



# United States Department of the Interior

BUREAU OF INDIAN AFFAIRS

Washington, DC 20240

## Memorandum

To: Regional Director, Navajo Region  
Regional Director, Northwest Region  
Regional Director, Pacific Region  
Regional Director, Rocky Mountain  
Regional Director, Southwest Region  
Regional Director, Western Region

Through: Deputy Bureau Director, Field Operations

From: Director, Bureau of Indian Affairs

Subject: 2024 Bureau of Indian Affairs Interagency Hotshot Crew's Program Requirements and Budgets

The Bureau of Indian Affairs (BIA) sponsors and operates seven Interagency Hotshot Crews (IHC) through either Direct Service management (Fort Apache, Navajo, and Zuni) or Tribal management (Chief Mountain, Geronimo, Golden Eagles, and Warm Springs). These IHC programs are designed with strict requirements as defined by an interagency steering committee comprised of representatives from the BIA, Bureau of Land Management, National Park Service, and United States Forest Service. IHC programs are required to be highly trained (mentally, emotionally, and physically) and well qualified to manage and operate in diverse and complex situations in wildland fire and all hazard incidents. IHC's meet mission requirements within the United States and as requested and mobilized with our international partners.

In order for our BIA and Tribally operated IHC programs to meet standards and requirements as defined, it is critical they are managed with seriousness and the understanding that these programs, including their personnel, are routinely presented with highly complex challenges that require fast action, fast decision making, and high levels of experience and skill that affect the lives of the firefighters and the public in which they are protecting. Our IHC programs are among the few in the world that are considered experts and relied upon to solve and manage extreme situations.

To maintain IHC (Type One) capability and ensure safety of our IHC personnel and the interagency community, it is imperative and the responsibility of the BIA Regions and units to ensure the IHC programs continue to meet the requirements and policies set in the most current "Standards for Interagency Hotshot Crew Operations" (SIHCO), the "Interagency Standards for Fire and Fire Aviation Operations" (Red Book), and the "National Interagency Standards for Resource Mobilization." The IHC programs are required to undergo annual pre-season reviews to determine readiness and crew typing. For 2024 all IHC program reviews are required to use the following review checklists, which can be found at [www.nifc.gov](http://www.nifc.gov):

1. SIHCO Appendix B – Standards for Interagency Hotshot Crew Operations Annual IHC Preparedness Review

2. BIA Checklist 6 – Fire Training Qualifications
3. BIA Checklist 14 – Individual Firefighter
4. BIA Checklist 18 – Vehicles
5. BIA Checklist 19 – Fuel Transport

A review team must consist of, at minimum, one Division of Wildland Fire Management (DWFM) staff, one local unit fire management staff, one regional office fire management staff, and one current or former IHC superintendent from another BIA/Tribal or interagency IHC program. A final crew typing determination will be done by the review team and will require final approval by the DWFM-Operations team member.

For 2024, the DWFM has created standardized funding support for all IHC's as follows:

1. Budgets based on a standard crew configuration of:
  - a. One-GS9 Superintendent
  - b. One-GS8 Assistant Superintendent
  - c. Three-GS7 Squad Bosses
  - d. Two-Senior Firefighters
  - e. Eight-GS4 Firefighters
  - f. Five-GS3 Firefighters
2. Full crew ready funding support for eleven pay periods
3. Standardized support costs
4. Six of seven crews (Chief Mountain, Fort Apache, Geronimo, Navajo, Warm Springs, and Zuni) are based on "Rest of US" Locality pay table and one (Golden Eagles) based on "San Diego" locality pay table. See attachments.
5. No adjustments to budget support from the DWFM will be made for any crew, and anything outside of these standards must be met by the hosting Unit.

Please note that the above requirements, budgets, and budget configurations apply to 2024. Additional requirements and budget adjustments including crew organizational requirements will be provided in Fiscal Year 2025 as the IHC program continues to evolve. Any deviation from the requirements and policies outlined in the identified guidance and policy documents including this memorandum must be reviewed and approved by the Chief, Branch of Fire Operations, prior to any reviews being conducted and crew typing determinations being finalized.

Please confirm review dates with review team members by no later than April 26, 2024, and ensure that review timeframes allow for a minimum of three days.

If you have any questions, please contact Josh Simmons, Chief, Branch of Wildland Fire Operations, at (208) 387-5372 or Aaron Baldwin, Chief, Division of Wildland Fire Management, at (208) 387-5697.

Attachments

cc: Directorate, Environmental and Natural Resources, OTS