document requests and approvals.

The following are the cost codes for state discretionary preposition funding:

<u>State</u>	<u>Functional Area</u>	<u>WBS</u>
AK	LF5610000.HU0000	LFFAAK280000
AZ	LF5610000.HU0000	LFFAAZ280000
CA	LF5610000.HU0000	LFFACA280000
CO	LF5610000.HU0000	LFFACO280000
ID	LF5610000.HU0000	LFFAID280000

1	MT/DKs	LF5610000.HU0000	LFFAMT280000
2	NV	LF5610000.HU0000	LFFANV280000
3	NM	LF5610000.HU0000	LFFANM280000
4	OR/WA	LF5610000.HU0000	LFFAOR280000
5	UT	LF5610000.HU0000	LFFAUT280000
6	WY	LF5610000.HU0000	LFFAWY280000

7 **Cost Center Use:**

8 All preposition costs are tracked by the Work Breakdown Structure (WBS). Resources should
9 use home unit cost center when charging to severity for time and other costs.

10 **SPECIAL USE CODES**

11 The FAD has set up several special WBSs for use with the suppression account. These codes
12 have specific uses and restrictions, set forth in IMs and IBs.

13 **LFSP99990000**

14 The use of this code is authorized under the following circumstances:

- 15 • Caches may use LFSP99990000 to procure generic boxes and packing materials intended
16 for multiple fire support.
- 17 • Fire support re-supply for local (non-stores) caches should be charged to specific fire
18 codes. When this is not feasible, LFSP99990000 may be used.
- 19 • Refurbishment costs for fire returns should be charged to the specific fire code of the
20 original incident.
- 21 • .
- 22 • Shipping costs between caches should be charged to the ordering cache using specific fire
23 codes. When this is not feasible, LFSP99990000 may be used.
- 24 • States must coordinate with the FA Budget and Evaluation staff prior to obligating or
25 making payment for any LFSP99990000 expenditures over \$100,000.

26 **LFSP44440000**

27 A unique WBS, LFSP44440000, has been established to help states and units manage their fire
28 travel and acquisition expenditures for the last quarter of the fiscal year. LFSP44440000 can be
29 used as a default code for personnel whose travel or purchases are at least 80 percent in response
30 to wildland fire incidents. This does not eliminate the need to adjudicate charge card charges
31 from the default code to the actual fire code. The FAD monitors this account as the year ends and
32 will notify offices if charges are not adjusted out of the default. Any default codes changed to
33 utilize the coding above must be returned to the preparedness default by October 31.

34 **LFSP77770000**

35 Fire support, re-supply and shipping costs for the BLM's Interagency Support Caches (Great
36 Basin Fire Cache at NIFC, Alaska Fire Cache at Alaska Fire Service, and Billings Fire Cache in
37 Montana) should be charged to the fire stores account LFSP77770000. The caches should charge
38 National Fire Equipment System (NFES) numbered cartons to the fire stores account, as well.

- 1 These three caches are the only units in the BLM authorized to charge to the fire stores account.
- 2 The use of suppression funding by fire stores should not replace the appropriate use of
- 3 preparedness to outfit fire management personnel, including militia and emergency firefighters,
- 4 for incident response.

LFSPTIME0000

QuickTime will not allow timekeepers to override a WBS that is not in the financial system. There are times when employees respond to a fire start at the end of a pay period and QuickTime tables cannot be updated before payroll has to be finalized. To make sure employees are paid correctly and to reduce errors the WBS LFSPTIME0000 can be used. Each state and unit are responsible to monitor its use of this code. All time charged to LFSPTIME0000 must be labor adjusted to the appropriate fire WBS as soon as practical (not an amendment in QuickTime).

LFSPCURR0000

To allow on-call SEATS to maintain currency when not on an incident.

LFSPB00T0000

DOI policy allows for the payment of a \$167/ year boot stipend to those employees who qualify. The WBS LFSPB00T0000 (B-zero-zero-T) is only used for qualifying casual hire employees and not regular government employees.

LFSPAZA10000

Training of ADs: Suppression operation funds are to be used for operational costs directly associated with the preparation, delivery, or support of emergency incident related training for emergency firefighter crews and support personnel (single resource casual). Allowable operational costs are limited to:

- Casual wages for attending emergency incident training. See Chapter 2 for details.
- Training materials.
- Transportation of casual and regular government personnel, including commercial transportation, contract transportation, government aircraft.
- Regular government employee overtime (pay code 110 not 113) when training is predominantly for casuels.
- Casual travel expenses (per diem) and regular government employee travel expenses (only when the purpose of the training is predominantly put on for casuels.) Regular government employees using AZA1 and suppression funds for travel expenses should be documented and forwarded to the State Incident Business Lead when it occurs.

Operational costs should be coded to LF2000000.**HT0000** LFSPAZA10000. Regular government employees cannot charge base salary to LF2000000.HT000 LFSPAZA10000 but may use project number LFSPAZA10000 with their normal base funding code (i.e., LF1000000.HT000 LFSPAZA10000) to facilitate tracking casual training costs.

BACKFILL

Backfill is defined as utilizing suppression funding to compensate for lack of resources at a station/district/duty location as a result of fire activity, either on the unit or off the unit. Charging backfill to a local or off-unit fire code is not permitted. Pre-positioning of resources and shift extensions are not considered backfill if these actions are taken because of

1 anticipated need on an existing local incident, whether they eventually are used on the
2 incident or not.

3 If local conditions are such that replacement personnel are needed to cover preparedness or
4 suppression workload because employees are on fire assignment, these replacement
5 personnel must charge to an appropriate account, not to the fire the original personnel
6 responded to. An individual should only charge to a fire if they are working directly on or in
7 support of the incident.

8 **APPROPRIATE TIMEFRAMES FOR CHARGING TO A FIRE CODE**

9 (Excluding Fire Trespass Expenses and State Assist Fire Expenses)

10 If a person is no longer working on a fire, in support of a fire, or refurbishing after a fire, they
11 generally should not be coding to that incident's fire code. On occasion, expenditures to a fire
12 code could occur well after the incident is controlled, such as when staff makes fire-related
13 payments or warehouse personnel refurbish equipment long after the fire is deemed out.
14 Replacement of fire-damaged items, based on an S#, can also occur long after a fire is controlled.
15 In such cases, the S# authorization should be utilized within six months after the incident is
16 declared out. If circumstances arise where this time frame cannot be met, approval must be
17 received by the State Incident Business Lead prior to using the S#.

CHAPTER 10

ALL HAZARD GENERAL

REFERENCES

- [DOI All-Hazard Supplement to the SIIBM](#)
- [DOI Emergency Management Policy References](#)
- [National Interagency Coordination Center](#)

POINT OF CONTACT

Casey O’Connell is the National Lead for FEMA reimbursements. Each state has a designated POC. The role of the state POC is to facilitate the collection and submission of proper documentation to the FA, Budget and Evaluation Office (LLFA400000) at coconnel@blm.gov. The State POC needs to notify the National POC when non-BLM (i.e. cooperators) are mobilized for an ESF-4 assignment.

CODING BASE-8 AND OVERTIME

Employees must be specifically assigned to the all-hazard incident via a resource order to be able to charge labor expenses. Any labor expenses that are not supported by a resource order and an OF-288 “Incident Time Report” will not be reimbursed by FEMA and will be charged back to the employee’s home unit.

The FEMA policy states that FEMA will not reimburse agencies for base hours of employees who are normally working at the time of the incident. This includes all permanent full-time employees and may include some career seasonal and temporary employees (depending on their normal period of funding).

The BLM employees who are normally working at the time of the incident and are assigned to or in support of (ESF-4), will code base hours to their home office and program. The BLM career seasonal and temporary employees who are extended beyond their normal period of funding in support of ESF-4 will code base hours to the appropriate reimbursable ESF-4 code provided by the state POC. Documentation regarding career seasonal normal periods of funding may be required for reimbursement.

State, district, field offices, and dispatch centers are required to provide names of the career seasonal and temporary employees and the normal period of funding to the state POC to substantiate base hours for reimbursement upon request. Failure to do so will result in hours being charged back to the home office or program.

All employees will code overtime, premium pay and travel expenses to the appropriate reimbursable ESF-4 codes identified by the State POC, (i.e., LLFAXXX000 LF6910000.NY0000 LRRFRXXXXX00). The overtime provisions of Public Law 106-558 (Wildland Fire Overtime) apply only to those assigned to emergency wildland fire activities

whose overtime work is exempt from coverage under the FLSA. This provision does not apply to employees dispatched in support of all-hazard incidents (hurricanes, floods, earthquakes, oil spills, and other non-fire emergencies). Do not use T&A HC 113 for any all-hazard incident. Use regular overtime codes (110, 121, 120, etc.) when recording overtime in support of ESF-4 incidents.

In a non-fire emergency, the exemption status of an exempt employee is determined on a work week basis. An exempt employee shall be non-exempt for any weekly tour of duty in which the employee's primary duties for the period of emergency work are non-exempt (5 CFR 551.211 (f)(2)(ii)). For purposes of this CFR, primary duties typically mean the duty that constitutes the major part (over 50 percent) of an employee's work (5 CFR 551.104). Non-exempt employees retain their non-exempt status regardless of the emergency work performed or the incident position to which assigned.

HAZARD PAY AND ENVIRONMENTAL DIFFERENTIALS

Refer to the CFR, Title 5, chapter 1, part 550 to determine if hazard pay is applicable for general schedule employees. Refer to CFR, Title 5, chapter 1, part 532 for information on environmental differential for wage grade employees.

Appendix J to Subpart E of 5 CFR 532 lists the specific categories for information on environmental differential for wage-grade employees. To be eligible for an environmental differential, the duties must be beyond the normal duties expected of the employee's home unit position. Questions regarding whether the duties have been classified into a specific position shall be referred to the home unit Human Resource office.

The specific reason for hazard pay must be listed on the signed Crew Time Report and Emergency Firefighter Time Report, OF-288 (or other approved all hazards incident timekeeping forms), to assist home units in applying pay regulations.

BI-WEEKLY AND ANNUAL MAXIMUM EARNINGS LIMITATION

All employees working on or in support of all non-wildland fire incidents or activities are subject to the bi-weekly maximum earnings limitation. In certain circumstances, the DOI may waive the limitation upon request from the BLM. The Assistant Director of Fire & Aviation (AD, FA) has been authorized to: (a) determine emergency situations for the purpose of lifting the bi-weekly maximum earnings limitation; (b) determine emergency situations for FLSA purposes; and (c) coordinate the application of these new authorities with the BIA, U.S. FWS, the NPS, and the USFS. When the bi-weekly limitation is waived, written direction will be issued from the AD, FA.

For all hazard assignments, the annual maximum earnings limitation remains in place. The annual maximum earnings limitation rule limits an employee's basic and premium pay to the annual salary of the greater of the maximum step of a GS-15 grade level, including locality and/or special salary rate pay or Level V of the Executive Schedule (5 CFR 550.106(c)(1)).

EMERGENCY WORKERS (CASUALS/AD)

To assist with ESF-4 support, the BLM is authorized to utilize, activate and pay emergency workers (casuals) in accordance with the [AD Pay Plan for Emergency Workers](#). All casual time and travel will be charged to the reimbursable WBS code assigned to the mission assignment. Please reference the most current [FA IM](#) regarding activating and payment procedures for casuals.

WORK/REST, LENGTH OF ASSIGNMENT, AND DAYS OFF

BLM personnel assigned in support of ESF-4 will follow directions in the SIIBM, chapter 10 Work/Rest, Length of Assignment, and Days Off.

CACHE ITEMS

All accountable/durable property such as tents, sleeping bags, cots, chaps, Nomex, flight suits/helmets, lighting kits, ridge poles, chainsaws, radios, radio kits, generators, pumps, etc. must be returned through the normal return process to the servicing incident support cache. FEMA will not reimburse the BLM for accountable property; therefore, the home unit will be charged for items not returned.

CHARGE CARD PURCHASES (MICRO-PURCHASING)

Personnel with purchasing authority must obtain authorization from the incident agency and Finance/Administration Section Chief to use the government charge card and convenience checks in support of the incident.

All charges must be supported by an incident order, request number (resource order number), and valid legible receipt. FEMA will consider charge card reimbursement only if the supporting documentation is provided.

Field/District/State offices must ensure that individuals who have made charges on their government charge card in support of an all-hazard incident forward copies of their signed/approved charge card statements, along with copies of supporting receipts/documentation to the assigned state POC upon request.

The default code for charge cards must not be changed to the reimbursable charge code.

BLM corporate cards should only be used to pay for BLM employee and BLM AD travel. The corporate card should not be used to purchase travel for other agencies' personnel. If no other agency corporate card is available, please coordinate with your State Incident Business Lead PRIOR to expenditure to ensure these expenses are reimbursable by FEMA.

DOCUMENTATION

For the BLM to receive reimbursement, FEMA requires all documentation for charges to the incident be provided. An overview of what is needed for documentation can be found on [FEMA's website](#), not all expenses are reimbursable. If the employee does not have a resource order, coordinate with your State POC on the required documentation and circumstances for reimbursement.

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CHAPTER 11 CLAIMS

REFERENCES

Pending current department manual updates, please ensure you are utilizing the most current version of the forms referenced in this chapter by following this link [BLM HQ-630 Guidance - Manuals - All Documents](#).

The Federal Tort Claims Act provides for the filing of claims against the United States for personal property damage or loss, personal injury, or wrongful death caused by negligence, wrongful acts or omissions of federal government employees while acting within the scope of their employment. Only the USDI Office of the Solicitor has the authority to settle claims under the Federal Tort Claims Act.

DEPARTMENT OF THE INTERIOR MANUAL

The [Department of the Interior Manual Series: 22 Legal Part 451 Chapter 1](#) describes the Departmental policies, procedures and responsibilities for handling claims against the United States under the Federal Tort Claims Act.

The Department of the Interior Manual Series: 22-Legal Part 451 Chapter 3, Loss or Damage – Employee’s Personal Property (451 DM 3) describes the Departmental policies for settlement of claims against the United States. DM 451.3.2, states “damage or loss must be incident to the employee’s service and possession of the property must be reasonable, useful, or proper in the circumstances.”

BLM MANUAL

BLM Manual 1386.6 ([BLM HQ-630 Guidance - Manuals - All Documents](#)) outlines the responsibilities, designation process, reporting and investigation processes, and the filing and adjudication of tort claims against the United States within the BLM.

MILITARY PERSONNEL AND CIVILIAN EMPLOYEES’ CLAIMS ACT OF 1964

The [Military Personnel and Civilian Employees’ Claims Act of 1964](#) (MP&CE) outlines rights of employees, official volunteers, and casals to claim reimbursement for loss or damage to personal property that occurs in performance of duty.

CONTRACT DISPUTES ACT OF 1978

The [Contract Disputes Act of 1978](#) establishes procedures and requirements for affirming and resolving claims subject to the Act.

NWCG STANDARDS FOR INTERAGENCY INCIDENT BUSINESS MANAGEMENT(SIIBM) [PMS 902](#)

- Chapter 20, Acquisition (Contract Claims)
- Chapter 70, Claims

FILING A TORT CLAIM

The Federal Tort Claims Act provides for the filing of claims against the United States for personal property damage or loss, personal injury, or wrongful death. 451 DM 1 and the BLM Manual 1386.6 further identify specifics to the USDI and the BLM in the processing of Tort Claims.

A tort claim must be filed within two years of the date of the incident which gave rise to the claim.

It is the responsibility of private property owners to document and substantiate any claims filed for damage to or loss of personal property. The private property owner assumes the burden for proving the government negligent and for documenting their losses.

The claimant must submit the claim using the SF-95, *Claim for Damage, Injury or Death*, or other written and signed document.

The claimant must provide:

1. Claimant's name, mailing address and phone number.
2. A statement describing what action or omission of the government caused the damage, loss, or injury. (This is the basis for the claim.)
3. The sum certain (specific dollar amount) claimed.

The claimant should provide the following supporting documentation to substantiate the claim:

1. Proof of ownership for damaged property, e.g., a copy of a vehicle title, registration, deed or tax documents.
2. Documentation of the amount claimed, e.g., two itemized repair estimates or one paid receipt, two estimates of replacement costs, age of damaged/destroyed property, salvage values, or proof of property value.
3. Documentation of insurance coverage of the property.
4. Witness statements.
5. Pictures of the damaged property and pictures of the property before damage occurred.

Tort claims are submitted to the designated official of the Incident Agency.

FILING AN EMPLOYEE CLAIM

The Military Personnel and Civilian Employees' Claims Act of 1964, 31 U.S.C. § 3721 (1982) provides for the filing of claims against the United States for personal property damage or loss, personal injury, or wrongful death. 451 DM 3 further identify specifics to the USDI and the BLM in the processing of Employee Claims.

All employees are responsible to know the rights and responsibilities for personal property claims and to show due diligence and care for all property used in performance of duty.

Supervisors and managers are responsible to review claims and provide written statements relative to the claim. Incident supervisors are responsible to document the circumstances that pertain to the loss or damage.

1 Within 60 days of property loss or damage, employees and their supervisor complete an
2 Employee Claim Package and submit the forms with supporting documentation to their home
3 unit.

- 4 • The employee completes form DI-570, *Employee Claim for Loss or Damage to Personal*
5 *Property* and provides witness statements and supporting documentation to their
6 supervisor.
- 7 • The supervisor provides a statement and recommendation in regard to the validity of the
8 circumstances and necessity of the items claimed.
- 9 • The State Fire Management Officer (SFMO) or Delegated Official reviews and signs the
10 completed package and forwards it on to the Solicitor's office for adjudicating.

11 If the employee is away from their duty station, report the occurrence to the on-site supervisor
12 and complete the required forms, following local, established procedures for submission to the
13 home unit.

14 The claimant must provide:

- 15 1. Claimant's name, permanent mailing address, phone number and home unit address.
- 16 2. Narrative statement that tells who, what, when, where how and why the loss or damage
17 occurred. Description of how the claimant secured the items.
- 18 3. Detailed description of each item.
- 19 4. Specific amount claimed for each item and total amount claimed.
- 20 5. Purchase date (month/year) and price of each item when acquired.
- 21 6. Current repair or replacement costs include statement as to whether lost property was
22 insured or will be insured.

23 The claimant should provide documentation to substantiate the claim. This may include:

- 24 1. Original purchase receipts.
- 25 2. Receipt for repair or replacement. If item has not been repaired include two repair
26 estimates.
- 27 3. Witness statements or other statements, etc. on separate sheets of paper.
- 28 4. Catalog/internet photos and prices, copy of the original receipts, and/or statement of
29 value documentation.
- 30 5. Copy of investigation report, if applicable.

31 If an adjudicated decision is returned in favor of the employee, a SF-1145 or FMS-197 form
32 should be filled out and sent to the Accounts Payable Section, OC-6220 at the National
33 Operations Center in Denver. Both forms (SF-1145 or FMS-197) must have the claimant's
34 signature, the claimant's supervisor signature and a budget officer's signature to authorize the
35 funds.

FILING A CONTRACT CLAIM

Claims related to Emergency Equipment Rental Agreements (EERA) and other contracts are adjudicated per the Contract Disputes Act of 1978.

All personnel involved in the management of rented equipment, land or facilities use have the potential to be involved with a contract claim and should be aware of the contract claims procedures.

A federal Contracting Officer (CO) is the only person authorized to settle a federal contract claim up to the amount of their delegated warrant authority. Contract claims may be settled by the original CO, or a designated successor CO, acting within their delegated warrant authority and limits set by the incident agency. Other personnel have no authority to settle a contract claim but do have a crucial role in the claim process. Each settlement shall include a CO's determination and findings. Each claim settled shall be fully documented, attached to the OF-286, *Emergency Equipment Use Invoice* and forwarded to the payment office. In the event a settlement cannot be reached, and a dispute arises, the written final decision shall be made by the CO initiating the EERA or I-BPA or an agency-designated successor contracting officer.

Payment for equipment use shall not be delayed beyond a reasonable period to obtain documentation needed to support a contractor's claim.

The following are general guidelines for dealing with a claim or potential claim:

- Contractors filing a claim assume the burden for proving the Government was negligent and there for caused the loss or damage.
- Incident personnel shall not advise, comment, or solicit a contractor's claim.
- While there is no specific form on which to file a claim, the claim must be in writing and include the following:
 1. Claimants complete name, mailing address, and phone number.
 2. Legible signature of the equipment owner or legal representative.
 3. Claimant's statement of facts concerning the damage.
 4. Claimant's itemized listing of the amount claimed, including estimated values of equipment before damage.
 5. Witness statements if available.
- The incident supervisor managing the equipment is responsible for documenting the damage and initiating the investigation. The extent of the investigation should be appropriate to the complexity and/or amount claimed. The investigator shall avoid conclusions and opinions and shall only present observations and facts. The investigation report should include the following items:
 1. Description of the damage and circumstances leading to the damage; including location of the area, sequence of events, weather, and road conditions.
 2. Law enforcement investigation report if applicable.
 3. List of witnesses and statements.
 4. Sketches, maps, diagrams, or photographs of the scene or equipment.

CHAPTER 12

MANAGING TRESPASS COLLECTIONS AND STATE ASSIST

REFERENCES

- [CFR](#)
- [MS 9238, Fire Trespass Manual](#)
- [H-9238-1, Fire Trespass Handbook](#)
- [H-1372-1, Service Charges, Deposits and Forfeitures Handbook](#)
- [FA IM-2020-001 Fire Assistance Collection Accounts](#)
- Process to Establish a Code for Tracking Fire Trespass Collections [FA-IB-2024-005](#)

FIRE TRESPASS COLLECTIONS

The authority for collections of fire trespass costs is found within Public Law 94-579, the Federal Land Policy and Management Act of 1976, section 305, Deposits and Forfeitures. This section allows the BLM to collect for fire trespass and use the collection for "any improvement, protection, or rehabilitation work."

MANAGING FIRE TRESPASS COLLECTIONS

Funds collected from fire trespass actions may only be used for fire program activities that support the protection of life, resources, and property.

Trespass funds are not base funds; they are considered one-time funds. These funds do not have to be utilized on same lands that generated the collections and can be used without fiscal year limitation (*unless a rescission applies for a given Fiscal Year*). Once fire trespass funds are collected from the entity and deposited to BLM, they will be managed by the state where the collection was made and are available as soon as collected as well as remain available until expended or rescinded. These collections may be maintained at either the state office for statewide activities or targeted to District/Field office(s). Each State is responsible for determining their own approach to the management of these collections within the boundaries of the BLM's Fire Trespass Handbook (H-9238-1) and the BLM Fund Code Handbook (H-1301-1) guidelines.

Fire Trespass funds should be managed in a manner to limit prior year carryover, Fire Trespass funds should be obligated within 3 years of initial availability to minimize rescission risks. Collected funds should be deposited in the current fund year and not the year the fire occurred.

If another federal agency's costs were part of the final trespass bill, BLM must transfer their percentage of the collection via Intra-Governmental Payment and Collection (IPAC) (a Treasury subsystem for interagency electronic transfer of funds). As of FY2021 indirect costs will not be assessed to fire trespass collections.

The OIG audit report entitled Reimbursement of Firefighting Costs, Bureau of Land Management ([Report No. 98-I-551, July 1998](#)) requires BLM state offices to track, and prepare for management review and oversight, the following items:

- Number of human-caused fires where BLM has pursued collection each year.
- Cost of fires where BLM has pursued collection.
- Amounts billed, in total and by fire.
- Amounts collected, in total and by fire.
- Amounts written off (compromise offer or write-off of entire amount).
- Reasons for amounts “not billed” or “written off.”

It is generally understood that, for most fires, cost recovery efforts may take several years which makes it difficult to produce an annual summary of billings and collections. Therefore, state offices will consider keeping a running spreadsheet that tracks, at a minimum, the items listed above for all fire trespass cases where their state has pursued collection.

Proper Use of the Funds:

The funds in these accounts are to be used for:

- Fire and Aviation program activities that support the protection of life, resources, and property.
- Restoration activities that are needed as a result of a wildfire where, due to limitations on the use of Emergency Stabilization and Burned Area Rehabilitation (ES&R) funds, restoration of developments damaged by a fire could not be accomplished.
- Travel, labor, and other operational expenses related to investigation activities.
- Labor, training, travel, support, and administration of fire program activities.
- Publication and education expenses.
- Fire prevention and mitigation related activities.
- Cost recovery.
- Preparedness activities.
- Non-recurring contractual services and one-time purchases.
- Supplement labor of term/temp positions.

Restrictions on use:

- While labor charges are allowed, these funds should not be used as the basis for hiring permanent positions.
- May not be used for Fire Deferred Maintenance and Capital Improvement projects that would be appropriately funded in the Fire Facilities Sub-activity (LF330).

Use of MLR

MLR funds may be used to cover costs associated fire damaged lands if recommended and approved.

Operating under a Rescission

In the event the fire trespass account is identified as subject to a rescission, the BLM will adhere to the guidance of the enacted budget and direction for that given fiscal year.

Transitioning to L5325/L5326

All new Fire Trespass collections are to be invoiced and collected in L5325/L5326 as appropriate. Collections that were invoiced prior (including reoccurring deposits) to the change to L5325/L5326 will continue to deposit into L5320/L5321 LVDPFIRE. These legacy deposits can be moved to L5325/L5326 through a corrective action within CBS.

Tracking Fire Trespass Collections

Tracking expenditures for a specific fire trespass collection using a Work Breakdown Structure (WBS) code is available. The state will need to submit Project/Subproject Number Assignment and Information Form (1310-20) to the National Operations Center Project Management Team. States should work with their budget office staff to follow the normal operating process for establishing WBS codes. The WBS requested should be in the format of LVFT****0000, where * is, use the four-digit fire code associated with the fire trespass collection.

Use of a trespass specific WBS is not required or standard for most fire trespass collections, however, it provides a helpful tracking mechanism where requests for expenditures is expected.

STATE ASSIST COLLECTIONS

Protection Assistance Collections Authority

The FY 1999 Interior Appropriation (DOI and Related Agencies Appropriations Act, 1999, as included in Public Law 105-277, Section 101 [e]) provided permanent authority to keep sums received for fire protection rendered pursuant to the authorities in the 1955 Fire Reciprocal Protection Act (42 U.S.C. 1856 et seq.).

Functional Areas LF4600000/LF5610000/ LF5710000

Deposits: Fire Assistance Collections LF460

Fire protection assistance costs will be tracked and billed according to existing processes. The specific wildland fire protection agreement(s) and the operating plan(s) should provide the guidance for items to be billed. No indirect costs will be assessed to protection assistance reimbursements unless agreed to in specific state/local agreements.

All fire assistance collections, both Suppression and Preparedness, are to be deposited into one sub-activity, LF4600000, "Fire Assistance Collections". Collections deposited into LF460 will be transferred to Fire Assistance Reimbursable-Suppression (LF561) and Fire Assistance Reimbursable-Preparedness (LF571) based on the ten-year average ratio of Suppression (LF200) to Preparedness (LF100) expenditures. The current ten-year average percent split is 55% for suppression and 45% for preparedness.

Collections should be deposited using the state office's designated cost center (see below). Program element "RD0000" will be used for all collections. Collections are to be deposited as current fiscal year funds regardless of the calendar year the fire occurred. A designated cost center has also been established for FA for recording collections received from protection assistance efforts in locations outside the scope of responsibility of the BLM state offices.

Example: BLM Alaska receives \$500,000 as a result of the net payment for FY 2024 protection assistance covered by an agreement with the State of Alaska. Therefore, \$500,000 will be deposited into the designated cost center, functional area LF4600000 (Fire Assistance Collections), program element RD (for collections)FA will then utilize the BLM's ratio between preparedness and suppression which is 45 percent preparedness and 55 percent suppression will be used to then make deposits.

Although these funds are deposited into a state office account, they are not available to the state. In order to establish an accounting trail on the source of funds collected, BLM must credit LF4600000 collections to the state or national office performing the collection. All funds, regardless of what office deposited the collections, will be managed at the national level by the Fire and Aviation Budget and Evaluation Division.

Collections for state assistance fires that occur in or cross more than one BLM State Office jurisdiction (i.e. border fires), will be the responsibility of the primary BLM State Office. The primary BLM State Office is the jurisdiction with the majority of the effort, who supervises the incident's primary dispatch center and/or is required to complete wildland fire reports (i.e. WFDSS, Fire Reports, ICS-209s, etc.). One cost share agreement will be completed for the incident. Exceptions would require appropriate justification and FA Budget Division approval.

COLLECTIONS OFFICES

<u>State</u>	<u>Cost Centers</u>
Alaska	LLAK9F0000
Arizona	LLAZ915000
California	LLCA915000
Colorado	LLCO915000
Eastern States	LLES913000
Idaho	LLID916000
Montana	LLMT911000
New Mexico	LLNM919000
Nevada	LLNV913000
Oregon	LLOR916000
Utah	LLUT914000
Wyoming	LLWY914000
Fire & Aviation	LLFA940000

Allocation: Fire Assistance Reimbursable-Suppression (LF561)

The LF561 funds will be allocated to Fire and Aviation (FA) and used on programmatic expenses that would normally be charged to Suppression (LF200), including the cost of pre-positioning firefighting assets and personnel.

Allocation: Fire Assistance Reimbursable-Preparedness (LF571)

States will be allocated 50% of their rolling five-year average of State Assistance Reimbursable Preparedness (LF571) deposits. Fire and Aviation will supplement the five-year rolling average figure to the nearest million (rounding up). This will be calculated after the start of the fiscal year, so that the most recent collections year can be used. Fire and Aviation will be responsible

for tracking the percentage ratio between Suppression and Preparedness at a national level and will ensure deposits are split as intended at the end of the fiscal year.

Expenditure: Fire Assistance Reimbursable-Preparedness (LF571)

While all preparedness related collections are received in the Functional Area LF4600000, all preparedness related expenditures will be made through Functional Area LF5710000. These funds may be used only for non-recurring contracts, interagency activities, labor, and one-time purchases not requiring continued monetary commitment beyond the level of the current preparedness base budget.

LF571 Carryover and Over-Expenditure Policy:

States will be allowed to carry over up to 2% of their LF571 allocation for state priorities. State-level carryover above 2%, and national office and center carryover in its entirety, will be rolled up to be used for the highest program priorities. Exemptions from states over 2% being rolled back to the national office can be requested with concurrence from FA400 to the AD for a final decision. Generally, only requests that have unexpected circumstances occur, would warrant an exemption.

Over-spending follows the same rules as for Preparedness (LF100) and Fuels Management (LF310): over-expenditures at the end of a fiscal year in LF571 without prior approval from FA will result in an allocation reduction the next fiscal year.

One-time reduction rate:

- 50% of over-expenditure amount for the first occurrence
- 75% of over-expenditure amount for the second consecutive occurrence
- 100% of over-expenditure amount for the third consecutive occurrence

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CHAPTER 13 POST-WILDFIRE ACTIVITIES

REFERENCES

- [Interagency Burned Area Emergency Response Guidebook, Interpretation of Department of the Interior 620 DM 7](#)
- [BLM Handbook 1742-1 Burned Area Emergency Stabilization and Rehabilitation Handbook](#)
- [Interagency Standards for Fire and Fire Aviation Operations Chapter 11](#)
- [MS 1400-550 Pay Administration](#)
- [NWCG Standards for Interagency Incident Business Management](#)
- [H-1301-1 Fund Code Handbook](#)

Each wildland fire management agency is responsible for taking prompt action to determine the need for, and to prescribe and implement, emergency treatments to minimize threats to life or property or to stabilize and prevent unacceptable degradation to natural and cultural resources resulting from the effects of a fire on the lands they manage.

The BLM's post-wildfire recovery program is comprised of two distinct programs: Emergency Stabilization (ES) and Burned Area Rehabilitation (BAR). Together, these two programs are referred to as the Emergency Stabilization and Rehabilitation (ESR) program.

Damages resulting from wildfires are addressed through four activities:

1. Suppression Repair: Planned actions taken to repair damages to resources, lands, and facilities resulting from wildfire suppression actions and documented in the Incident Action Plan. These actions are usually implemented prior to, or immediately after containment of the wildfire by the incident management organization. Repairs under this activity may be completed to return the value to pre-wildfire management activity condition as practical but may not improve the condition beyond what was existing prior to the incident. These actions are typically taken immediately after containment and are typically charged to functional area LF2000000.
2. Emergency Stabilization (ES): Planned actions to stabilize and prevent unacceptable degradation to natural and cultural resources, to minimize threats to life or property resulting from the effects of a wildfire, or to repair/replace/construct physical improvements necessary to prevent degradation of land or resources. ES actions must be taken within one year plus 21 days after the ignition date of a wildfire and documented in the Burned Area Response Plan or an agency specific plan. The bureau director may approve an extension beyond the 1 year plus 21 days to accommodate circumstances related to climatic conditions or other significant events following containment of a wildfire and documented in an Emergency Stabilization and Rehabilitation Plan. After containment ES is typically charged to functional area LF2200000.
3. Burned Area Rehabilitation (BAR): Efforts taken within five years following 21 days after the ignition date of a wildfire to repair or improve wildfire-damaged lands unlikely

to recover naturally to management-approved conditions or to repair/replace minor assets damaged by wildfire. DOI utilizes a separate Burned Area Rehabilitation Plan (BAR) or in combination with Burned Area Emergency Response Plan (BAER) after plans are finalized, coding is normally charged to functional area LF3200000.

4. Restoration: Continuing the rehabilitation beyond the initial five years or the repair or replacement of major assets damaged by the wildfire.

How do we code for assisting FS or DOI agencies with ESR activities?

Requests for a BLM employee to participate on a Forest Service (FS) or other DOI bureau Burned Area Emergency Response (BAER) team or assist with implementation of ES actions must be approved by the National ESR program lead. The National ESR program lead will work with Fire & Aviation budget officer to establish an Emergency Stabilization funding code. When requested to assist FS or another DOI bureau with Burned Area Rehabilitation project implementation, an individual agreement must be developed with that bureau.

Red Book	Post-Fire Activities				
		Suppression Repair	Emergency Stabilization/BAER	Rehabilitation	Restoration
	Objective:	Repairs suppression damages	Protect life and property	Repair damages	Long Term Ecosystem Restoration
	Damage due to:	Suppression activities	Post-wildfire events and fire	Fire	Fire
	Urgency:	Immediately after containment	1-12 months	1-5 years	5 + years
	Responsibility	IC/Agency Administrator	Local Unit Line Officer	Local Unit Line Officer	Local Unit Line Officer
	Funding type:	Suppression (fire)	Emergency Stabilization /BAER	Rehabilitation	Regular program
	References	Master Fire Agreement			
	Funding	LF2000000 LFSPXXXX0000	LF2200000 LFESXXXX0000	LF3200000 LFBRXXXX0000	Check with Budget
	Source Year	Ask FMO or Incident Business	Check with Budget	Check with Budget	Check with Budget
	Overtime Pay Code	110 FLSA 113 –Non FLSA	110 FLSA/113 Non FLSA until plan approved (LF2000000) Once a plan is approved, 110 FLSA/Non FLSA (LF2200000)	110 FLSA and Non FLSA	110 FLSA and Non FLSA
	Time Documentation	OF-288 or CTR	OF-288 or CTR Overtime (OT) – T&A System request or written OT authorization filed in employee's time file.	Overtime (OT) – T&A System request or written OT authorization filed in employee's time file.	Overtime (OT) – T&A System request or written OT authorization filed in employee's time file.

Funding type:	Suppression (fire)	Emergency Stabilization /BAER	Rehabilitation	Regular program
Utilize IROC for equipment, supplies, overhead, crews, aircraft	Yes – this is typically part of the IMT actions	Yes – possibly needed for events of regional/national significance, and human health or safety are at stake. Generally including members of the DOI National BAER teams	No – an approved plan is in place – same forms are utilized for damages and claims associated with fire suppression actions (e.g., damages should be documented on an OF-289)	No – an approved plan is in place – same forms are utilized for damages and claims associated with fire suppression actions (e.g., damages should be documented on an OF-289)
Keep IROC open until project complete	Yes – part of suppression responsibilities for the incident	No – not once an approved plan is in place	No – an approved plan is in place	No – an approved plan is in place
NFES Cache Items	Orders will be placed to the cache through IROC	Orders will be placed to the cache through IROC *or* with credit card/purchase order	Orders will be placed with credit card or purchase order	Orders will be placed with credit card or purchase order
Acquisitions	Non-Competitive	Potential for both Non-Competitive and Competitive	Competitive	Competitive
VIPR and EERA Agreements	Yes	Possibly	No	No
Agreement Required	No – Master Agreement authorizes	No – Master Agreement authorizes	Yes - Wyden Act authorizes reference guide	Yes - Wyden Act authorizes reference guide

Quick Note: We need to be cautious about how we interpret the terminology used by staff, they may not always use the appropriate terminology for identifying what they are doing when it comes to post fire activities. A good example is when we are working with our FS partners, they use the BAER (Burned Area Emergency Response) term which is utilized in the beginning phases of the planning cycle. We use the term ES (Emergency Stabilization) which is mostly consistent with FS BAER work. BAR (Burned Area Rehabilitation) (sometimes pronounced the same way) is a program that only DOI administers, with no direct counterpart in the FS wildland fire funding. The BAR program is non-emergency/longer term resources degradation as the result of a wildfire. The Program Lead at the district/field office should be well-informed about the current phase of the incident to ensure the accurate determination of the appropriate Functional Area to utilize.

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CHAPTER 14 BILLING AND PAYMENTS

IMET BILLING AND PAYMENT PROCESS

NIFC obligates funds under an agreement with NOAA using LF2000000.HU0000 and the WBS LFSP99990000. When NOAA employees respond to a DOI fire, a billing package is submitted to the BLM National Incident Business Lead. The BLM National Incident Business Lead forwards the bill to the state office responsible for the fire to review. When approval to pay is received, the BLM National Incident Business Lead notifies NOAA to initiate an IPAC. Once the IPAC is completed, a Journal Voucher is processed to move the payment to the appropriate fire WBS.

STATE BILLS FOR OUT OF STATE FIRES

When our state partners get called out of state to assist on a BLM incident, the state is instructed to bill the BLM office in the state where they have their agreement. The agreement between the FBMG State Leads is that each has the authority to review and pay those bills without sending them to the state where the fire occurred for review. When paying a cooperator bill for a fire from another state, utilize your designated cost center (not the state where the fire was located) for consistency with other suppression payments. This helps determine which State Incident Business Lead can provide documentation for a respective payment when needed.

COOPERATOR PAYMENTS

Cooperator payments will be processed in accordance with [WO IM 2016-109](#).

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CHAPTER 15 PRESCRIBED FIRE AND FUELS

PROCUREMENT DIFFERENT THAN SUPPRESSION:

BLM cannot use VIPR resources for Prescribed fire or any other fuels projects. Prescribed fire and other fuels projects are not emergencies so they must follow normal procurement procedures and have funds obligated up front. With VIPR, BLM has no automated mechanism to do that. The FS is the developer of VIPR and has an automated method put in place that can obligate funds when a resource order is cut in IROC.

ADMINISTRATIVELY DETERMINED EMPLOYEE USAGE:

The Administratively Determined Pay Plan has been modified for 2024 and for the foreseeable future to remove the hour limitation of 300 hours of prescribed fire work. This still does not give authority for non-prescribed fire work.

FIRE EMERGENCY CARD:

The BLM national charge card coordinator and the National Procurement Chief have agreed to allow the BLM to use the Fire Emergency Card for supplies on Prescribed Burns when necessary. This does not apply to non-prescribed burns. They must use regular purchase cards or procurement methods.