



**U. S. DEPARTMENT OF THE INTERIOR
 Certification of Position Approval
 for Retirement
 Under 5 USC § 8336(c) and § 8412(d)**

Approved under the Civil Service Retirement System, 5 USC § 8336(c)

Approved under the Federal Employees Retirement System, 5 USC § 8412(d)

Category of Coverage: Primary/Rigorous (Firefighter)

Bureau: Any DOI Bureau may use this Standard PD and must use the Standard PD Number

Classification Title: Forestry Technician

Organization Title: Senior Wildland Firefighter

Standard Position Number: FDI0205 Series and Grade: GS-0462-05

RECOMMENDATION FOR COVERAGE: Primary/Rigorous Firefighter coverage is recommended under both CSRS and FERS

The position is located on a wildland fire module or crew as a senior module/crewmember within the wildland fire management organization. The purpose of the position is to perform wildland fire suppression / management / control functions and serve as a firefighter on an engine, helitack, prescribed fire, wildland fire module, or on a hand crew. Other wildland fire related duties may involve fire prevention, patrol, detection, or prescribed burning. **Primary duties are directly connected with the control and extinguishment of fires and/or maintaining and using firefighter apparatus and equipment. The duties of this position are so rigorous that employment is limited to young and physically vigorous individuals who must meet established age and physical qualification requirements.**

WILLIAM SIZEMORE

Digitally signed by WILLIAM SIZEMORE
 DN: c=US, o=U.S. Government, ou=Department of the Interior, ou=Office of the Secretary of the Interior, cn=WILLIAM SIZEMORE, 0.9.2342.19200300.100.1.1=14001000976882
 Date: 2019.02.15 09:46:23 -07'00'

WILLIAM (ALAN) SIZEMORE, Human Resources Specialist, DOI

Date

JOHN F. RUHS, Assistant Director, Fire and Aviation, BLM

19 February 2019
Date

WILLIAM (BILL) KAAGE, Chief, Division of Fire and Aviation, NPS

2/19/19
Date

LEON W. BEN, JR., Director, Branch of Wildland Fire Management, BIA

2/19/19
Date

CHRISTOPHER WILCOX, Chief, Branch of Fire Management, FWS

2/19/19
Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date. Approval is by DOI Secretary's Designee:

AYANNA SEARS

Digitally signed by AYANNA SEARS
 Date: 2019.02.21 15:42:18 -05'00'

For: Deputy Assistant Secretary, Human Capital and Diversity

Date

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
FDI0205

2. Reason for Submission <input type="checkbox"/> Redescription <input type="checkbox"/> New <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field <input type="checkbox"/> Reestablishment <input checked="" type="checkbox"/> Other		3. Service	4. Employing Office Location	5. Duty Station	6. OPM Certification No.
Explanation (Show any positions replaced) New DOI Fire Standard PD Replaces legacy SPD# DOI105		7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt	8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input type="checkbox"/> Neither	12. Sensitivity <input type="checkbox"/> 1--Non-Sensitive <input type="checkbox"/> 3--Critical <input type="checkbox"/> 2--Noncritical Sensitive <input type="checkbox"/> 4--Special Sensitive		13. Competitive Level Code
14. Agency Use					

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment	Forestry Technician	GS	0462	5	rl	02/13/2019
c. Second Level Review						
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)
Senior Wildland Firefighter

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment
Department of the Interior

a. First Subdivision
BIA BLM NPS FWS

b. Second Subdivision

c. Third Subdivision

d. Fourth Subdivision

e. Fifth Subdivision

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.

Signature of Employee (optional)

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)

Signature _____ Date _____

Signature _____ Date _____

21. **Classification/Job Grading Certification.** I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
Flysheet for Forestry Technician, GS-0462, TS-111 Dec 1991, Aid & Technical Work in the Biological Sciences Series, GS-0400, TS-111 Dec. 1991.

Typed Name and Title of Official Taking Action
**Renee Lockwood,
Classification Program Manager**

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

Signature: RENAE LOCKWOOD
Digitally signed by RENAE LOCKWOOD
Date: 2019.02.13 07:57:05 -05'00'

Date: 02/13/2019

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks
This position is at the full performance level.

25. Description of Major Duties and Responsibilities (See Attached)

Instructions for Completing Optional Form 8 POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

**Forestry Technician
Senior Wildland Firefighter
GS-0462-05**

LEGACY SPD#: DOI105

I. INTRODUCTION

This is a standard wildland fire management position description intended for use in the Department of the Interior (DOI). The position is located on a wildland fire module or crew as a senior module/crewmember within the wildland fire management organization. The purpose of the position is to perform wildland fire suppression/management/control functions and serve as a firefighter on an engine, helitack, prescribed fire, wildland fire module, or on a hand crew. Other wildland fire related duties may involve fire prevention, patrol, detection, or prescribed burning. The incumbent may be assigned for varying periods of time into one or more types of positions within the wildfire program where the individual's specialized skills are required. This position is at the full performance level.

II. MAJOR DUTIES

Primary Duties (80%)

Performs duties in one or more of the following functional areas:

Handcrew. Serves as a senior wildland firefighter on a handcrew, or on a wildland or prescribed fire module. Performs the duties of a chainsaw operator and performs chainsaw maintenance and minor repair. Prepares and hooks longlines and external loads. Performs all aspects of wildland and prescribed fire operations including preparation, ignition, monitoring, holding, and mop-up. Collects fire weather data, fuel and/or soil moisture samples, maps projects, and maintains records. May on occasion serve as driver of a crew carrier.

Prescribed Fire Module. Serves as senior wildland firefighter on a prescribed fire module. Performs prescribed fire operations including preparation, ignition, monitoring, holding and mop-up. Monitors fire behavior, fire effects, and fire weather on prescribed fires. Collects fire data such as fuel loading, tree stand density, fuel moisture, maps projects, weather, and maintains records. Operates, maintains and makes minor repairs to chainsaws. May use specialized firing equipment (e.g. fusees, drip torches, flares, and terra torch). May support wildland fire suppression activities.

Wildland Fire Engine. Serves as a senior wildland firefighter on a wildland fire engine. May drive engine to fire locations over unimproved roads. Positions engine in appropriate locations in consideration of safety of module/crew and equipment, and how the equipment can best be used in control and mop-up operations. Personally performs and may direct others in starting pump engine, priming pump, adjusting engine speed and pump valves, laying hose, and using appropriate nozzles and nozzle adjustment in effective use of water and additives. May have

specialized duties such as water handling specialist, chainsaw operator, or responsible for maintenance of specialized equipment used to respond to wildland urban interface/intermix situations.

Helitack. Serves as a senior wildland firefighter on a helitack module. Loads helicopter personnel and cargo considering methods, weight distribution, necessity for securing cargo, total weight, etc. and completes manifests of personnel and equipment being transported to the fire or other work site. Inventories and inspects helicopter accessories, fire tools, and equipment. Assures that needed tools and equipment are available for firefighting tasks. May exit helicopter in remote areas to construct helispots, or to attack small fires, hot spots and spot fires. Performs helicopter longline operations and maintains accessory equipment. May serve as a rappeller or short hauler.

When this position description is used in helitack operations the qualification requirements specified in the current Interagency Standards for fire and Fire Aviation Operations (Redbook) must be met prior to entrance into this position.

When this position description is used in hotshot operations the qualification requirements specified in the current Standards for Interagency Hotshot Crew Operations must be met prior to entrance into this position.

Duties Common to All Functional Areas

Gathers and considers information on weather data, topography, fuel types, and fire behavior in responding to wildland fire incidents. When positioning and deploying personnel and equipment, recommends best approaches and practices to use in protection of the values at risk

Responsible for operation and maintenance of specialized equipment used to respond to wildland and prescribed fire situations. Performs or instructs others in preventative maintenance inspections and basic repairs of vehicles and equipment. Accomplishes emergency repairs as necessary to permit continued use of equipment. In those instances when the apparatus cannot be used effectively in suppressing the fire, the incumbent takes appropriate control action in attacking the fire.

Participates in wildland fire and safety training in the techniques, practices, and methods of fire suppression and in the safe, efficient operation and use of tools, equipment, and vehicles used in fire suppression activities, with emphasis on those used in the particular function assigned. Participates in module/crew proficiency checks and drills, safety sessions, and fire critiques. Ensures own and welfare and safety of others in all aspects of the assignment.

Miscellaneous (20%)

May inventory fuel beds, prepare associated reports, perform hazard fuel reduction projects, monitor burning conditions, pile vegetation debris and act in assigned positions such as ignition or holding specialist or other designated positions during actual fuel reduction efforts by prescribed fire.

May perform project work such as road and trail maintenance, habitat manipulation, and miscellaneous equipment and facilities maintenance.

May assist higher level workers in forestry research efforts; in the marketing of forest resources; or in the scientific management, protection, and development of forest resources.

May assist in the preparation of hazardous fuels treatment plans and burn plans based on predicted fire behavior and risk assessment. May draft prescribed perimeter maps and monitor smoke dispersal and fire effects.

May work with local homeowners and community stakeholders, various local, state tribal and federal agencies in an effort to educate and mitigate potential threats to these communities by wildland fire.

Operates a variety of motor vehicles to transport equipment, supplies, module/crew members, etc.

Performs basic first aid.

May fill-in as a work leader on established modules/crews.

OTHER SIGNIFICANT FACTS

This position is subject to the qualifications and additional required training specified in the Interagency Fire Program Management (IFPM) Qualifications Standards and Guide.

The duties of the position are so rigorous that employment is limited to young and physically vigorous individuals who must meet established age and physical qualification requirements.

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

This is a testing designated position (TDP) under the Department of the Interior Drug-Free Workplace Program.

This position requires a valid state driver's license.

Incumbent might be required to obtain and maintain a Commercial Driver's License (CDL).

When this position is used in helitack or hotshot operations see qualification requirements stated above.

Performs other similar duties as assigned.

III. FACTOR LEVELS

Factor 1 - Knowledge Required by the Position

(Level 1-4, 550 points)

Knowledge of fire behavior including causes of wildland fire, influence of temperature, humidity, wind, topography, slope and fuel moisture conditions, and fuels in order to know

where to attack the fire, build fire line, where to be positioned to manage a wildland fire, and to identify hazards.

Knowledge of accepted fire safety practices and procedures to prevent injury and loss of life.

Knowledge of wildland fire management techniques, methods and conditions to accurately analyze fire circumstances, determine when additional forces may be needed, or determine when circumstances warrant disengagement.

Specific technical firefighting knowledge such as, but not limited to, fire engine and pump operations, hose lays, handcrew operations and/or helicopter operations to enable the incumbent to function in assigned capacities and to instruct or lead others in those duties if necessary.

Specialized knowledge of chain saw operation and repair, long line certification, rappelling, pump operation and water handling, use of specialized equipment used in response to wildland urban interface situations, and helicopter accessory equipment used in wildland fire management and prescribed burns.

Knowledge of air operations, rappelling, helicopter capabilities and limitations, helicopter contracts, load balance and capacity, load calculating, and manifesting of personnel and equipment. Knowledge of work procedures and practices in working with helicopters and fixed wing aircraft.

Knowledge of tactical methods and techniques for use of water and additives in controlling and mopping-up fires in order to efficiently and effectively accomplish operations where water is in short supply.

Ability to operate four wheel drive pickup trucks and may require the ability to operate a fire engine.

Skill in use of hand tools such as Pulaskis, shovel, McLeod; and power tools including chainsaw, portable pumps to build fireline, control wildland fire, and to perform other non-fire related duties.

Knowledge of agency and interagency qualification, position task book requirements, and certification standards and procedures adopted by the National Wildfire Coordinating Group (NWCG).

Knowledge of reporting requirements and procedures.

Knowledge and skill of standard first aid procedures sufficient to perform preliminary first aid and triage as necessary.

Knowledge of the organization and the function of cooperative interagency fire organizations such as DOI, USDA, NWCG, NICC, GACC, state and local governments to facilitate wildland fire operations in a multi-jurisdictional setting.

Knowledge of related fields such as forestry, range, wildlife, botany, soils and water, cultural and historical resources in order to make informed fire operational decisions.

Knowledge of general range/forestry technician work in order to personally perform and lead others in the performance of a variety of work in such areas as hazard tree removal, hazard fuel reduction, prescribed burning, recreation, wildlife and watershed, and in the general maintenance and upkeep of facility vehicle and equipment.

Oral and written communication skills sufficient to effectively interact with people at all levels, internal and external to the organization, including the public.

Knowledge of fire terminology to communicate with other module/crewmembers.

Ability to perform basic computer technology skills such as word processing, electronic mail, internet use, and specialized fire information databases and programs.

Knowledge of appropriate act requirements to include the Equal Opportunity Act, Civil Rights Act, Age Discrimination in Employment Act, Rehabilitation Act, 29 CFR 1604.11(a) Sexual Harassment sufficient to function within a diverse workforce.

Factor 2 - Supervisory Controls

(Level 2-2, 125 points)

The supervisor provides general instructions either orally or through work orders for continuing assignments. The employee independently carries out standard assignments and independently works out solutions to problems. Unusual problems or unfamiliar situations are referred to supervisor for specific guidance.

Work is reviewed for technical accuracy and compliance with established procedures. . Assignments or projects with problems or issues new to the employee may be more closely reviewed for accuracy and assurance that any special directions or guidance were applied. Technical review of the employee's incident assignments may be documented by supervisory or senior staff on the incidents.

Factor 3 - Guidelines

(Level 3-2, 125 points)

Most guidelines are in the form of oral instructions and training prior to actual wildland fire suppression activities. General guidelines can be found in agency and bureau published directives such as: wildland fire operations manuals, handbooks, and guides.

Some guidelines are also contained in the prescribed burning and hazard fuel reduction plan, emergency medical services plan, safety plan, and other specific local guides pertinent to the local unit or specific to the type of work being performed.

Since every possible situation cannot be anticipated and covered in training, the employee must use judgment in applying knowledge, especially in situations where the supervisor is not available for consultation. Guides such as safety regulations must be applied.

Factor 4 - Complexity

(Level 4-2, 75 points)

Performs fire suppression under the most adverse conditions of climate, fuels, and terrain. As an experienced specialized firefighter is expected to have the technical knowledge to perform in specific fire assignments, (i.e., chainsaw operator, faller, water handling specialist, rappeller,

etc.) safely and efficiently. Decisions as to what must be done depend on the employee's analysis of the situation and issues involved. Employee understands why the task is being performed and independently decides on the steps needed to complete it.

Factor 5 - Scope and Effect

(Level 5-2, 75 points)

The work involves the application of specific rules, regulations, or procedures and typically comprises a complete segment of an assignment or project of broader scope. Work involves the use of specific procedures, techniques, which differ with each fire's fuel type, weather conditions, and topography. The effect of the work performed is to minimize loss of natural resources, improvements, property or life. The performance of the employee as a member of a module/crew contributes to the overall effectiveness of the wildland fire management effort.

Factors 6 & 7 - Personal Contacts and Purpose of Contacts

(Level 2a, 45 points)

Contacts are with coworkers and others outside the immediate organization to include other wildland fire management organizations. Other contacts include the public, private landowners, tribal representatives, or local residents.

Contacts are made to exchange information about wildland fire suppression activities and needs. Contacts with the general public during incident operations may be to encourage and/or require evacuation, or to ensure the safety of others.

Factor 8 - Physical Demands

(Level 8-3, 50 points)

Essential functions require arduous exertion for protracted periods of time such as, but not limited to, extensive running, walking, climbing, kneeling, stooping, pulling hoses, jumping and twisting.

Duties involve rigorous fieldwork requiring above average physical performance, endurance and superior conditioning. Work requires prolonged standing, walking over uneven ground, and recurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar activities requiring at least average agility and dexterity.

Duties include demands for strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Operation of some specialized fire equipment can place extended physical stress on employee during fire activities.

Factor 9 - Work Environment

(Level 9-3, 50 points)

The work is primarily performed in forest, range and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with thick tangled vegetation, smoky conditions, etc. Temperatures commonly exceed 100 degrees F and fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Employee must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstances. Employee may be required to live in backcountry camps for extended

periods of time. The hazardous nature of the work requires that personal protective equipment be worn (boots, hardhat, gloves, flame resistant clothing, etc.). Work may require travel by fixed-wing or rotor-wing aircraft.

Evaluation Summary	Final Level	Points
Knowledge Required by the Position	1-4	550
Supervisory Controls	2-2	125
Guidelines	3-2	125
Complexity	4-2	75
Scope and Effect	5-2	75
Personal Contacts & Purpose of Contacts	2a	45
Physical Demands	8-3	50
Work Environment	9-3	50
Total Points:		1095
Final Grade:		GS-05
Official Title: Forestry Technician	SPD#: FDI0205	
Standard(s) used to evaluate the position	Flysheets for Forestry Technician, GS-0462, TS-111 Dec 1991, Aid & Technical Work in the Biological Sciences Series, GS-0400, TS-111 Dec 1991	
Comments: Major duties account for 100% of time. This position is at the full performance level.		