POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Fire Management Planning), GS-0456-08

Position Number: DX01100

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; 5 USC Chapter 51: Classification 5104

Series & Title Determination: According to the OPM's Standard for Wildland Fire Management, the 0456 series includes classes of position which involve technical and specialized work on the protection of forest or range lands and resources from fire. Fire Management Planning work involves serving as analysts and advisors providing progam leadership and consultation for short and long-term strategic fire managemnt planning, assessments, and interagency and/or unit fire management plans, projects, and programs to include but not limited to staff training planning and execution. This series includes general fire management work which is preparatory to the assumption of technical or specialixxxed 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 position classified in accordance with GS grade definitions. Park III includes explanatory material about the developemnt of the PCS.

The basic title for positions that involve technical and specialized work on the protection of forest or range lands is *Wildland Firefighter*. Parenthetical titles have been established for official use in this series. The parenthetical title, (*Fire Management Planning*) is added to further identify the duties and responsibilities performed and the special knowledge and skills needed. Therefore, this position is appropriately assigned to the 0456 series and titled as a ***Wildland Firefighter (Fire Management Planning), GS-0456.***

Grade Level Determination: This position is graded using the evaluative criteria provided in the Position Classification Standard for Wildland Fire Management, 0456. This standard provides general grade level criteria for firefighter work from GS-03 through GS-15. The criteria uses two broad classification factors: (1) Nature of Assignment; and (2) Level of Responsibility.

The 0456 PCS does not provide grading criteria outside of the grade level illustrations, which excludes discussion of grades 8 and 10; therefore, this evaluation is supplemented with 5 U.S. Code § 5104, Basis for Grading Positions.

The 5 USC 5104 states for Grade GS-08, includes those classes of position the duties of which are:
(A) to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring—
(i) considerable specialized or supervisory training and experience;
(ii) 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;
(iii) to a considerable extent the exercise of independent judgment; or
(B) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Nature of Assignment

This factor measures the complexity/difficulty and scope of the assignment and the knowledge and skills required to carry out the assignment.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-08 Fire Management Planning Specialist is trained in executing one or more of the following fire management activities in fire preparedness, fuels management, prevention, fire suppression, monitoring, and/or post-fire, and has acquired some limited knowledge and experience in wildland fire management planning. Trained on the delivery of specialized guidance, leadership, coordination, and technical assistance for managing and applying wildland fire planning processes and procedures. Applies technical fire planning knowledge to resolve routine fire planning problems and learns how to analyze and resolve unique problems relating to local fire management issues.

According to the Position Classification Standard for Wildland Firefighter Series, and 5 USC 5104, Chapter 51, the GS-09 Fire Management Planning Specialist at this level evaluate the adequacy and effectiveness of fire and aviation management programs through periodic on-the-ground inspections or visits to field units. provides acquired knowledge and experience in wildland fire management planning. They provide technical advice for coordinating and integrating fire management topics, issues, and solutions into non-fire program plans. GS-9 Fire Management Planning Specialist participates actively on Fire management and suppression assignments, as an incident leader or individually, for the purpose of maintaining or increasing expertise in subject areas, or for acquiring information to be used in training courses, or to evaluate on the job performance of personnel following training.
Developing the process and procedures to obtain national and interagency identification of training needs and conducts an annual complex needs analysis to determine needs. Develops an inter/interagency training schedule for classes offered at the facility. Coordinates the selection of training cadres and staff for offered courses, and for space needed to deliver courses.

Similar to the GS-08 level, this position's assignments typically find the incumbent with the knowledge or experience to carry out limited number of fire management planning projects and

assignments. The incumbent is carrying out basic long-range planning for the area or in close collaboration with higher graded specialist. The incumbent performs other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Contrary to the GS-09 level, this position continues to coordinate with partner agencies and/or organizations on process, decisions, documentation, and analysis. GS-09 planners may be responsible for overseeing development and execution of programs, including coordination of the work of other planners. The incumbent is trained and experienced in executing one or more of the following fire management activities in fire preparedness, fuels management and prevention, fire suppression, monitoring, and/or post-fire, and has acquired knowledge and experience in wildland fire management planning.

This position meets, but does not exceed, the GS-08 for level for nature of assignment.

Level of Responsibility

This factor takes into account the judgment exercise, the supervision and guidance received, and the review of the work – either during the course of the work or upon completion.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-08 Fire Management Planning Specialist is trained in executing one or more of the following fire management activities in fire preparedness, fuels management, prevention, fire suppression, monitoring, and/or post-fire, and has acquired some limited knowledge and experience in wildland fire management planning. At this grade level, the acquired knowledge and experience allows the incumbent to independently carry out a limited number of fire management planning projects and assignments. The incumbent continues to receive additional training (formal and on-the-job experience) in wildland fire management planning in order to learn to perform at the first full-performance level. Contacts are performed as presentations, interviews, informal exchanges, written reports, and correspondence. The employee, having developed some expertise in the line of work, is responsible for planning and carrying out the assignment, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives.

According to the Position Classification Standard for Wildland Firefighter Series and 5 USC 5104, Chapter 51, the GS-09 Fire Management Planning Specialist supervisor assigns specific projects in terms of issues, organizations, functions, or work processes to be studied and sets deadlines for completing the work. The supervisor provides assistance on controversial issues. The employee plans, coordinates, and carries out the successive steps in fact-finding and analysis of issues necessary to complete each phase of assigned projects. Work problems are normally resolved by the employee without reference to the supervisor. Work is reviewed for conformance with overall requirements as well as contribution to the objectives of the study. Complete work products are reviewed for consistency of facts and figures, choice of appropriate analytical methods, and practicality of recommendations. Findings and recommendations developed by the employee are reviewed prior to release, publication, or discussion with management officials.

Similar to the GS-08 level, this position, at this grade level, has the skills acquired allow the incumbent to independently carry out a limited number of fire management planning projects and assignments. The incumbent actively participates on fire management and suppression assignments for the purpose of increasing expertise in subject areas and to acquire information to be used in the performance of his/her duties. The position participates on fire management and incident assignments to increase expertise in subject areas, fire preparedness, fuels management, prevention, fire suppression, monitoring, and/or post-fire recovery, and to acquire information to be used in the performance of his/her duties. All work is reviewed upon completion; however, the supervisor may periodically review work in progress to verify accuracy and conformance to required procedures and any special instructions. The incumbent, having developed some expertise in the line of work, is responsible for planning and carrying out the assignment, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives. As needed, the incumbent consults with the supervisor or higher-graded fire planner/specialist on all matters not specifically covered in the original instructions and guidelines.

Contrary to the GS-09 level, this position's assignments typically do not resolve most conflicts as they arise but work with higher graded specialist to solve issues. The completed work is not reviewed for consistency of facts and figures, choice of appropriate analytical methods, and of recommendations. The employee, having developed some expertise in the line of work, is responsible for planning and carrying out the assignment, resolving most of the conflicts that arise, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives. The employee keeps the supervisor informed of progress and potentially controversial matters. This level is not met.

This position meets, but does not exceed, the GS-08 for level for level of responsibility.

SUMMARY: This position meets the GS-08 level, but does not meet the GS-09 level.

FINAL CLASSIFICATION: The recommendation for this position is to be classified as a ***Wildland Firefighter (Fire Management Planning), GS-0456-08.***

Fair Labor Standards Act (FLSA) Determination: This position does not meet the criteria found in 5 CFR 551 and is determined to be ***Non-Exempt*** of the overtime provisions of the Fair Labor Standards Act.