POSITION EVALUATION STATEMENT

Title, Series, Grade: Wildland Firefighter (Fuels Management), GS-0456-08

Position Number: DX01900

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

References: Position Classification Standard for Wildland Fire Management, June 2022; 5 U.S. Code § 5104, Basis for grading positions.

Series Determination:
The GS-0456 Fire Management series includes one-grade interval positions that supervise or perform work to manage and extinguish fires and involves technical and specialized work in the planning and the execution of Wildfire management programs in fire adapted ecosystems while dealing with problems of smoke dispersion, and hazard reduction near urban areas. This includes, but is not limited to, fire prevention, pre-attack planning, wildfire suppression, post suppression, fire research, and other specialized work relating to fire management programs. Knowledge required by positions in this series vary by specialty area, however positions may require knowledge of: Wildland Firefighting and fire prevention theory and techniques; wildland Firefighting fire suppression and management techniques; fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment; skills in planning, direction, or carrying out fire protection and prevention programs and operations; the types and capabilities of fixed-wing aircraft and helicopters used in suppressing and managing wildland fires; and incident Command System (ICS), command and control, and the coordination of emergency response resources, provided for within the common hierarchy of the National Incident Management System (NIMS).

The primary purpose of this position is to direct a prescribed fire/fuels management program that includes a full range of fuels management activities and functions at the unit/tribal level. These functions include prescribed fire, mechanical and biological fuels treatments, fire effects monitoring, fuels monitoring, and smoke monitoring. As such, the 0456 has been determined to be the appropriate series for the position.

Title Determination:
The basic title for positions that involve wildland firefighting operations is *Wildland Firefighter*. The prescribed a parenthetical title of *Fuels Management* will also be applied, which describes work that involves gathering data about fuel quantity and conditions, using firefighting skills to implement prescribed fire and mechanical thinning treatments that improve current vegetation conditions while reducing flammable materials that fuel wildfires. Therefore, this position is titled *Wildland Firefighter (Fuels Management).*

Grade Determination:
The 0456 PCS is written in a narrative format describing the Nature of Work and Level of Responsibility for each grade covered by the standard. The classification factors include: (1) guidelines; (2) complexity; (3) personal contacts/purpose of contacts; and (4) supervision received. Part I, Fire Management Position Illustrations of the PCS (under Part II, Grading Information) provides illustrative grade level criteria for nonsupervisory positions in grades GS-3/4/5/6/7, 9, and 11. The grade level information provides a summary of the grade level, followed by specific illustrations of duties and responsibilities characteristic

of the grade described loosely in terms of the classification factors identified above. Illustrations vary by grade level and may be described in in terms of specialty areas such as Aviation, Fuels.

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.

Grade GS–8 includes those classes of positions 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; and
(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 Work
At the GS-08 wildland firefighters perform, very difficult and responsible work in fuels management, requiring considerable specialized training and experience in fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment; comprehensive and thorough working knowledge of wildland firefighting fire suppression and management techniques; and to a considerable extent the exercise of independent judgment.

At the GS-09 wildland firefighters provide input for short and long- term strategic fire management planning, assessments, and interagency and/or unit fire management plans. They provide technical advice for coordinating and integrating fire management topics, issues, and solutions into program plans. Assist in the development of local plans that reflect national, regional, and local management goals, requirements, and strategic objectives related to fire management. Provides input for the development of plans and fire management alternatives in coordination with Regional Office, and other resource specialists. Coordinate with partner agencies and/or organizations on process, decisions, documentation, and analysis. Perform data collection and evaluation of fire hazard risk, fuels, historic fire occurrence, fire effects, climatology, and weather.

Like the GS-08, the position performs fuels management activities and functions at the unit/tribal level including prescribed fire, mechanical and biological fuels treatments, fire effects monitoring, fuels monitoring, smoke monitoring, and recognize how fuels management relates to other fire management functions. The incumbent analyzes variables such as weather, fuels, topography, fire behavior, management objectives and resource protection concerns, strategies and tactics, resource availability and capability, smoke impacts, employee and public safety, etc., to determine the appropriate course of action when developing fuels management projects. Participates in all aspects of a fire management program including fuels management, fire prevention, planning, fire suppression, monitoring, and post-fire activities. Applies an understanding of firefighter safety, fire behavior, topography of the area, weather, fuels, and training in fire management work to direct suppression operations and to recommend and implement tactical strategy on attacking, controlling, or mopping up fires, monitoring fire activity, building or patrolling firelines, cleaning up burned areas within firelines, suppressing spot fires, felling snags or trees, and cutting brush. Prepares control lines for burnout operations and participates in ignition/firing operations. Coordinates with aircraft for aviation support missions. The GS-08 level is fully met.

Unlike the GS-09 the incumbent is not assigned higher level responsibilities such as providing input for short and long- term strategic fire management planning, assessments, and interagency and/or unit fire management plans; nor do they serve as an expert providing technical advice for coordinating and integrating fire management topics, issues, and solutions into program plans. The GS-09 is not met.

This position meets, but does not exceed, the GS-08 for Nature of Work.

Level of Responsibility
At the GS-08 wildland firefighters work under the general supervision and exercise independent judgement to a considerable extent.

At the GS-09 wildland the supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. The employee, having developed 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. In some assignments, the employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress and potentially controversial matters. 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.

Like the GS-08, the position This position works under the direction of the supervisor and/or appropriate fire management staff member who defines objectives and sets priorities and deadlines. The incumbent is relied upon to independently carry assignments through to completion. Work plans for non-routine activities and controversial aspects of assignments are typically discussed with the supervisor or the Fire Management Specialist. The supervisor is usually available for consultation and advice on new practices or significantly modified principles and practices. 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 GS-08 is fully met.

Unlike the GS-09 the employee does not resolve most of the conflicts that arise or interpret policy on own initiative nor does the employee does not determine the approach to be taken or the methodology to be used for assignments. The GS-09 is not met.

This position meets, but does not exceed, the GS-08 for Level of Responsibility.

FINAL CLASSIFICATION: The technical, non-supervisory duties evaluate at a higher grade than the supervisory duties; therefore, the final grade of the position is based on the non-supervisory duties. The position is properly classified as ***Wildland Firefighter (Fuels Management), GS-0456-08.***

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