POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Fire Management Planning), GS-0456-11

Position Number: DX01300

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 fire planning work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard.

References: Position Classification Standard for Wildland Fire Management, 0456, June 2022; 5 USC Chapter 51: Classification 5104

Series & Title Determination: According to the OPM's Standard for Wildland Fire Management, the 0456 series includes classes of position which involve technical and specialized work on the protection of forest or range lands and resources from fire. Fire Management Planning work involves serving as analysts and advisors providing progam leadership and consultation for short and long-term strategic fire managemnt planning, assessments, and interagency and/or unit fire management plans, projects, and programs to include but not limited to staff training planning and execution. This series includes general fire management work which is preparatory to the assumption of technical or specialized assignments, and which is accomplished as a part of specialized functional fire management programs including forest, and range fire prevention, presuppession, suppression, post-suppression, fire research, and other specialized work relating to fire management programs. The PCS is divided into three parts. Part I contains occupational information applicable to Federal work covered by the PCS without regard to pay plan or classification system. Part II provides the grading criteria for position classified in accordance with GS grade definitions. Park III includes explanatory material about the developement of the PCS.

The basic title for positions that involve technical and specialized work on the protection of forest or range lands is *Wildland Firefighter*. Parenthetical titles have been established for official use in this series. The parenthetical title, (*Fire Management Planning*) is added to further identify the duties and responsibilities performed and the special knowledge and skills needed. Therefore, this position is appropriately assigned to the 0456 series and titled as a ***Wildland Firefighter (Fire Management Planning), GS-0456.***

Grade Level Determination: This position is graded using the evaluative criteria provided in the Position Classification Standard for Wildland Fire Management, 0456. This standard provides general grade level criteria for firefighter work from GS-03 through GS-15. The criteria use two broad classification factors: (1) Nature of Assignment; and (2) Level of Responsibility.

The 0456 PCS does not provide grading criteria outside of the grade level illustrations, which excludes discussion of grades 8 and 10; therefore, this evaluation is supplemented with 5 U.S. Code § 5104, Basis for Grading Positions.

The 5 USC 5104 states for Grade GS-11, includes those classes of position the duties of which are:
(A) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring—

(i) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound independent action or decision; and

(ii) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty;

(B) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or
(C) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Nature of Assignment

This factor measures the complexity/difficulty and scope of the assignment and the knowledge and skills required to carry out the assignment.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-11 Fire Management Planning Specialist provides local expertise for short and long-term strategic fire management planning, assessments, and interagency and/or unit fire management plans. The Fire Management Planning Specialists performs substantially the full range of duties set forth They independently, on a regular and recurring basis, identify the nature of the problem and the kinds of information, criteria, and techniques needed to arrive at a solution. Typical assignments at the GS-11 level require consideration of and selection from several alternative approaches or solutions to problems and sometimes require substantial adaptation of standardized guides and criteria. The incumbent is fully trained and experienced in executing fire management activities in fire preparedness, fuels management and prevention, fire suppression, monitoring, and/or post-fire, and has acquired advanced knowledge and experience in wildland fire management planning. The incumbent uses expertise to analyze and resolve unique problems relating to the development, execution, and monitoring of local fire management issues. Coordinates and integrates fire management topics, issues, and solutions into non-fire program plans.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51 the GS-12 Fire Management Planning Specialist is fully trained and experienced in executing fire management activities in fire preparedness, fuels management and prevention, fire suppression, monitoring, and/or posit-fire, and has acquired advanced knowledge and experience in wildland fire management planning. At this full performance grade level, the advanced knowledge,

experience, and expertise allows the incumbent to independently plan and carry out a substantial range of complex fire management projects and assignments. This position provides subject matter expert processes and procedures. Provides technical expertise regarding wildland fire management activities.

Similar to the GS-11 level, this position is fully trained in the wildland fire management program plans that reflect national, regional, state, and local management goals, requirements, and strategic objectives of wildland fire and aviation management. At this grade level, the acquired knowledge, experience, and expertise allows the incumbent to independently plan and carry out a substantial range of complex fire management projects and assignments. The incumbent must provide advice and guidance in adaptation of policies, standards, methods, and guidelines received from national and regional levels to local conditions. The incumbent independently determines information needs for developing and updating FMPs at the local to regional/state level. Solicits information from staff members and sub-units that address short- and long-term fire management planning needs. The works participates in fire operations to assess effectiveness and identify further needs for workforce training, changes to policy, formulation of standards, methods or guides for fire and aviation management program elements.

Contrary to the GS-12 level, This position is required to have substantial knowledge and understanding of the impact that fire management specialist may have on communities and other conservational/historical groups. The position is not tasked with making short and long-range fire planning which may require substantial adaptation of standardized guides and criteria. At this level complexity is further increased by continually evolving elements that require real time analysis to determine impact on the fire management planning process. Extensive decision making on complex topics such as data interpretation, work planning and refinement of methods and techniques is required to achieve fire management planning objectives.

This position meets, but does not exceed, the GS-11 for level for nature of assignment.

Level of Responsibility

This factor takes into account the judgment exercise, the supervision and guidance received, and the review of the work – either during the course of the work or upon completion.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-11 Fire Management Planning Specialist are expected to evaluate their significance and to plan and implement changes in programs and operations. Completed work is usually reviewed from the accomplishment of program objectives. Management plans are usually reviewed in draft prior to adoption. Typically, only those decisions which involve questions of agency policy are discussed with the supervisor or higher graded specialist at a higher organizational level prior to implementation. At this level, the position works under the fire management official. The supervisor assigns work in terms of broad areas of responsibility, program emphasis, and key management concerns for special projects. The supervisor and employee confer on priorities and deadlines. Typically, contacts include those with the national office, regional/state office, and field

units; other federal, tribal, and state agencies throughout the geographic area, plus adjoining regions and/or states.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-12 Fire Management Planning Specialist is trained in executing one or more of the following fire management activities in fire preparedness, fuels management, prevention, fire suppression, monitoring, and/or post-fire, and has acquired knowledge and experience in wildland fire management planning. At this grade level, the acquired knowledge and experience allows the incumbent to independently carry out a number of fire management planning projects and assignments. Contacts are performed as presentations, interviews, informal exchanges, written reports, and correspondence. The employee, having developed expertise in the line of work, is responsible for planning and carrying out the assignment, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives.

Similar to the GS-11 level, this position performs many different duties requiring the use of different methods, techniques, and procedures. Such duties include participating in the development of fire plans and consideration of fire management alternatives. Providing wildland fire planning records management support for fire management officers, land or resource management staff, fire planners, and other specialists within a fire program. These assignments require initiative and resourcefulness to carry out and require the incumbent to locate and select the most appropriate guidelines, and then determine which course to take in handling each issue. Policy questions dealing with controversial issues are reviewed with the supervisor to achieve agreement or solution. Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements or expected results. Grade GS-11 include classes of positions which perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines.

Contrary to the GS-12 level, this position performs, under general administrative supervision with wide latitude for the exercise of independent judgment. The supervisor and incumbent develop a mutually acceptable project plan which typically includes identification of the work to be done, the scope of the project and deadlines for its completion. Completed projects, evaluations, reports, or recommendations are reviewed by the supervisor for compatibility with organizational goals, guidelines, and effectiveness in achieving intended objectives.

This position meets, but does not exceed, the GS-11 for level for level of responsibility.

SUMMARY: This position meets the GS-11 level but does not meet the GS-12 level.

FINAL CLASSIFICATION: The recommendation for this position is to be classified as a ***Wildland Firefighter (Fire Management Planning), GS-0456-11.***

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