POSITION EVALUATION STATEMENT

OPM Official Title, Series, and Grade: Wildland Firefighter, GS-0456-04

Organizational Title, Series, and Grade: Wildland Firefighter Apprentice. GS-0456-04

Position Number: DX04000

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: Position Classification Standard for Wildland Fire Management, 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-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.

At the GS-05 wildland firefighters have substantial full-time assignments as operators of fire tankers used to suppress and manage forest and range fires and are responsible for driving, operating, and servicing large tankers equipped with extensive and complicated plumbing systems and pumps capable of drafting large volumes of water, or participate in the investigation of human-caused fires by collecting and preserving evidence, preparing reports, and obtaining information for use in the apprehension and conviction of trespassers, arsonists, or other violators.

Like the GS-04, the position serves as a member of a wildland fire module or crew in fuels management, fire suppression, monitoring, and post-fire activities, applies an understanding of firefighter safety, fire behavior, topography of the area, weather, fuels, and training in fire management work to implement tactical directions on attacking, controlling, or mopping up fires, building or patrolling firelines, cleaning up burned areas within firelines, suppressing spot fires, felling snags or trees, and cutting brush. Conducts and supports chainsaw operations. Performs portable pump operator duties such as pump site selection, set up, and operation. Performs engine operations duties including running the pump, deploying hoselays, completing preventative engine maintenance checks, and effectively using water and additives. Places caches of equipment and supplies at strategic points.

Unlike the GS-05, the position is not yet tasked with extensive or complicated tanker servicing, solving complex water delivery problems, or laying hose more than a mile in length.

This position meets, but does not exceed, the GS-04 for Nature of Work.

Level of Responsibility

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.

At the GS-05 wildland firefighters work under the general supervision of Fire Management Officers who periodically check the readiness of equipment, review their work performance on fires, and ensure that fire plans, safety rules, and equipment maintenance procedures are being followed. Wildland Firefighters at this grade level may be assigned responsibility for supervising firefighting personnel and for directing their activities when suppressing fires.

Like the GS-04, the position works 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.

Unlike the GS-05, the position does not work directly under the Fire Management Officer and is not expected to supervise lower graded employees during fire suppression activities.

This position meets, but does not exceed, the GS-04 for Level of Responsibility.

FINAL CLASSIFICATION: The position is properly classified as ***Wildland Firefighter, GS-0456-04.***

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.