POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Aviation), GS-0456-08

Position Number: DX05900

Background: This Standard Position Description (SPD) was developed by an Advisory Work Group made up of a team of fire subject matter expert and classification specialist and is representative of fire planning work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard.

References: Position Classification Standard for Wildland Fire Management, 0456, June 2022.

Series & Title Determination: The 0456 Wildland Fire Management series is a single-grade interval series that includes classes of position which involve technical and specialized work on the protection of forest or range lands and resources from fire. This series includes general fire management work which is preparatory to the assumption of technical or specialized assignments, and which is accomplished as a part of specialized functional fire management programs including forest, and range fire prevention, presuppession, suppression, post-suppression, fire research, and other specialized work relating to fire management programs.

The PCS is divided into three parts. Part I contains occupational information applicable to Federal work covered by the PCS without regard to pay plan or classification system. Part II provides the grading criteria for positions classified in accordance with GS grade definitions. Part II- Grading Information, is further broken down into *Part 1* (grade level criteria for Wildland Firefighting Positions), and *Part II* (grade level criteria for Fire Mangement Officer Positions). Part III includes explanatory material about the developement of the PCS.

This is an agency Standardized Position Description (SPD) and serves as a Wildland Firefighter (Aviation) organizationally located within a wildland fire management program within one of the four bureaus of the Department of the Interior.

The primary purpose of the position is to perform limited assignments related to management of an air base involving the application of specialized wildland fire suppression techniques. The incumbent supports the management and administration of various contracts; provides oversight and support of various types of aircraft utilizing the base; and manages the Airtanker/SEAT base, building and facilities. In addition, the incumbent coordinates air attack, smoke jumper, aerial supervision, and other fixed wing aircraft at the base.

The basic title for positions that involve technical and specialized work on the protection of forest or range lands is *Wildland Firefighter*. The prescribed a parenthetical title of *Aviation* will also be applied, which describes work involves performing wildfire related work involving operating and maintaining unmanned aircraft systems (UAS), mixing, and loading of aerial fire retardant to fixed wing aircraft, coordinating and monitoring parking of aircraft and base operations, coordinating incident airspace, managing incident air traffic while coordinating with ground resources engaged in wildland fire suppression and prescribed fire activities. Therefore,

this position is appropriately assigned to the 0456 series and titled as a ***Wildland Firefighter (Aviation).***

Grade Determination: This position may exercise delegated supervisory authorities and responsibilities up to 15% of the time; however, at 15% or less, the supervisory work does not meet the minimum threshold for coverage by the General Schedule Supervisory Guide and therefore may not be evaluated.

The 0456 PCS is written in a narrative format describing the Nature of Work and Level of Responsibility for each grade covered by the standard. The classification factors include: (1) guidelines; (2) complexity; (3) personal contacts/purpose of contacts; and (4) supervision received. Part I, Fire Management Position Illustrations of the PCS (under Part II, Grading Information) provides illustrative grade level criteria for nonsupervisory positions in grades GS-3/4/5/6/7, 9, and 11. The grade level information provides a summary of the grade level, followed by specific illustrations of duties and responsibilities characteristic of the grade described loosely in terms of the classification factors identified above. Illustrations vary by grade level and may be described in in terms of specialty areas such as Aviation, Fuels. Because the PCS does not provide any grading information or illustration corresponding with the GS-08 level, Title 5 of U.S. Code, §5104. Basis for grading positions, was consulted for evaluation.

Grade GS–8 includes those classes of positions the duties of which are:

1) To perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring
   a) considerable specialized or supervisory training and experience;
   b) comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved; and
   c) to a considerable extent the exercise of independent judgment; or
2) To perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Like the GS-08 the incumbent performs very difficult and responsible. Provides technical oversight necessary for accomplishing the work of the unit. Monitors and assesses aviation operations and base activities for compliance with established policy, guidelines, and regulations to ensure safe, efficient, and cost-effective aviation operations. Oversees the activities of an airbase in support of wildland fire activities to ensure overall efficiency, safety and security of ground and aviation operations. Applies multi-agency policy, agreements and protocols to ensure effective interagency aviation operations. Ensures safe operations of aviation and ground support activities including site security, radio and hand signal communication, aircraft movement, fueling, retardant mixing and loading, and vehicle movement on the ramp. Presents formal training; National Wildfire Coordinating Group (NWCG), Interagency Aviation Training (IAT) or other agency classes; required refresher training for local, state, geographic area, and/or national aviation programs. Ensures trained and qualified personnel are available to perform duties at the air base. Develops comprehensive air base operations plan and supplements, safety & security plans, provide input to local aviation plans, responsible for oversight, coordination, and implementation and training of the storm water pollution and control plan (SWPCP/SWPPP)

at the air base. Like the GS-08 the work requires comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice to identify and coordinate logistical needs for base support, a variety of incoming aircraft types and transient air crews; and manage the mixing and loading of fire chemicals to ensure that individual aircraft weight limitations are not exceeded, and effective product is delivered. This may include full-service retardant contract crew, vendor operator, or agency personnel. Applies retardant quality assurance standards, testing, policy, and standards.

Like the GS-08 the supervisor provides general supervision and assigns project work in terms of overall objectives and priorities with instructions on new projects or major changes and the incumbent independently facilitates the air base and retardant program for the unit. Plans, schedules, and completes inspections and reports, and works independently, relying on expertise and judgment. Resolves work problems in accordance with standard policy and regulations, applicable precedents, and previous training. Informs supervisor of progress or situations which may affect the aviation program, or the end users. The supervisor provides assistance in matters pertaining to overall policy, expenditures of funds, or methods to follow in handling difficult or unusual problems. Work is periodically reviewed for effective program accomplishment and review and approval of recommendations for special studies, major changes in operating policies, or special projects to be undertaken. Completed work is reviewed for adequacy in meeting objectives and priorities, with conformance to overall requirements, technical adequacy, and adherence to policy guidelines in supporting the mission and programs of the aviation program.

The GS-08 is fully met.

FINAL CLASSIFICATION: Both Nature of Work and Level of Responsibility are evaluated at the GS-07 level; therefore, the position is properly classified as ***Wildland Firefighter (Aviation), GS-0456-08.***