POSITION EVALUATION STATEMENT

Title, Series, Grade: Wildland Firefighter (Fuels Management), GS-0456-09

Position Number: DX02000

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–10 includes those classes of positions the duties of which are
(A)to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring—
(i)somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work;
(ii)thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved; and
(iii)considerable latitude for 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-09 wildland firefighters provide input for short and long- term strategic fire management planning, assessments, and interagency and/or unit fire management plans. They provide technical advice for coordinating and integrating fire management topics, issues, and solutions into program plans. Assist in the development of local plans that reflect national, regional, and local management goals, requirements, and strategic objectives related to fire management. Provides input for the development of plans and fire management alternatives in coordination with Regional Office, and other resource specialists. Coordinate with partner agencies and/or organizations on process, decisions, documentation, and analysis. Perform data collection and evaluation of fire hazard risk, fuels, historic fire occurrence, fire effects, climatology, and weather.

At the GS-10 wildland firefighters perform, highly difficult and responsible work in fuels management, requiring somewhat extended specialized training and experience in fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment that has demonstrated the capacity for sound independent work; thorough and fundamental knowledge of wildland firefighting fire suppression and management techniques; and considerable latitude for the exercise of independent judgment.

Like the GS-09, the position directs a prescribed fire/fuels management program that includes 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, smoke monitoring. Analyzes variables such as weather, fuels (type and condition), topography, fire behavior, management objectives and resource protection concerns, strategies and tactics, resource availability and capability, smoke impacts, employee and public safety, etc., and selects the appropriate strategy for implementing fuels management projects. Like the GS-09 recommends short-term fire management objectives and strategies based on the effects and behavior of prescribed fire. Reviews existing prescription treatments, monitoring methods, and new technologies and makes improvements to increase the organization's effectiveness relating to fuels management. Serves as a member of an interdisciplinary team (forestry, wildlife biology, range management, geology, archeology, etc.) developing and implementing fire management plans; and developing land management plans, compliance documents, and agreements. Analyzes values at risk data (e.g., infrastructure, property, natural and cultural resources) and evaluates and/or adjusts existing zone or unit level plans for fuels management, fire prevention and fire protection programs. Reviews project plans to identify appropriate levels of statistical sampling for monitoring to determine whether projects are meeting objectives. Recommends study plots to assess fire and fire

suppression impacts on the ecosystem. Independently recommends, or in coordination with the supervisor or higher graded specialist, develops plot characteristics, frequency of visits, subjects to be measured, and data storage and analysis techniques. The GS-09 is fully met.

Unlike the GS-10, 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.

This position meets, but does not exceed, the GS-09 for Nature of Work.

Level of Responsibility
At the GS-09 wildland the supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. The employee, having developed 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. In some assignments, the employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress and potentially controversial matters. 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.

At the GS-10 wildland firefighters work under the general supervision and with considerable latitude for the exercise independent judgement.

Like the GS-09, the position the position works under the direction of the supervisor and/or appropriate Fire management staff member who sets the overall objectives and resources available. The incumbent, having developed 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 specialist on matters not specifically covered in the original instructions and guidelines. Completed work is usually evaluated for technical soundness, appropriateness, and conformity to policy and requirements. The GS-09 is fully met.

Unlike the GS-10, 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.

This position meets, but does not exceed, the GS-09 for Level of Responsibility.

FINAL CLASSIFICATION: The technical, non-supervisory duties evaluate at a higher grade than the supervisory duties; therefore, the final grade of the position is based on the non-supervisory duties. The position is properly classified as ***Wildland Firefighter (Fuels Management), GS-0456-09.***

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.