POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Fire Management Planning), GS-0456-09

Position Number: DX01200

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 specialixxxed 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. Part 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 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-09, includes those classes of position the duties of which are:
(A) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring

(i) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work;

(ii) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved; and

(iii) considerable latitude for the exercise of independent judgment;

(B) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring—

(i) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing; and

(ii) considerable additional professional, scientific, or technical training or experience which has demonstrated capacity for sound 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-09 Fire Management Planning Specialist at this level evaluate the adequacy and effectiveness of fire and aviation management programs through periodic on-the-ground inspections or visits to field units. provides acquired knowledge and experience in wildland fire management planning. They provide technical advice for coordinating and integrating fire management topics, issues, and solutions into non-fire program plans. GS-9 Fire Management Planning Specialist participates actively on Fire management and suppression assignments, as an incident leader or individually, for the purpose of maintaining or increasing expertise in subject areas, or for acquiring information to be used in training courses, or to evaluate on the job performance of personnel following training.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-10 Fire Management Planning Specialist performs work of equal importance, difficulty, and responsibility, and requiring comparable qualifications. The Fire Management Planning Specialists has considerable latitude for the exercise of independent judgment and to perform moderately difficult work. 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. 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-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.

Similar to the GS-09 level, this position continues to coordinate with partner agencies and/or organizations on process, decisions, documentation, and analysis. GS-09 planners may be responsible for overseeing development and execution of programs, including coordination of the work of other planners. The incumbent is trained and experienced in executing one or more of the following fire management activities in fire preparedness, fuels management and prevention, fire suppression, monitoring, and/or post-fire, and has acquired knowledge and experience in wildland fire management planning. GS-09 planners provide wildland fire planning technical support and coordination with fire management officers, land or resource management staff, and planners throughout the local area under the guidance of their supervisor. This position continues develops processes and procedures to obtain interagency identification of training needs and conducts a complex needs analysis to determine needs.

Contrary the GS-10 level, the position does not posses considerable latitude for the exercise of independent judgement. The incumbent must review plans, objectives, changes, etc. and make recommendations to the supervisor, team, or higher graded specialist. The GS-10 is not met.

Contrary to the GS-11 level, this full performance position's assignments at the region 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-09 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-09 Fire Management Planning Specialist supervisor assigns specific projects in terms of issues, organizations, functions, or work processes to be studied and sets deadlines for completing the work. The supervisor provides assistance on controversial issues. The employee plans, coordinates, and carries out the successive steps in fact-finding and analysis of issues necessary to complete each phase of assigned projects. Work problems are normally resolved by the employee without reference to the supervisor. Work is reviewed for conformance with overall requirements as well as contribution to the objectives of the study. Complete work products are reviewed for consistency of facts and figures, choice of appropriate analytical methods, and practicality of recommendations. Findings and recommendations developed by the employee are reviewed prior to release, publication, or discussion with management officials. The employee, having developed some expertise in the line of work, is responsible for planning and carrying out the assignment, resolving most of the conflicts that arise, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives. The employee keeps the supervisor informed of progress and potentially controversial matters.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-10 Fire Management Planning Specialist has a thorough and fundamental knowledge of a specialized and complex subject matter and considerable latitude for the exercise of independent judgment. Management plans are usually reviewed in draft prior to adoption. At this level, the position works under the fire management official. The supervisor assigns work that is highly difficult and work along special technical expertise. 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-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 on a spot chance basis for sound approach and 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.

Similar to the GS-09 level, this position works under the supervision of a higher-graded fire planner, specialist, or supervisor. The supervisor sets the overall objectives and resources available. The incumbent, having developed some expertise in the line of work, is responsible for planning and carrying out assignments in accordance with established instructions, policies, previous training, and accepted practices in fire management planning. As needed, the incumbent consults with the supervisor or higher-graded fire planner/specialist on matters not specifically covered in the original instructions and guidelines. Independently resolves most conflicts as they arise, more serious issues are referred to the supervisor or higher graded specialist. Work is reviewed for conformance with overall requirements as well as contribution to the objectives of the study.

Contrary to the GS-10 level, the incumbent works under general supervision but does not have considerable latitude to exercise independent judgment as the supervisor assists in developing deadlines, projects, and work to be done as well as with matters not specifically covered in the original instructions and guidelines; and completed work is evaluated relatively closely i.e., technical soundness, appropriateness, and conformity to policy and requirements. The GS-10 is not met.

Contrary to the GS-11 level, this position's works at the region level. 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-09 for level for level of responsibility.

SUMMARY: This position meets the GS-09 level, but does not meet the GS-11 level.

FINAL CLASSIFICATION: The recommendation for this position is to be classified as a ***Wildland Firefighter (Fire Management Planning), GS-0456-09.***

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.