



United States Department of the Interior

NATIONAL PARK SERVICE

1849 C Street, NW
Washington, DC 20240

Memorandum

To: Regional Directors

From: Associate Director, Workforce and Inclusion

Associate Director, Visitor and Resource Protection

Subject: Implementation Guidance of Department of the Interior Wildland Firefighter Medical Standards Program

RITA MOSS

Digitally signed by RITA
MOSS
Date: 2022.02.22
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JENNIFER FLYNN

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Date: 2022.02.19 11:34:27 -05'00'

The intent of this memo and its attached documents is to provide continued guidance on the Department of the Interior Wildland Firefighter Medical Standards Program (DOI MSP) for National Park Service (NPS) arduous duty wildland firefighters. This Policy Memorandum is effective immediately and remains in effect until rescinded or modified.

All parks will continue using CHS exams for new employees and the Self-Certification process as described in the following link: https://www.nifc.gov/medical_standards/. The CHS physical exams are for **arduous duty only**. Light and moderate duty are managed through the Client Access System (CAS) and reviewed by CHS doctors, but they are an online questionnaire only. The light, moderate and arduous exams are **only to be used for wildland fire**, not all-hazard or other programs. Guidance for collateral duty Law Enforcement Rangers and Structural Firefighters can be found at the Agency Info tab of the DOI MSP website.

All arduous duty wildland firefighters (including militia/collateral duty/AD's) will receive a CHS medical exam or use the Self-Certification process. For policy and clarification on who is required to have an exam, timelines regarding baseline and periodic exams, self-certification, changes in medical status, and the work capacity test in relation to medical standards see the Medical Examinations section in Chapter 13 of the current *Interagency Standards for Fire and Fire Aviation Operations* (Red Book).

Exams performed under the contract will be paid by a national level billing process. Neither parks nor individuals should pay for an exam conducted by CHS. Any follow-up medical exams that are needed to determine the wildland firefighter's (WLFF) medical status are done at the cost of the WLFF. If an employee receives a bill in error, they are to immediately notify the DOI MSP Customer Service Representative or their National Medical Standards Manager.

Physical exams are a pre-employment requirement for wildland fire positions requiring arduous duty. Exams are ordered via the CAS system by the hiring Servicing Human Resource Office (SHRO). A qualified determination on a medical exam or self-certification is required prior to hiring and this may require the completion of a risk mitigation/waiver in order to obtain a qualified status. New hires who are in the CAS database and have a current exam or self-certification with a cleared status must provide proof of being cleared using the CHS qualification certificate. Qualification certificates are good for one year (365 days) from the date of the exam or self-certification for hiring purposes and for taking the work capacity test. This qualification documentation would be provided in lieu of a new exam and must be obtained as a condition of hire. The SHRO is required to notify the candidates within five business days if they are found not qualified on their medical exam via a determination letter.

For parks and offices in which affected employees are represented by labor unions, applicable bargaining unit obligations must be met. Please provide appropriate notice of this change in working conditions to affected employees' Union Representation. For further information and assistance with Labor Relations matters and/or if the park receives notice of a request to bargain, contact Randolph Ferrell, Labor Relations Specialist, Washington Office, at (202) 281-6795 or randolph_ferrell@nps.gov.

All draft risk mitigation/waiver (RM/W) requests should be reviewed and signed by Miranda Stuart (Miranda_stuart@nps.gov), NPS lead for the Wildland Firefighter Medical Standards Program (WLFF MSP), or her acting, prior to additional signatures being obtained. This provides input and agency consistency to the RM/W request to help the Management Official make their risk-based decision.

The Management Official signature is required to be completed by the Superintendent, or delegate, for all risk mitigation/waiver decisions. See the attached document 1st Level Risk Mitigation/Waiver Process for a quick reference including roles and responsibilities. Reference Chapter 13 of the Red Book for further policy direction.

Light and Moderate Duty

Information on wildland fire light and moderate duty medical screening can be found on the DOI MSP website under the [Light/Moderate](#) tab. Anyone taking the light/moderate duty work capacity test must complete an online HSQ prior to the test and show a qualified status. Certificates of qualified status are good for one calendar year (365 days) from the date they were completed.

Work Capacity Test Administrators must obtain a current CHS certificate showing the individual is qualified for light, moderate or arduous duty prior to administering the Work Capacity Test. See additional guidance for LE and Structure Fire under the NPS section of the [Agency Info](#) tab of the DOI MSP website.

Questions may be addressed to the DOI Wildland Firefighter MSP at 1-888-286-2521 or BLM_FA_DOI_WLFF_Medical_Standards_Program@blm.gov, by contacting your regional Wildland Firefighter MSP lead, or NPS Wildland Fire Management Specialist, Miranda Stuart at (850)728-8200 or Miranda_Stuart@nps.gov.

Attachments: Law Enforcement Ranger/Structural Fire Guidance
1st Level Risk Mitigation/Waiver Process

Cc: William Kaage, Division Chief, Fire and Aviation Management
Malia Bruyneel Wilber, Chief of Employee and Labor Relations
John Leonard, Division Chief, Law Enforcement, Security, and Emergency Services
Jean Fisher, Law Enforcement Medical Standards Program Manager
Larry K. McCray, DOI Wildland Firefighter Medical Standards Program Manager