POSITION EVALUATION STATEMENT

Title, Series, Grade: Wildland Firefighter (Fuels Management), GS-0456-07

Position Number: DX01800

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, June 2022; 5 U.S. Code § 5104, Basis for grading positions.

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 direct a prescribed fire/fuels management program that includes a full range of fuels management activities and functions at the unit/tribal level. These functions include prescribed fire, mechanical and biological fuels treatments, fire effects monitoring, fuels monitoring, and smoke monitoring. 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*. The prescribed a parenthetical title of *Fuels Management* will also be applied, which describes work that involves gathering data about fuel quantity and conditions, using firefighting skills to implement prescribed fire and mechanical thinning treatments that improve current vegetation conditions while reducing flammable materials that fuel wildfires. Therefore, this position is titled *Wildland Firefighter (Fuels Management).*

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.

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.

Grade GS–8 includes those classes of positions the duties of which are
(A)to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring
(i)considerable specialized or supervisory training and experience;
(ii)comprehensive and thorough working knowledge of a specialized 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; or
(B)to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Nature of Work
At the GS-07 wildland firefighters are assigned responsibility for directing fuels management activities, programs and functions in moderately complex fire management programs. They gather data about fuel quantity and conditions, prepare and implement prescribed fire and thinning treatments that improve current vegetation conditions while reducing flammable materials, inventory fuel beds, prepare associated reports, perform hazard fuel reduction projects, pile vegetation debris and act in assigned positions such as ignition or holding specialist or other designated positions during fuel reduction efforts by prescribed fire, monitor burning conditions and are responsible for prescribed fire, fuels management, smoke management, and wildland fire planning. Serve on prescribed fire and fuels projects. Provide technical guidance on fire protection and prevention issues. Conduct routine project assessments which determine the presence or absence of hazardous wildland fuels. Reviews project plans and make recommendations on appropriate levels of monitoring. Participate in drafting prescribed fire/fuels management plans following the interagency template, including reviewing fuel treatment alternatives and may include preparing segments of a plan to support the objectives of the fire management program. Provide training needs to support prescribed fire and fuels management programs. Administers routine technical aspects of the prescribed fire plans, ensuring that preparation, ignition, holding, mop-up, and rehabilitation are completed to the standards specified. Conducts routine field reconnaissance of prescribed fire/fuels treatment units, summarizes field findings, and makes basic recommendations on appropriate prescriptive criteria for meeting program objectives. Participate in the development and refinement of plot characteristics, frequency of visits, subjects to be measured, and data storage and analysis techniques.

At the GS-08 wildland firefighters perform, very difficult and responsible work in fuels management, requiring considerable specialized training and experience in fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment; comprehensive and thorough working knowledge of wildland firefighting fire suppression and management techniques; and to a considerable extent the exercise of independent judgment.

Like the GS-07, the position performs fuels management activities and functions at the unit/tribal level including prescribed fire, mechanical and biological fuels treatments, fire effects monitoring, fuels monitoring, smoke monitoring, and recognize how fuels management relates to other fire management functions. This position evaluates a wide array of factors when preparing fuels treatment projects within established and standard practices. Participates with higher-graded fuels management staff, fire management officers, and/or specialists in fuels management planning, implementation, and monitoring. Conducts on-the-ground inspections or visits to field units. Conducts routine field reconnaissance of

prescribed fire/fuels treatment units, summarizes field findings, and makes basic recommendations on appropriate prescriptive criteria for meeting program objectives. Makes recommendations for fuels treatment plans. Like the GS-07 administers routine technical aspects of the prescribed fire plans, ensuring that preparation, ignition, holding, mop-up, and rehabilitation are completed to the standards specified. Administers routine technical aspects of mechanical and biological fuels treatment plans, ensures preparation, project layout, implementation and rehabilitation are completed to the standards specified. Ensures classroom and field training is provided to support prescribed fire and fuels management programs or provides routine training using highly structured material. Identifies fuels management objectives by reviewing various land management plans and recommends the appropriate treatment. Provides basic assistance in establishing study plots to assess fire and fire suppression impacts on the ecosystem. Like the GS-07 participates in the development and refinement of plot characteristics, frequency of visits, subjects to be measured, and data storage and analysis techniques. The GS-07 is fully met.

Unlike the GS-08 the incumbent does not perform very difficult and responsible work in fuels management requiring considerable specialized training and experience in fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment. The incumbent is responsible for routine aspects of the work such as prescribed fire plans and fuels treatment plans and makes recommendations within established standards and practices, a restrictiveness that is not characteristic of this grade level. The GS-08 is not met.

This position meets, but does not exceed, the GS-07 for Nature of Work.

Level of Responsibility

At the GS-07 wildland firefighters work under the general supervision. Supervisors outline program objectives, assign special studies to be undertaken, and approve work plans for the year which establish duties and functions, work assignments, and operating policies and procedures. Supervisors furnish help and assistance on difficult or unusual problems. Their work is reviewed periodically for overall adequacy, compliance with operating policies and procedures, and effective accomplishment of broad program objectives. The GS-07 is fully met.

At the GS-08 wildland firefighters work under the general supervision and exercise independent judgement to a considerable extent.

Like the GS-07, the position works under the direction of the supervisor and/or appropriate fire management staff member who defines objectives and sets priorities and deadlines. The supervisor approves work plans for the year with established duties and functions, work assignments, and operating policies and procedures. Like the GS-07 the supervisor is available for consultation and advice on new practices, difficult or unusual problems, or significantly modified principles and practices. Like the GS-07 work is reviewed periodically for overall adequacy, compliance with operating policies and procedures, and effective accomplishment of broad program objectives. The GS-07 is fully met.

Unlike the GS-08 the incumbent does not exercise independent judgment to a considerable extent as the supervisor sets strict parameters approving work plans for the year with established duties and functions, work assignments, and operating policies and procedures. Work is also spot checked on occasion to ensure overall adequacy, compliance, and effective accomplishment of objectives. The GS-08 is not met.

This position meets, but does not exceed, the GS-07 for Level of Responsibility.

FINAL CLASSIFICATION: Both Nature of Work and Level of Responsibility are evaluated at the GS-07 level; therefore, the position is properly classified as ***Wildland Firefighter (Fuels Management), GS-0456-07.***

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.