

POSITION DESCRIPTION (Please Read Instructions on the Back)

Agency Position No.

2. Reason for Submission <input type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment		3. Service New <input type="checkbox"/> Hdqtrs. <input type="checkbox"/> Field <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/>		4. Employing Office Location		5. Duty Station		6. OPM Certification No.	
7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt				8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Exempted (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 checked="" type="checkbox"/> 8 Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code	
14. Agency Use								# 417	

**NPS Standard Position Description
Fire Management Program**

15. Classified/Graded	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review	FORESTRY TECHNICIAN	GS	0462	04		
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)
SKILLED FIREFIGHTER

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment DEPARTMENT OF THE INTERIOR	c. Third Subdivision
a. First Subdivision NATIONAL PARK SERVICE	d. Fourth Subdivision
b. Second 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)

Supervisory Certification. I certify that this is an accurate statement of my 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 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 Manger (optional)
Signature	Signature
Date	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
Forestry Technician, GS-462, dated December 1991; Fire Protection and Prevention Series, GS-081, dated September 1991; Grade Level Guide for Aid and Technical Work in the Biological Sciences, GS-400, dated December 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.

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

24. Remarks

TDP This PD has been approved as follows under 5 USC 8336(c) and 8412(d):
 Firefighter Law Enforcement
 Primary Secondary/Administrative Secondary/Supvy
 Approval Date December 17, 1998

This position is for young and physically vigorous individuals. Maximum entry age restrictions apply when filled under an appointment subject to the retirement system.

25. Description of Major Duties and Responsibilities (See Attached) *Agency Use Code should be entered in FPPS as last



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: Firefighter-Primary

Bureau: National Park Service

Classification Title: Forestry Technician

Organization Title: Skilled Firefighter

Series and Grade: GS-0462-04

Fire Management Program Standard Position Description Number: 417

RECOMMENDATION FOR COVERAGE REVIEW:

Primary coverage is recommended under both CSRS and FERS.

This is a rigorous/arduous position located on a fire crew within the fire management organization. The primary purpose of this rigorous position is to perform work directly related to wildland fire suppression and control activities on an engine, helitack, or hand crew. The incumbent serves as a skilled firefighter on one or more types of organized firefighting crews within the fire management organization. Utilizes a variety of specialized tools, equipment, and techniques while actively suppressing wildfires. Performs assignments such as fire line construction, hose layout, operation of pumps, tree falling, backfire and burnout, mobile and stationary engine attack, construction of helispots, specialize helitack operations, and hover hookups. The rigorous duties of this position require the incumbent to meet the physical fitness test for arduous positions.

Marilee Pospahala
 MARILEE POSPAHALA, FF/LEO Retirement Specialist, NPS Representative

12/4/98
 Date

Richard T. Gale
 RICHARD T. GALE, Deputy Chief Ranger, NPS

12-04-98
 Date

Marcia L. Scifres
 MARCIA L. SCIFRES, DOI Fire & Law Enforcement Team Leader

12/9/98
 Date

Lester K. Rosenkrance
 LESTER K. ROSENKRANCE, Director, Office of Fire and Aviation (BLM)

12/11/98
 Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date of 11-24-98. Approval is by DOI Secretary's Designee:

Mari R. Barr
 MARI R. BARR, Secretary's Designee

12/17/98
 Date

**STANDARD POSITION DESCRIPTION
NATIONAL PARK SERVICE
FIRE MANAGEMENT PROGRAM**

CLASSIFICATION TITLE: FORESTRY TECHNICIAN

SERIES AND GRADE: GS-462-04

Introduction

The primary purpose of this rigorous position is to perform work directly related to wildland fire suppression and control activities including suppression, preparedness, prevention, hazard fuel reduction, and prescribed burning, on an engine, helitack, or hand crew. The incumbent serves as a skilled firefighter on one or more types of organized firefighting crews within the fire management organization.

Major Duties (60% or more of the time)

Serves as a skilled crewmember on either an engine, helitack, or handcrew. Utilizes a variety of specialized tools, equipment, and techniques while actively suppressing wildfires, such as a Pulaski, shovel, McLeod, ax, and chainsaw to control the spread of wildfire.

Serves as an assistant on a wildland fire engine working as a trainee engine operator driving the engine, operating the pump, and making hoselays under the direction of the engine foreman.

Serves as helitack crewmember loading helicopters, figuring weight calculations, and completing crew manifests.

Performs basic fireline activities such as line construction, hose layout, operation of pumps and accessories, lopping and scattering of fuels using hand tools, and holding, patrolling, monitoring, and mop-up operations. Moves dirt, chops brush, small trees, etc. to construct fire line. Is responsible for observing the rules of firefighting safety. Applies practices and techniques to minimize resource damage.

Independently or with one or two other crewmembers may be assigned to carry out specialized assignments such as tree falling, backfire and burnout, mobile and stationary engine attack, construction of helispots, specialized helitack operations, and hover hookups.

Serves as a skilled firefighter on an organized crew during prescribed burns, monitoring and controlling the fire, and collecting data on fire weather and fire behavior. Also performs project work such as fuel inventory and hazard fuel reduction projects.

May be assigned to structural fire depending on experience level.

Additional Duties

When not performing fire suppression duties, and for less than 40% of the time:

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

Cleans, maintains, reconditions, and stores fire fighting tools and equipment. Inventories fire supplies and equipment.

Services and makes minor repair of truck engine; inspects, checks and services accessories such as pump, water lines, tank, reels, or pump power plant; and keeps in fire readiness. Inspects, cleans and stows hose. Make emergency repairs and adjustments of pump while in use.

May perform fire prevention by foot or by motorized patrols in order to provide information to visitors on fire safe conditions and procedures.

May be assigned to other resource management activities such as recreation; hazard tree removal; erosion control; exotic species removal; fuel inventory; cleaning outdoor recreational facilities; mowing grass and trimming shrubs; and performing trail maintenance and building maintenance.

May be assigned to a fire lookout to provide detection and reporting of wildfires. Reports smoke and fire to a dispatcher giving location, estimated size and other pertinent information. Reports weather and fire behavior information keeping the dispatcher and/or other officials informed of current conditions.

May drive and operate a fire engine or apparatus. Responsible for positioning the fire engine or apparatus for safe and efficient operation.

Other Significant Facts

This is a Testing Designated Position (TDP) under the Department of the Interior Drug-free Workplace Program.

This rigorous position is for physically vigorous individuals. Incumbents are subject to physical fitness tests for arduous positions.

Must possess a valid state driver's license and have the ability to operate light vehicles and 4X4s.

Factor 1. Knowledge Required by the Position (Level 1-3, 350 points)

Knowledge of standard forestry practices, methods, and techniques, including accepted fire management methods to be used in various types of fuels and under a variety of conditions of weather and terrain.

Basic knowledge of fire behavior; causes of fire; influence of local wind, slope, and moisture; and methods of extinguishing fire.

Basic knowledge of fire apparatus operation and pumping mechanisms to ensure equipment is operated in a safe, efficient manner.

Skill in the use of hand tools such as axe, shovel, Pulaski, McLeod, and power tools including chain saw, to build fireline and extinguish burning materials as well as to maintain firefighting tools and equipment.

Ability to operate four wheel drive pickup trucks and fire engines.

Knowledge of fire terminology to communicate with other crewmembers including use of two-way radio.

Knowledge of safety practices to prevent injury, or loss of life.

Factor 2. Supervisory Controls (Level 2-2, 125 points)

As apart of an established crew, individual assignments have been made regarding the relationship of the crewmembers on fireline assignments. Additional guidance is provided if new or unusual assignments are made. Routine assignments are carried out independently without specific instructions. Problems involving unfamiliar conditions are referred to the supervisor for guidance. The supervisor ensures that completed assignments have been completed according to instructions provided and established procedures.

Factor 3. Guidelines (Level 3-1, 25 points)

The employee works as a member of an organized crew performing duties in a hazardous work environment. Procedures for doing the work have been established and a number of specific guidelines exist such as oral instructions, standing operating procedures, maps, equipment manuals, Health and Safety Code, Fire Line Handbook, Field Operations Guide, Directors Orders 18, Reference Manual, and training prior to the actual fire suppression activities.

The employee works in strict adherence to the guidelines, referring needed deviations or questions to the supervisor or higher graded employee who is available while performing fire suppression activities.

Factor 4. Complexity (Level 4-2, 75 points)

This work of this position requires the employee to recognize which of several techniques and procedures is best suited to the specific situation encountered. Actions taken vary

dependent upon the fire terrain, intensity of fire, fuels availability, wind velocity, and resource values. Specific tasks, use of tools and methods, and the sequence in which tasks are to be done are determined by evaluation of the situation and issues involved. Consideration must also be given to slope, weather conditions, fuels, and other fire behavior factors while performing fire suppression duties.

Factor 5. Scope and Effect

(Level 5-2, 75 points)

The scope of work varies from that of smaller fire suppression activities to acting as a member of a fire organization that may involve several hundred people. However, the primary role of this positions is to perform duties connected with control and suppression of fires. The effect of the tasks contributes to minimizing the loss of valuable watershed, and other resources. The performance of the crew contributes to the overall effectiveness of the fire management program.

Factors 6 and 7 (combined). Personal and Purpose of Contacts (Level 1/A, 30 points)

Contacts are with other crewmembers, the crew leader/supervisor, and others in the fire organization. Contacts are made to provide and gain information about fire location and strategies to be used to suppress the fire.

Factor 8. Physical Demands

(Level 8-3, 50 points)

Arduous: Duties involve fieldwork requiring above average physical performance, endurance and superior conditioning. The incumbent performs rigorous duties which requires strenuous physical exertion for extended periods including walking, climbing, shoveling, chopping, throwing and lifting, frequently carries objects weighing over 50 pounds. Also requires manual dexterity to manipulate hand and foot operated truck and pumper mechanisms.

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 incumbent during fire activities.

The rigorous duties of this position require the incumbent to meet the physical fitness test for arduous positions.

Factor 9. Work Environment

(Level 9-3, 50 points)

The work is primarily performed outdoors in forest and desert environments in steep terrain where surfaces may be extremely uneven, rocky, or covered by vegetation. Temperatures commonly exceed 100 degrees F and fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites, and stings, exposure to excessive machinery noise, and falling and rolling material. Personnel must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstances. Incumbent may be required to live in backcountry camps for extended periods of time. The hazardous nature of the job requires that protective clothing be worn (hard hat, gloves, boots, flame resistant clothing and other personal protective equipment). Work requires travel by light fixed-wing or rotor-wing aircraft.

CLASSIFICATION EVALUATION

Classification Allocation: Forestry Technician

Position Classification

Standards Used:

Forestry Technician, GS-462, TS-111, 12/91;
Fire Protection and Prevention Series, TS- 108, 9/91;
Grade Level Guide for Aid and Technical Work in the
Biological Sciences, GS-400, TS-111, 12/91

Background

This is a standard position description for a Skilled Firefighter. The incumbent of this position spends more than 50% of the time in one or more of the major duty areas as:

- 1) firefighter suppression crewmember; 2) fire engine crewmember; 3) helitack crewmember; and/or 4) prescribed fire crewmember. Therefore, the primary purpose of this position is to perform duties directly connected with the control and extinguishment of fires.

Title and Series Determination

The Forestry Technician, GS-462 series (TS-111, 12/91) covers positions that primarily require a practical knowledge of the methods and techniques of forestry and other biologically based resource management fields. Forestry technicians provide practical technical support in the scientific management, protection, and development of forest resources. Forestry Technicians are most commonly found in first level units and are principally concerned with performing work supporting the implementation of projects and program goals. Since the majority of wildland and prescribed fire projects are carried out in forested areas, the GS-462 is the most appropriate series for this position. Furthermore, GS-0081, Fire Protection and Prevention Series (TS-108, 9/91), states that positions that include fire control, suppression, and related duties incident to forestry management work should be classified to the Forestry Technician Series. However, the GS-081 series was cross-referenced when classifying this position description.

In accordance with the titling instructions of the Forestry Technician standard (GS-462), Forestry Technician is the authorized title for this position. Therefore, the proper title and series are Forestry Technician, GS-462.

Grade Level Determination

The Grade Level Guide for Aid and Technical Work in the Biological Sciences, GS-400, (TS111, 12/91), which is in the FES format, is used to evaluate this position.

FACTORS	POINTS	LEVEL	COMMENTS
1. Knowledge Required by this Position	350	1-3	As a member of an organized crew, the incumbent uses knowledge of the technical methods and procedures of wildland fire control and extinguishment to perform the full range of routine firefighting duties, e.g., constructs fireline, controls

			the spread of wildfire, operates pumps, lays hose, loads helicopter cargo, performs holding actions and mop-up. This meets the definition of Level 1-3 where the employee performs the full range of standardized support duties commonly found in the work area; working in a position limited to supporting the efforts of more seasoned technicians; or operating basic equipment when assisting higher level technicians.
2. Supervisory Controls	125	2-2	Supervisor provides instructions on recurring assignments, and provides additional specific guidance and reference sources for new or difficult assignments; employee performs recurring assignments independently, and refers situations not covered by instructions or precedents to supervisor; work and methods evaluated for accuracy and adequacy.
3. Guidelines	25	3-1	Many guidelines exist such as standing oral instructions, standard operating procedures, training, fireline handbook, etc. Working along side other crewmembers, the incumbent works in strict adherence to these guidelines, deviating only when instructed by supervisor or higher graded employee.
4. Complexity	75	4-2	Work involves performing a variety of routine procedural firefighting tasks directly related to controlling and extinguishing fires. However, the firefighting techniques vary depending on weather, terrain, slope, fuel type, etc.
5. Scope and Effect	75	5-2	Work involves the execution of specific procedures, and techniques that differ with each fire's fuel type, weather conditions, and topography. The purpose of the work is perform duties directly related to controlling and extinguishing fires to minimize loss and to contribute to the overall effectiveness of the wildland fire management effort.
6. Personal Contacts	--	1	Contacts are with co-workers and personnel from other fire and resource management organizations.
7. Purpose of Contacts	30	A	The purpose of the contact is to exchange information.
8. Physical Demands	50	8-3	This is a rigorous field position. The work requires regular and recurring protracted period of considerable and strenuous physical exertion.

9. Work Environment	50	9-3	Work primarily performed outdoors in steep terrain; surfaces are extremely uneven, rocky, and covered by vegetation. Encounters risks that require safety precautions that include smoke inhalation fire entrapment, snake or insect bites and stings, exposure to excessive machinery, etc.
TOTAL POINTS		780	
Grade		GS-04	

(GS-4 range is 655 – 850)

Conclusion

The total points of 780 equate to GS-4 grade level, which has a point range of 655 – 850. The appropriate classification of this position is Forestry Technician, GS-462-04.