POSITION EVALUATION STATEMENT

OPM Official Title, Series, and Grade: Wildland Firefighter, GS-0456-03

Organizational Title, Series, and Grade: Wildland Firefighter Apprentice, GS-0456-03

Position Number: DX03900

Background: This Standard Position Description (SPD) was developed by an Advisory Work Group made up of a team of fire subject matter expert and classification specialist and is representative of prevention work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard. The position description is only to be used for positions enrolled as a Department of Labor registered apprentice in the Wildland Fire Apprenticeship Program (WFAP). The purpose of the position is to serve in a developmental trainee capacity as a wildland fire apprentice.

References: US, OPM, Position Classification Standard for Wildland Fire Management, GS-0456, June 2022

Series Determination:
The GS-0456 Fire Management series includes one-grade interval positions that supervise or perform work to manage and extinguish fires and involves technical and specialized work in the planning and the execution of Wildfire management programs in fire adapted ecosystems while dealing with problems of smoke dispersion, and hazard reduction near urban areas. This includes, but is not limited to, fire prevention, pre-attack planning, wildfire suppression, post suppression, fire research, and other specialized work relating to fire management programs. Knowledge required by positions in this series vary by specialty area, however positions may require knowledge of: Wildland Firefighting and fire prevention theory and techniques; wildland Firefighting fire suppression and management techniques; fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment; skills in planning, direction, or carrying out fire protection and prevention programs and operations; the types and capabilities of fixed-wing aircraft and helicopters used in suppressing and managing wildland fires; and incident Command System (ICS), command and control, and the coordination of emergency response resources, provided for within the common hierarchy of the National Incident Management System (NIMS).

The primary purpose of this position is to serve in a developmental trainee capacity as a wildland fire apprentice. The position serves as a firefighter on one or more of the following module types: dispatch, engine, handcrew (suppression, fuels, or wildland fire module) or helitack. Other developmental wildland fire related duties performed under the guidance and direction of a journey level firefighter, will involve fire prevention, dispatch, planning, and fuels management. The incumbent will also be instructed on the proper maintenance and repair of firefighting tools, equipment, and facilities. As such, the 0456 has been determined to be the appropriate series for the position.

Title Determination:
The basic title for positions that involve wildland firefighting operations is *Wildland Firefighter*.

Grade Determination:
The 0456 PCS is written in a narrative format describing the Nature of Work and Level of Responsibility for each grade covered by the standard. The classification factors include: (1) guidelines; (2) complexity; (3) personal contacts/purpose of contacts; and (4) supervision received. Part I, Fire Management Position Illustrations of the PCS (under Part II, Grading Information) provides illustrative grade level criteria for nonsupervisory positions in grades GS-3/4/5/6/7, 9, and 11. The grade level information provides a

summary of the grade level, followed by specific illustrations of duties and responsibilities characteristic of the grade described loosely in terms of the classification factors identified above. Illustrations vary by grade level and may be described in in terms of specialty areas such as Aviation, Fuels, and Planning.

Nature of Work

At the GS-03 wildland firefighters receive intensive planned training preparatory to undertaking more difficult and responsible assignments in fire management work. Training courses cover a variety of subjects such as standard and specialized forest fire fighting practices, fire prevention and safety, tire risks and hazards, specialized suppression procedures required by local conditions, weather behavior, special techniques required to control/manage fires, construction of various types of fire lines, fuel types, first aid methods, use of specialized and complex firefighting equipment (e.g., portable pumps, trenchers, and power saws}, tank-truck work including operation of pumps, use of hose and accessories and the tactical use of tankers, driver training courses, and the geography of the area to which assigned.

At the GS-04 wildland firefighters serve as a skilled and fully trained member of a fire or tanker crew with responsibility for utilizing a variety of different types of specialized tools, equipment, and techniques in suppressing fires. Receive and record reports of isolated small fires received from dispatchers and develop plans for suppressing fires, including methods of attack on fire, types of equipment required, and travel route to use (trail, road, or cross-country). Locate, suppress, and control/manage isolated small fires usually in timbered and mountainous terrain by applying an understanding of fire behavior, topography of the area, and extensive training in fire management work, involving the use of a variety of hand and power tools in felling trees or snags, operating pumpers, building fire lines, burning out, backfiring, mopping up, and patrolling lines.

Like the GS-03, the position serves as a trainee member of a fire crew, performing recurring fire suppression duties under the direction and instruction of others. Performs assignments as a wildland firefighter in developing a working knowledge of fire suppression and fuels management techniques, practices, and terminology by serving on the various wildland fire crew/module types.

Unlike the GS-04, the position is not considered fully trained crew member capable of performing the full range specialized duties expected of a skilled wildland firefighter. The GS-04 is not met.

This position meets, but does not exceed, the GS-03 for Nature of Work.

Level of Responsibility

At the GS-03 wildland firefighters receive specific instructions and detailed work assignments from supervisors or higher-graded employees who outline procedures to follow and the results desired. Supervisors are available to answer questions regarding methods, practices, and procedures and frequently review their work for compliance with instructions.

At the GS-04 wildland firefighters work under the general supervision of more seasoned staff, or other supervisory personnel, and receive general assignments and perform the majority of their work independently according to established procedures. They suppress small fires and perform other assigned duties with limited instruction or guidance. Their work is subject to periodic observation and inspection for acceptability and compliance with operating procedures and instructions.

Like the GS-03, the position receives specific instructions and detailed work assignments from supervisors or higher-graded wildland firefighters/crew leaders who outline procedures to follow and the results desired. Supervisors are available to answer questions regarding methods, practices, and procedures and frequently review the firefighters' work for compliance with instructions.

Unlike the GS-04, the position receives clear and detailed instructions rather than general assignments.

This position meets, but does not exceed, the GS-03 for Level of Responsibility.

FINAL CLASSIFICATION: The position is properly classified as ***Wildland Firefighter, GS-0456-03.***

Fair Labor Standards Act (FLSA) Determination: This position does not meet exemption criteria found in 5 CFR 551 and is determined to be Non-Exempt from the minimum wage and overtime provisions of the Act.