POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Fire Management Planning), GS-0456-07

Position Number: DX01000

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, presuppression, 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 developemnt 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 and 5 USC Chapter 51. This standard provides general grade level criteria for firefighter work from GS-03 through GS-15. The criteria uses 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-07, includes those classes of positions the duties of which are:
(A) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case

(i) considerable specialized or supervisory training and experience;

(ii) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved; and

(iii) to a considerable extent the exercise of independent judgment;

(B) under immediate or general supervision, to perform somewhat difficult work requiring

(i) professional, scientific, or technical training; and

(ii) to a limited extent, the exercise of independent technical judgment; 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-07 Fire Management Planning Specialist is assigned responsibility in the development of wildland fire management program plans and consideration of fire management alternatives. Work assignments are selected to provide breadth and depth of training in the judgment aspects of fire management work. Performs other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications. Positions at this level must possess a good general understanding of the basic subject-matter field represented by their assignments.

According to the Position Classification Standard for Wildland Firefighter Series, and 5 USC 5104, Chapter 51, the GS-08 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 some limited knowledge and experience in wildland fire management planning. Trained on the delivery of specialized guidance, leadership, coordination, and technical assistance for managing and applying wildland fire planning processes and procedures. Applies technical fire planning knowledge to resolve routine fire planning problems and learns how to analyze and resolve unique problems relating to local fire management issues.

Similar to the GS-07 level, this basic position is trained in the development of fire plans and consideration of fire management alternatives. Incumbents of position at this level must possess a working knowledge of the subject-matter field represented by their assignments and must acquire supplemental specific information as needed, either through their own observations and research, or by reference to the recorded observations of research of others. By working with higher-graded

specialist or fire management officers, the incumbent applies fire planning knowledge to analyze and resolve recurring or routine problems relating to local fire management issues. The incumbent must identify, evaluate, and consider the interrelationships of the fire and physical environment in order to apply the most appropriate methods from among alternatives.

Contrary to the GS-08 level, this position's assignments do not typically find the incumbent with the knowledge or experience to carry out a limited number of fire management planning projects and assignments. The incumbent is not carrying out basic long-range planning for the area or in close collaboration with other fire planning specialist to develop and update fire management plans.

This position meets, but does not exceed, the GS-07 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 Chapter 51, the GS-07 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 recovery. Assignments typically involve locating and selecting the most appropriate guidelines, and then determining which of several alternatives to use. At this level, the position works under the general supervision of a higher-graded fire planner, specialist, or supervisor and to a limited extent, exercises independent technical judgment. The supervisor outlines program objectives, assigns work to be undertaken, and approves work plans for the year that establish duties and functions, work assignments, and operating policies and procedures. Work assignments are selected to provide breadth and depth of training in the judgment aspects of fire planner work. All work is reviewed upon completion; however, the supervisor may periodically review work in progress to verify accuracy and conformance to required procedures and any special instructions. Typically, contacts with the general public are subject to periodic observation by the supervisor. Contacts are performed as presentations, interviews, informal exchanges, written reports, and correspondence.

According to the Position Classification Standard for Wildland Firefighter Series, and 5 USC Chapter 51, the GS-08 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 some limited 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 limited number of fire management planning projects and assignments. The incumbent continues to receive additional training (formal and on-the-job experience) in wildland fire management planning in order to learn to perform at the first full-performance level. Contacts are performed as presentations, interviews, informal exchanges, written

reports, and correspondence. The employee, having developed some 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-07 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. As needed, the incumbent consults with the supervisor or higher-graded fire planner/specialist on all matters not specifically covered in the original instructions and guidelines.

Contrary to the GS-08 level, this position's works under tighter supervisory controls and guidelines where the manager is providing more guidance than only establishing the major objectives, critical deadlines, and the overall nature of expected results for the incumbent. While the incumbent having developed some expertise in the line of work, does have some expectation of independently completing assignments, they rely on the supervisor for instruction in more circumstances other than those that may only engender significant controversial decisions.

This position meets, but does not exceed, the GS-07 for level for level of responsibility.

SUMMARY: This position meets the GS-07 level, but does not meet the GS-08 level.

FINAL CLASSIFICATION: The recommendation for this position is to be classified as a ***Wildland Firefighter (Fire Management Planning), GS-0456-07.***

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.