



**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 (Fire)

Organization Title: Engine Captain

Standard Position Number: FDI236B/FDI236A Series and Grade: GS-0462-07/08

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

The position serves as an Engine Captain and provides leadership in accomplishing fire management objectives in high complexity wildland urban interface/intermix situations, or work environments requiring comparable responsibilities. The primary purpose of this position is to perform wildland firefighting work and during the fire season provides day-to-day operation and administrative supervision of a Fire Engine Module performing such work. **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

Date: 2019.05.17 10:32:39 -06'00'

WILLIAM (ALAN) SIZEMORE, Human Resources Specialist, DOI

Date

5-16-19

GRANT BEEBE, Assistant Director, Fire and Aviation (Acting), BLM

Date

5/17/19

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

Date

05/16/19

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

Date

05/16/19

CHRISTOPHER WILCOX, Chief, Branch of Fire Management, FWS

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**

AYANNA SEARS  
c=US, o=U.S. Government, ou=Department of the Interior, ou=Office of the Secretary of the Interior, cn=AYANNA SEARS, 0.9.2342.19200300.100.1.1=14001003241288  
2019.05.24 08:55:24 -04'00'

For: Deputy Assistant Secretary, Human Capital and Diversity

Date

**POSITION DESCRIPTION** (Please Read Instructions on the Back)

1. Agency Position No.  
FDI236A

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.
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	

Explanation (Show any positions replaced)  
New DOI Fire Standard PD

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
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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 (Fire)	GS	0462	8	rl	05/13/2019
c. Second Level Review	<del>Department of the Interior, FLERT Specialist</del>					
d. First Level Review	<del>This PD has been approved as follows under 5 USC 5306(c) and 5312(d) Firefighter Law Enforcement Primary Secondary/Administrative Sec/Supvy Approval Date May 24, 2019</del>					
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)  
Engine Captain

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.

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.

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

Signature RENAE LOCKWOOD Date 05/13/2019

Digitally signed by RENAE LOCKWOOD Date: 2019.05.13 09:08:52 -04'00'

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 (Fire)  
Engine Captain  
GS-0462-08**

## **I. INTRODUCTION**

This is a standard wildland fire management position description intended for use in the Department of the Interior (DOI). This position serves as an Engine Captain and provides leadership in accomplishing fire management objectives in high complexity wildland urban interface/intermix situations, or work environments requiring comparable responsibilities. The primary purpose of this position is to perform wildland firefighting work and during the fire season provides day-to-day operation and administrative supervision of a Fire Engine Module performing such work. This position is appropriate for employees who administratively supervise Engine Modules. The Module performs work directly related to wildland fire suppression, preparedness, prevention, monitoring, hazardous fuel reduction, training, and prescribed fire. This position has no further promotion potential.

## **II. MAJOR DUTIES**

### **Suppression (50%)**

Oversees operation of a fire Engine Module. Responds to wildland fire incidents and positions engine in appropriate locations in consideration of the safety of crew and equipment. Evaluates on-site conditions, makes tactical decisions, and determines appropriate responses. Makes initial size up of fire situations, determines suppression method to use including hose lay types, deployment of crew, point of initial attack, type of tools to use, and application of water, and hand line location and standards. Determines structure defensibility, conducts structure triage assessments, and engages in structure protection in wildland-urban interface incidents. Coordinates module actions with adjoining resources. Keeps dispatcher or superior informed and requests additional assistance as necessary.

Maintains and is responsible for records and prepares reports on crew hours and movement and history of action taken on fires. Completes engine deficiency/improvement reporting, and engine use reporting. Determines probable causes of fire and preserves evidence of human-caused fires. Provides for crew safety and welfare.

Serves as initial attack Incident Commander on wildland fires in remote forest/range environment, and in wildland urban interface/intermix situations. Determines proper bureau jurisdictional responsibilities, establishes unified command if necessary, and assumes Incident Command responsibilities. Independently plans and directs actions, performs risk analyses, develops and communicates operational objectives, strategy, and tactics commensurate with fire size, behavior, values at risk, and safety considerations; revises and/or develops new approaches in view of changing incident conditions. Considers incident complexity to determine when a fire situation has developed to the degree where additional resources or expertise might be needed, or the incident complexity exceeds the incumbent's qualifications and capabilities. Regularly operates

engines in conditions such as off-road, inclement weather, heavy traffic, dense wildland urban interface, and emergency situations.

**Pre-suppression and Project Work (30%)**

Independently and jointly develops and implements training programs (mandatory, formal and informal) to comply with policy and regulations. Training provided may include but is not limited to Incident Command System, fire suppression principles and procedures, fire line construction, hose lay evolutions, maintenance and training in the use of appropriate personal protection equipment, fire engine tactics, fire weather, fire behavior, power saws, safety, first aid at the “first responder” level, air operations, water and pumps, hand tool use and other related courses.

This position may serve as a Duty Officer, providing day to day operational direction for the local unit.

Develops and implements a comprehensive physical training program to enhance the ability of crewmembers to perform the required arduous firefighting duties. Responsible for maintaining personnel incident related qualifications, bureau requirements, local and state laws, and other administrative requirements.

Ensures crew is trained in the use of and maintains emergency medical equipment inventory on engine module.

Participates and interacts with regional, state, and/or national operations committees. Engine captains may serve as a unit representative on national committees. Attends state, regional, and/or national pre/post season meetings.

Manages assigned property by procuring, maintaining and inventorying tools and equipment to meet individual crew needs, including hand tools, chainsaws, firing equipment, food and water provisions, and personal protective equipment to ensure that assigned personnel meet fire readiness standards on a daily basis. Ensures the maintenance of crew fleet equipment by coordinating repairs and scheduling maintenance with approved maintenance facilities. Secures temporary replacement of vehicles as needed. Fleet equipment may include crew carrying vehicles, fire engines, pickups, and stake side trucks. Maintains vehicles to a specified degree of fire readiness and appearance. Exercises procurement authority by executing blanket purchase agreements, field purchase orders, GSA requisitions, and charge card purchases. May serve as Station Manager ensuring maintenance of fire station building and grounds and management of a fire station fire cache.

Directs project work in support of ecosystem management such as prescribed fire implementation, development of prescribed fire burn plans, fuels inventory, pre-attack planning, brush disposal, fuels unit preparation, and National Environmental Protection Act (NEPA) documentation and analysis. This may involve conducting analysis and identifying alternatives in developing fuels management projects; preparing project work plans to ensure economical operations; collecting data and calculating probabilities of fire risks and hazards.

**Supervisory Responsibilities (20%)**

Provides technical and administrative supervision to an Engine Module throughout the fire season. May include supervision of interagency personnel. Exercises delegated supervisory authorities and responsibilities 20% of time. These authorities exceed those typical of work leaders and include assigning and reviewing work daily, weekly, or monthly; assuring that production and accuracy requirements are met; and approving leave.

Plans work to be accomplished by subordinates, sets and adjusts short-term priorities, and prepares schedules for completion of work, and approves leave. Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees. Coordinates within the unit to ensure that timeliness, form, procedure, accuracy, quality and quantity standards are met. Engages or participates in hiring process for subordinate employees.

Evaluates work performance of subordinates, setting standards, monitoring, and final evaluating of subordinate performance. Effects minor disciplinary measures, such as verbal warnings, cautions, and reprimands. May certify time and attendance, and approve travel authorizations and vouchers.

Solicits applications and conducts outreach for permanent workforce vacancies. Conducts interviews for positions supervised; recommends appointment, promotion, and/or reassignment for such positions. Supervises a workforce that fluctuates by at least 50% each season. Employees may work at more than one location and in different buildings. Supervision is often accomplished by telephone contacts, radio, computer, or meeting at a common location. Ensures safety gear and safety precaution guidelines are being followed.

Provides leadership, allocates resources, and implements activities to accomplish DOI's multicultural organization direction and Equal Opportunity requirements, goals, policies, and objectives.

Ensures all communication - written, oral, visual, signed, is non-discriminatory and is sensitive to all employees and the public. Creates a work environment which respects, appreciates, and accepts the contributions and perspectives of all employees.

**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 this position require arduous and rigorous assignments and therefore must adhere to DOI established age and physical requirements.

This position is subject to the standards identified and implemented in the DOI Medical Standards policy 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.

May require the incumbent to obtain and maintain a Commercial Driver's License (CDL) and/or other motor vehicle endorsements.

Performs other similar duties as assigned.

### **III. FACTOR LEVEL EVALUATION**

#### **Factor 1 - Knowledge Required by the Position**

**(Level 1-5, 750 Points)**

Technical knowledge of the practices, methods, and techniques of wildland fire management. This includes fire behavior, fire organizations (i.e. Incident Command System), fire equipment, fire line construction to suppress and direct suppression of fires, coordination of wildland urban interface/intermix situations and hazardous material incidents following bureau specific policy and guidelines, and taking action in structure protection during wildfires.

Knowledge of fire engine hydraulic systems, foam and chemical application systems, including effect of elevation, friction loss, pressure, etc., pumping mechanisms, hose thread and apparatus differences, and operating procedures to distribute hose lays and to operate equipment for peak utilization.

Knowledge of defensible space standards and its application in the wildland urban interface.

Knowledge of hazards associated with operating in the wildland urban interface, such as: access and egress, powerlines, limitations of equipment, bridge load limits, water supply, defensible space, and hazardous materials.

Knowledge of tactics and strategies specific to the wildland urban interface, including: placement of personnel and equipment, triage techniques, backfiring operations, and urban water supply systems.

Technical knowledge of the Incident Command System in order to serve as initial attack Incident Commander on wildland fires, and wildland urban interface/intermix situation.

Knowledge and ability to operate complex communication hardware including multi-channel two way radios with numerous programmable frequencies and computers for accessing fire weather and fire modeling programs, mobile technologies, and Global Positioning System units.

Knowledge of accepted safety practices in suppressing fires and responding to various other incidents to prevent injury, property damage or loss of life.

Knowledge of other agencies policies and procedures while cooperating with other agencies on wildland fires, wildland urban interface/intermix situations, and other incidents.

Ability to instruct training courses and to provide on-the-job training in proper and safe techniques, applications, methods, procedures and principles. This knowledge is used to effectively deal with the wide variety of conditions and situations encountered during wildfire suppression actions, prescribed burning, project work actions, and wildland urban interface/intermix situations.

Knowledge of supervisory methods, personnel practices and procedures to carry out responsibilities and to plan/integrate work schedules to meet unit needs.

Ability to supervise and direct a fire engine module. Knowledge of technical firefighting fire engine and pump operations to enable the incumbent to function in assigned capacities and to instruct or lead others in those duties.

Knowledge of land use and resource management and wilderness practices. Knowledge of fuel management practices and policies to gather, analyze, and interpret data for development of fuels treatment and burn plans, and to execute prescribed burn projects.

Knowledge of regulations and procedures at the incident, and/or unit level to prepare incident reports and to provide NEPA input regarding prescribed burns, or other projects.

**Factor 2 - Supervisory Controls**

**(Level 2-3, 275 Points)**

The supervisor states overall objectives and resources available. The employee is responsible for independently planning, organizing, and accomplishing the assigned programs of work. Completed work is reviewed for general adequacy and effectiveness in meeting expected results. The incumbent exercises initiative in developing his/her own solutions to common technical and procedural problems such as changes in priorities, need for extended field time, minor need for additional equipment or personnel, and other such comparable issues. Technical review of the incumbents work during incident assignments is provided by a variety of supervisory personnel from the incidents to which the incumbent's crew has been assigned. Fire suppression work is of an emergency nature and the incumbent may need to make immediate decisions to ensure the safety of personnel, equipment, and the facility. Decisions made by the incumbent may have to be initiated without first consulting with his/her supervisor. Work is reviewed based on technical accuracy and adequacy in meeting priorities and objectives.

**Factor 3 - Guidelines**

**(Level 3-3, 275 Points)**

Most work procedures have been established and a large number of guidelines are applicable including those found in fire handbooks and guides, Health and Safety Code, incident business handbooks and guides, guides for supervisors and other written and oral instructions. The employee must use experienced judgment in selecting appropriate methods, techniques, and procedures due to the frequent and abrupt changes in work assignments, goals and deadlines requiring the incumbent to adjust operations in relation to the suppression mission.



**Factor 4 - Complexity**

**(Level 4-3, 150 Points)**

Supervises the operation of fire engine with complex pumping mechanisms and accessories in suppressing fires, engaging in structure protection, and a variety of incidents in wildland urban interface/intermix situations.

The crew must be trained and physically able to operate equipment and hand tools to construct hand lines, to deploy heavy hose packs, follow directions, and work safely for long periods under hazardous conditions. Serves as initial attack Incident Commander.

Must be able to anticipate fire behavior based upon the effect of temperature, relative humidity, wind, slope, seasonal drying, and other factors on a wide variety of fuels. Evaluates situations, makes tactical decisions and determines appropriate tactical responses to incidents, primarily wildland fires, but may include search and rescue, law enforcement, hazardous materials, earthquakes and other natural disasters, a variety of resource activities, and other wildland urban interface/intermix situations. In all cases personnel welfare, work production, public safety, resource values, costs, and land management objectives must all be considered.

Must make frequent critical decisions under time pressures and emergency conditions concerning fire suppression methods and other incidents, and crew safety when choices are limited, conditions are hazardous, etc. Scheduled project work is often abruptly and unexpectedly interrupted, necessitating the adjustment of operations under pressure of continuously changing and unpredictable conditions.

**Factor 5 - Scope and Effect**

**(Level 5-3, 150 Points)**

The purpose of this position is to provide a highly skilled, organized engine crew capable of controlling wildland fires and wildland urban interface/intermix situations associated with the dynamic work environment encountered throughout various geographical locations. The work results in effective fire suppression and incident management, to minimize the loss of life, property and resources. The purpose of resource work is to effectively accomplish ecosystem management objectives.

The work affects the protection of valuable natural resources, government facilities, life and private property from destruction by natural or person caused incidents. The nature of the work places personnel and equipment in hazardous situations. Decisions and actions by the incumbent are critical.

Extended loss is directly related to effectiveness of actions taken. The ultimate goal of this position is to manage people and resources effectively while accomplishing jobs in fire suppression, fire prevention, fuels management and miscellaneous other projects. Duties performed at job sites are critical to the success or failure of a project. Mismanagement at this level would mean the waste of supplies, salaries, and project dollars. This position has a high degree of responsibility towards crew and project safety, project accomplishment and fiscal responsibility.

**Factors 6 & 7 - Personal Contacts & Purpose of Contacts (Level 2b, 75 points)**

Contacts are numerous and diversified. Primary contacts are with the crew and others in the Fire Organization. Essential and routine contacts include the full spectrum of bureau and interagency land managers and fire management personnel, dispatchers, aviation managers, co-workers, all types of fire suppression personnel and the public. Secondary contacts may be made with personnel representing Federal agencies and Tribal Governments, and private contractors, such as professionals, technicians and engineers representing functions at the unit level and private contractors involved in local unit projects. Other public contacts include the media, visitors to public lands, Tribal Governments, private landowners, permittees, and local residents. Contacts are often made in uncontrolled situations such as in extreme fire behavior conditions where communications are difficult, and where the incumbent's role may be unclear to others.

Contacts are made to plan and coordinate emergency work efforts, supervise subordinates, coordinate projects, ensure compliance with established safe firefighting practices, solve operational problems, resolve conflicts, conduct training, exchange information, and provide assistance.

**Factor 8 - Physical Demands (Level 8-3, 50 Points)**

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 strenuous 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 the incumbent during fire activities.

**Factor 9 - Work Environment (Level 9-3, 50 Points)**

The work is primarily performed in forest and range environments in steep terrain where surfaces may be extremely uneven, rocky, covered with vegetation, and in smoky conditions, etc. Temperatures vary from above 100 degrees Fahrenheit to below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material.

Personnel must adjust and cope with exposure to weather elements, dust and smoke, poor sleeping and eating conditions and unpredictable sets of circumstances. Incumbent 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 light fixed-wing or rotor-wing aircraft, and operating fire trucks (engines) under adverse conditions.

<b>Evaluation Summary</b>	<b>Final Level</b>	<b>Points</b>
Knowledge Required by the Position	1-5	750
Supervisory Controls	2-3	275
Guidelines	3-3	275
Complexity	4-3	150
Scope and Effect	5-3	150
Personal Contacts & Purpose of Contacts	2b	75
Physical Demands	8-3	50
Work Environment	9-3	50
Total Points:		1775
Point Range:		1605-1850
<b>Final Grade:</b>		<b>GS-08</b>
<b>Official Title: Forestry Technician (Fire)</b>		<b>SPD#: FDI236A</b>
Standard(s) used to evaluate the 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		
Comments: Major duties account for 100% of time. This position is at the full performance level.		

**POSITION DESCRIPTION** (Please Read Instructions on the Back)

1. Agency Position No.  
FDI236B

2. Reason for Submission  
 Redescription     New     Hdqtrs     Field  
 Reestablishment     Other

3. Service  
 Hdqtrs     Field

4. Employing Office Location

5. Duty Station

6. OPM Certification No.

7. Fair Labor Standards Act  
 Exempt     Nonexempt

8. Financial Statements Required  
 Executive Personnel Financial Disclosure     Employment and Financial Interest

9. Subject to IA Action  
 Yes     No

10. Position Status  
 Competitive  
 Excepted (Specify in Remarks)  
 SES (Gen.)     SES (CR)

11. Position Is  
 Supervisory  
 Managerial  
 Neither

12. Sensitivity  
 1--Non-Sensitive     3--Critical  
 2--Noncritical Sensitive     4--Special Sensitive

13. Competitive Level Code

14. Agency Use

15. Classified/Graded by

16. Organizational Title of Position (if different from official title)  
**Engine Captain**

17. Name of Employee (if vacant, specify)

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

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

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.

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.

23. Position Review

24. Remarks  
 This is a career ladder position. Full performance is at the GS-8 grade.

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.
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  - "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 (Fire)  
Engine Captain  
GS-0462-07**

## **I. INTRODUCTION**

This is a standard wildland fire management position description intended for use in the Department of the Interior (DOI). This position serves as an Engine Captain and is responsible for providing leadership in accomplishing fire management objectives in high complexity wildland urban interface/intermix situations. The primary purpose of this position is to perform wildland firefighting work and during the fire season and to provide day-to-day operations and administrative supervision of a Fire Engine Module performing such work. This position is appropriate for employees administratively supervising Engine Modules. The Module performs work directly related to wildland fire suppression, preparedness, prevention, monitoring, hazardous fuel reduction, training, and prescribed fire. This is a developmental, career ladder position. The full performance level of this position is GS-08.

## **II. MAJOR DUTIES**

The duties and responsibilities are substantially similar to the full performance level position description. Work assignments are designed to introduce and develop the incumbent to the full range of duties and responsibilities, level of direct supervision received, as well as complexities that are required at the full performance level. As experience and knowledge in the position are gained and required competencies are demonstrated, the incumbent is relied upon to make more independent judgments and decisions.

### **Suppression (50%)**

Oversees operation of a Fire Engine Module. Responds to wildland fire incidents and positions engine in appropriate locations in consideration of the safety of crew and equipment. Evaluates on-site conditions, makes tactical decisions, and determines appropriate responses.

Makes initial size up of fire situations, determines suppression method to use including hose lays, deployment of crew, point of initial attack, type of tools to use, and application of water, and hand line location and standards. Keeps dispatcher or superior informed and requests additional assistance as necessary.

Responsible for records and prepares reports on crew hours and movement and history of action taken on fires. Completes engine deficiency/improvement reporting, and engine use reporting. Determines probable causes of fire and preserves evidence of human-caused fires. Provides for crew safety and welfare.

Serves as an Initial Attack Incident Commander on wildland fires, wildland urban and interface/intermix situations. With assistance from the supervisor, identifies and analyzes tactics and strategies employed on these incidents, and revises and/or develops approaches in view of specific incident conditions. Regularly operates engines in various conditions such as offroad, inclement weather, heavy traffic, dense wildland urban interface, and emergency situations.

**Pre-suppression and Project Work (30%)**

Assist in the development and implementation of training programs (mandatory, formal and informal) to comply with policy and regulations. Training provided may include but is not limited to Incident Command System, fire suppression principles and procedures, fire line construction, hose lay evolutions, maintenance and training in the use of appropriate personal protection equipment, fire engine tactics, fire weather, fire behavior, power saws, safety, first aid at the “first responder” level, air operations, water and pumps, hand tool use and other related courses.

Develops and implements physical training program to enhance the ability of crewmembers to perform the required arduous firefighting duties. Responsible for maintaining personnel incident related qualifications, bureau requirements, local and state laws, and other administrative requirements.

Interacts with regional, state, and/or national operations committees. Engine supervisors may serve as a unit representative on national committees. May attend state, regional, and/or national pre/post season meetings with supervisor or other representatives.

Assists with managing assigned property by procuring, maintaining and inventorying tools and equipment to meet individual crew needs, including hand tools, chainsaws, firing equipment, food and water provisions, and personal protective equipment to ensure that assigned personnel meet fire readiness standards on a daily basis. Ensures the maintenance of crew fleet equipment by coordinating repairs and scheduling maintenance with approved maintenance facilities. Secures temporary replacement of vehicles as needed. Fleet equipment may include crew, carrying vehicles, fire engines, pickups, and stake side trucks. Maintains vehicles to a specified degree of fire readiness and appearance. Exercises procurement authority by executing blanket purchase agreements, field purchase orders, GSA requisitions, and charge card purchases.

Assists with project work in support of ecosystem management such as prescribed fire, development of burn plans, fuels inventory, pre-attack planning, brush disposal, backlogged fuels preparation and disposal, and National Environmental Protection Act documentation and analysis. This may involve conducting analysis and identifying alternatives in developing fuels management projects; preparing project work plans to ensure economical operations; collecting data and calculating probabilities of fire risks and hazards.

**Supervisory Responsibilities (20%)**

Provides technical and administrative supervision to an Engine Module throughout the field season. Exercises delegated supervisory authorities and responsibilities 20% of time. These authorities exceed those typical of work leaders and include assigning and reviewing work daily, weekly, or monthly; assuring that production and accuracy requirements are met; and approving leave.

Plans work to be accomplished by subordinates, sets and adjusts short-term priorities, and prepares schedules for completion of work. Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees. Coordinates within the unit to ensure that timeliness, form, procedure, accuracy,

quality and quantity standards are met in individual cases. Evaluates work performance of subordinates. Effects minor disciplinary measures, such as verbal warnings and cautions. Solicits applications and conducts outreach for permanent workforce vacancies. Conducts interviews for positions supervised; recommends appointment, promotion, and/or reassignment for such positions. Supervises a workforce that fluctuates by at least 50% each season. Employees may work at more than one location and in different buildings. Supervision is often accomplished by telephone contacts, radio, computer, or meeting at a common location. Ensures safety gear and safety precaution guidelines are being followed.

Provides leadership, allocates resources, and implements activities to accomplish DOI's multicultural organization direction and Equal Opportunity requirements, goals, policies, and objectives. Ensures all communication - written, oral, visual, signed, is non-discriminatory and is sensitive to all employees and the public. Creates a work environment which respects, appreciates, and accepts the contributions and perspectives of all employees.

### **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 this position require arduous and rigorous assignments and therefore must adhere to DOI established age and physical requirements.

This position is subject to standards identified and implemented in the DOI Medical Standards policy 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.

May require the incumbent to obtain and maintain a Commercial Driver's License (CDL) and/or other motor vehicle endorsements.

Performs other duties as assigned.

### **III. FACTOR LEVELS**

#### **Factor 1 - Knowledge Required by the Position**

**(Level 1-4, 550 Points)**

Technical knowledge of the processes, methods, and procedures of wildland fire management. This includes fire behavior, fire organizations (i.e. Incident Command System), fire equipment, fire line construction to suppress and direct suppression of fires, coordination of wildland urban interface/intermix situations and hazardous material incidents following bureau specific policy and guidelines, and taking action in structure protection during wildfires.

Knowledge of fire engine hydraulic systems, foam and chemical application systems, including effect of elevation, friction loss, pressure, etc., pumping mechanisms, hose thread and apparatus



differences, and operating procedures to distribute hose lays and to operate equipment for peak utilization.

Technical knowledge of the Incident Command System in order to serve as initial attack Incident Commander on wildland fires, and wildland urban interface/intermix situation.

Knowledge and ability to operate complex communication hardware including multi-channel two way radios with numerous programmable frequencies and computers for accessing fire weather and fire modeling programs, mobile technologies, and Global Positioning System units.

Knowledge of accepted safety practices in suppressing fires and various other incidents to prevent injury, property damage or loss of life.

Knowledge of other agencies policies and procedures while cooperating with other agencies on wildland fires, wildland urban interface/intermix situations, and other incidents.

Ability to instruct training courses and to provide on-the-job training in proper and safe techniques, applications, methods, procedures and principles. This knowledge is used to effectively deal with the wide variety of conditions and situations encountered during wildfire suppression actions, prescribed burning, project work actions, and wildland urban interface/intermix situations.

Practical knowledge of supervisory methods, personnel practices and procedures to carry out responsibilities and to plan/integrate work schedules to meet unit needs.

Practical knowledge of supervision and direction of a fire engine module. Knowledge of technical firefighting fire engine and pump operations to enable the incumbent to function in assigned capacities and to instruct or lead others in those duties.

Knowledge of land use and resource management and wilderness practices. Knowledge of fuel management practices and policies to gather, analyze, and interpret data for development of fuels treatment and prescribed fireburn plans, and to execute prescribed fire burn projects.

Knowledge of regulations and procedures at the incident, and/or unit level to prepare incident reports and to provide NEPA input regarding prescribed burns, or other projects

**Factor 2 - Supervisory Controls**

**(Level 2-3, 275 Points)**

The supervisor states overall objectives and resources available. The employee is responsible for independently planning, organizing, and accomplishing the assigned programs of work.

Completed work is reviewed for general adequacy and effectiveness in meeting expected results.

The incumbent exercises initiative in developing his/her own solutions to common technical and procedural problems such as changes in priorities, need for extended field time, minor need for additional equipment or personnel, and other such comparable issues. Technical review of the incumbents work during incident assignments is provided by a variety of supervisory personnel from the incidents to which the incumbent's crew has been assigned. Fire suppression work is of an emergency nature and the incumbent may need to make immediate decisions to ensure the safety of personnel, equipment, and the facility. Decisions made by the incumbent may have to

be initiated without first consulting with his/her supervisor. Work is reviewed based on technical accuracy and adequacy in meeting priorities and objectives.

**Factor 3 – Guidelines**

**(Level 3-2, 125 Points)**

Work procedures have been established and a large number of guidelines are applicable including those found in the fire handbooks and guides, Health and Safety Code, incident business handbooks and guides, guides for supervisors and other written and oral instructions. The employee must use judgment in selecting the appropriate guideline because of the number, similarity, linkage, and overlapping nature of the guides, e.g., when State law, Federal law, and agency regulations address the same issue.

**Factor 4 – Complexity**

**(Level 4-3, 150 Points)**

Supervises the operation of fire engine with complex pumping mechanisms and accessories in suppressing fires, engaging in structure protection, and a variety of incidents in wildland urban interface/intermix situations. The crew must be trained and physically able to operate equipment and hand tools to construct hand lines, to deploy heavy hose packs, follow directions, and work safely for long periods under hazardous conditions. Serves as initial attack Incident Commander.

Must be able to anticipate fire behavior based upon the effect of temperature, relative humidity, wind, slope, seasonal drying, and other factors on a wide variety of fuels.

Evaluates situations, makes tactical decisions and determines appropriate tactical responses to incidents, primarily wildland fires, but may include search and rescue, law enforcement, hazardous materials, earthquakes and other natural disasters, a variety of resource activities, and other wildland urban interface/intermix situations. In all cases personnel welfare, work production, public safety, resource values, costs, and land management objectives must all be considered.

Must make frequent critical decisions under time pressures and emergency conditions concerning fire suppression methods and other incidents, and crew safety when choices are limited, conditions are hazardous, etc. Scheduled project work is often abruptly and unexpectedly interrupted, necessitating the adjustment of operations under pressure of continuously changing and unpredictable conditions.

**Factor 5 - Scope and Effect**

**(Level 5-3, 150 Points)**

The purpose of this position is to provide a highly skilled, organized engine crew capable of controlling wildland fires and wildland urban interface/intermix situations associated with the dynamic work environment encountered throughout various geographical locations. The work results in effective fire suppression and incident management, to minimize the loss of life, property and resources. The purpose of resource work is to effectively accomplish ecosystem management objectives.

The work affects the protection of valuable natural resources, government facilities, life and private property from destruction by natural or person caused incidents. The nature of the work

places personnel and equipment in hazardous situations. Decisions and actions by the incumbent are critical.

Extended loss is directly related to effectiveness of actions taken. The ultimate goal of this position is to manage people and resources effectively while accomplishing jobs in fire suppression, fire prevention, fuels management and miscellaneous other projects. Duties performed at job sites are critical to the success or failure of a project. Mismanagement at this level would mean the waste of supplies, salaries, and project dollars. This position has a high degree of responsibility towards crew and project safety, project accomplishment and fiscal responsibility.

**Factors 6 & 7 - Personal Contacts & Purpose of Contacts (Level 2b, 75 Points)**

Contacts are numerous and diversified. Primary contacts are with the crew and others in the Fire Organization. Essential and routine contacts include the full spectrum of bureau and interagency land managers and fire management personnel, dispatchers, aviation managers, co-workers, all types of fire suppression personnel and the public. Secondary contacts may be made with personnel representing Federal agencies, functions and private contractors, such as professionals, technicians and engineers representing functions at the unit level and private contractors involved in unit objectives. Other public contacts include the media, visitors to public lands, private landowners, permittees, and local residents. Contacts are often made in uncontrolled situations such as in extreme fire behavior conditions where communications are difficult, and where the incumbent's role may be unclear to others.

Contacts are made to plan and coordinate emergency work efforts, supervise subordinates, coordinate projects, ensure compliance with established safe firefighting practices, solve operational problems, resolve conflicts, conduct training, exchange information, and provide assistance.

**Factor 8 - Physical Demands (Level 8-3, 50 Points)**

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 strenuous 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 the incumbent during fire activities.

**Factor 9 - Work Environment (Level 9-3, 50 Points)**

The work is primarily performed in forest and range environments in steep terrain where surfaces may be extremely uneven, rocky, covered with vegetation, and in smoky conditions, etc. Temperatures vary from above 100 degrees Fahrenheit to below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Personnel must adjust and cope with exposure to weather

elements, dust and smoke, poor sleeping and eating conditions and unpredictable sets of circumstances. Incumbent 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 light fixed-wing or rotor-wing aircraft, and operating fire trucks (engines) under adverse conditions.

<b>Evaluation Summary</b>	<b>Final Level</b>	<b>Points</b>
Knowledge Required by the Position	1-4	550
Supervisory Controls	2-3	275
Guidelines	3-2	125
Complexity	4-3	150
Scope and Effect	5-3	150
Personal Contacts & Purpose of Contacts	2b	75
Physical Demands	8-3	50
Work Environment	9-3	50
Total Points:		1425
Point Range:		1355-1600
<b>Final Grade:</b>		<b>GS-07</b>
<b>Official Title: Forestry Technician (Fire)</b>		<b>SPD#: FDI236B</b>
Standard(s) used to evaluate the 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		
Comments: Major duties account for 100% of time. The full performance level of this position is GS-08.		