POSITION EVALUATION STATEMENT

Title, Series, Grade: Wildland Firefighter (Fuels Management), GS-0456-11

Position Number: DX02100

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.

Nature of Work
At the GS-11 wildland firefighters provide local expertise for short and long-term strategic fire management planning, assessments, and interagency and/or unit fire management plans. Use expertise to analyze and resolve unique problems relating to the development, execution, and monitoring of local fire management issues; provide advice and guidance in adaptation of policies, standards, methods, and guidelines received from national and regional levels to local conditions. Coordinating and integrating fire management related topics, issues, and solutions. Providing input to the development of plans and agreements, and working closely with counterparts from other federal, state, or local partner agencies.

Like the GS-11, the position analyzes and integrates values at risk data (e.g., infrastructure, property, natural and cultural resources) and evaluates and/or develops zone or unit level plans for fuels management, fire prevention and fire protection programs. Analyzes and assesses project plans and implements appropriate levels of statistical sampling for monitoring to determine whether projects are meeting objectives. Analyzes and evaluates treatment effectiveness, identifies potential problems for further analysis and resolves existing problems to ensure objectives are met. Applies a risk management process to resolve safety issues when gaps, deviations, or differences exist that must be critically examined prior to implementing full solutions. Uses initiative and judgment to independently analyze and evaluate the available guidelines and additionally recommend modifications, alterations, and/or adjustments to specific guidance, to meet fuel program management needs. Develops guidance for implementation of new technologies such as Geographic Information Systems (GIS). The GS-11 is fully met and is the highest grade identified under Part I Fire Management Position Illustrations of the PCS.

Level of Responsibility
At the GS-11 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. The incumbent is independently responsible for planning, coordinating with others, and determining the approach to take to complete specific assignments. Recommendations are usually accepted as authoritative. Policy questions dealing with controversial issues are reviewed with the supervisor to achieve agreement or solution. Completed work is reviewed for the attainment of objectives.

Like the GS-11, the position works under the direction of the supervisor and/or appropriate Fire management staff member who 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. The incumbent is considered a technical expert on fuels management and independently conducts fuel management projects and assignments, coordinating with others, and determining the approach to take to complete specific assignments. Recommendations are usually accepted as authoritative. Questions dealing with controversial issues such as policy concerns 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. The GS-11 is fully met and is the highest grade identified under Part I Fire Management Position Illustrations of the PCS.

FINAL CLASSIFICATION: Both Nature of Work and Level of Responsibility are evaluated at the GS-11 level; therefore, the position is properly classified as ***Wildland Firefighter (Fuels Management), GS-0456-11.***

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.