

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. 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 Exempt <input type="checkbox"/> Nonexempt <input checked="" type="checkbox"/>		8. Financial Statements Required Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests <input type="checkbox"/>		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"/> 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 checked="" type="checkbox"/> 8 Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive
13. Competitive Level Code				14. Agency Use *416

**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	05		
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

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

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. Signature of Employee (optional) _____

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

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 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 _____ 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
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

23. 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
**J. LYNN SMITH
HUMAN RESOURCES PROGRAM MANAGER**

Signature *J. Lynn Smith* Date **NOV 24 1998**

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 SUSC 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



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: Senior Firefighter

Series and Grade: GS-0462-05

Fire Management Program Standard Position Description Number: 416

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 senior firefighter on one or more types of organized firefighting crews within the fire management organization. As a senior firefighter, he/she serves as a specialized technician on the crew performing the more complicated duties or assignments, and has responsibility for operation and maintenance of specialized equipment used by the crew. Utilizes a variety of specialized tools, equipment, and techniques while actively suppressing wildfires. 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

12/10/98

Date

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

CLASSIFICATION TITLE: FORESTRY TECHNICIAN

SERIES AND GRADE: GS-462-05

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 senior firefighter on one or more types of organized firefighting crews within the fire management organization. As a senior firefighter, he/she serves as a specialized technician on the module performing the more complicated duties or assignments, and has responsibility for operation and maintenance of specialized equipment used by the module. The incumbent may be assigned for varying periods of time into one or more types of positions within the fire management organization where the individuals specialized skills are needed.

Major Duties (60% or more of the time)

Serves as a senior firefighter on a handcrew or prescribed fire crew. Performs the duties of a fully qualified faller and chain saw repair technician, or certified in the use of helicopter long lines. Performs all aspects of wildland and prescribed fire operations including preparation, ignition, monitoring, holding, and mop-up. Collects fire weather data, fuel and/or soil moisture samples, maps projects, and maintains records.

Serves on a fire engine crew. As senior firefighter, gathers and considers information on weather data, topography, forest types, fuel types, and fire behavior in responding to fire incidents. Recommends best approaches and practices to use in protection of the resource when positioning and moving equipment based on erodibility, weather, forest cover, and other practical conditions and operational considerations.

Drives engine to fire locations, frequently over unimproved roads. Positions engine in appropriate locations in consideration of safety of crew and equipment, and how the equipment can best be used in control and mop-up operations. Personally performs and may direct others in starting pump engine, priming pump, adjusting engine speed and pump valves, laying hose, and using appropriate nozzles and nozzle adjustment in effective use of water and additives. May on occasion serve as driver of a crew carrier.

Responsible for maintenance of specialized equipment used to respond to wildland and prescribed fire situations. Accomplishes emergency repairs as necessary to permit continued use of equipment. In those instances when the apparatus cannot be used effectively in suppressing the fire, the incumbent takes aggressive control action in attacking the fire, using other means.

May serve as Fire Engine Operator for Type IV through Type VI wildland fire engines with a three person crew; or as an Assistant Fire Engine Operator for Type III engines with a 5 person crew. May serve as water handling specialist or fully qualified faller.

Serves as a senior firefighter on a helitack crew. Loads helicopter cargo considering methods, weight distribution, necessity for securing, total weight, etc. and completes manifests of personnel and equipment being transported to the fire or other work site. Inventories and inspects helicopter accessories, fire tools, and equipment. Assures that needed tools and equipment are available for fire fighting tasks. May exit helicopter in remote areas to construct helispots, or to attack small fires, hot spots and spot fires. As specialized firefighter, may serve as a certified rappeller or specialist in the operation and maintenance of accessory equipment.

Additional Duties

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

May inventory fuel beds, prepare associated reports, perform hazard fuel reduction projects, monitor burning conditions, pile vegetation debris and act in assigned positions such as ignition or holding specialist or other designated positions during actual fuel reduction efforts by prescribed fire.

May perform project work and lead other workers in the same type of work which may include, but is not limited to: cleaning outdoor recreational facilities; mows grass and trims shrubs; perform trail maintenance and building maintenance duties; completes resources management projects; removes and disposes of hazard trees; provides emergency medical services; and so forth.

May be required to fill-in for other work leaders on established modules who are absent. As such, leads squad (3-5) firefighters on a module in performing wildland fire suppression duties on small or large fires. As a work leader, is responsible for showing new employees how the work is performed, for implementing quantity and quality goals on the job, for assuring that equipment and tools are available, and that work is performed in a safe manner.

Other Significant Facts

This is a testing designated position (TDP) under the Department of the Interior Drug-free Workplace Program.

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

Must meet state Department of Transportation licensing requirements. This license must be obtained prior to being assigned driver duties. Driver is subject the requirements of the Department of Transportation drug and alcohol testing program.

Factor 1. Knowledge Required by the Position

(Level 1-4, 550 points)

Knowledge of fire behavior including causes of fire, influence of temperature, humidity, wind, topography, slope and fuel moisture conditions, and fuels in order to know where to attack the fire, build fire line and where to be positioned to manage a wildland fire.

Knowledge of fire management techniques, methods and conditions in order to provide instructions to crew members, accurately analyze complex fire circumstances, determine when additional forces may be needed, or determine when circumstances warrant withdrawal of crew to safe locations.

Detailed knowledge of the methods and procedures associated with wildland fire suppression and management to resolve a full range of irregular or problem situations when suppressing wildland fires.

Specific technical firefighting knowledge such as, but not limited to, fire engine and pump operations, handcrew operations and/or helicopter operations to enable the incumbent to function in assigned capacities and to instruct or lead others in those duties if necessary.

Specialized knowledge and necessary certifications in areas of falling, saw repair, long line certification, rappelling, pump operation and water handling, use of specialized equipment used in response to emergency medical services and urban interface/intermix situations and helicopter accessory equipment used in wildland fire management and prescribed burns.

Ability to operate pumping mechanisms and determine proper hose lays for the most effectiveness in accomplishing the appropriate fire management activities.

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

Knowledge of air operations, rappelling, helicopter capabilities and limitations, helicopter contracts, load balance and capacity, load calculating, and manifesting of personnel and equipment. Knowledge of work procedures and practices in working with helicopters and aircraft.

Knowledge of tactical methods and techniques for use of water and other additives in controlling and mopping-up fires in order to efficiently and effectively accomplish operations where water is in short supply.

Skill in use of hand tools such as pulaski, shovel, and McLeod; and power tools including chainsaw and portable pumps to build fireline and control wildland fire and to perform other non-fire related duties engaged in firefighting or preparation for such assignments.

Knowledge of fire terminology to communicate with other crewmembers, including use of radio.

Knowledge of accepted safety practices to prevent injury or loss of life in handcrew, engine or helicopter operations or while performing as an assigned crewmember on a small or large fire.

Knowledge of general forestry technician work in order to personally perform and lead others in the performance of a variety of work in such areas as hazard tree removal, hazard fuel reduction,

prescribed burning, recreation, wildlife and watershed, and in the general facility of vehicle and equipment maintenance and upkeep.

Factor 2. Supervisory Controls

(Level 2-2, 125 points)

The supervisor provides instructions for new assignments. The employee uses initiative in carrying out standard assignments and independently works out solutions to complex problems related to specific skills. Technical problems or unfamiliar situations that would require modifying established practices are referred to supervisor for guidance. Work is reviewed on the basis of overall effectiveness. New assignments are checked in more detail to insure accuracy and to make sure that instructions were followed.

Factor 3. Guidelines

(Level 3-2, 125 points)

Most guidelines are in the form of oral instructions and training prior to actual fire suppression activities. Some guidelines are also contained in the Directors Orders 18, Reference Manual, prescribed burning and hazard fuel reduction plan, emergency medical services plan, safety plan, the Fireline Handbook, Forest Service Health and Safety Handbook, and other specific local guides pertinent to the local unit or specific to the type of work being performed.

Since every possible situation cannot be anticipated and covered in training, the employee must use judgment in applying knowledge, especially in situations where the supervisor is not available for consultation. Guides such as safety regulations must be applied.

Factor 4. Complexity

(Level 4-2, 75 points)

Practices and leads fire suppression under the most adverse conditions of climate, fuels, and terrain. As an experienced specialized firefighter is expected to have the technical knowledge to perform in specific fire assignments, (i.e., faller water handling specialist, rappeller, etc.) safely and efficiently. Decisions as to what must be done depend, to a considerable degree, on the employee's analysis of the situation and issues involved, and the selected course of action. The work involves conditions and elements that must be identified and analyzed to discern interrelationships.

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 is to manage wildland fires safely and effectively. The effect of the work performed in any case is to minimize total loss. The performance of the crew contributes to the overall effectiveness of the wildland fire management effort.

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

Contacts are with coworkers and other members of wildland fire management suppression resources. Contacts are made to exchange information about wildland fire suppression activities and needs. Contacts may also be required to coordinate these needs with other land managing agencies.

Factor 8. Physical Demands

(Level 8-3, 50 points)

Arduous: Duties involve 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 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, GS-462-05

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 Senior 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 or engine operator; 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.

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, (TS-111, 12/91), which is in the FES format, is used to evaluate this position.

FACTORS	POINTS	LEVEL	COMMENTS
1. Knowledge Required by the Position	550	1-4	The senior firefighter requires a knowledge of fire behavior including causes of fire, conditions such as temperature, wind, humidity, and topography influencing the fire to build fire lines; and to assist, if needed, in positions the crew to suppress the fire, and laying out complex hose lays. The incumbent may also be responsible for serving as a

			specialized technician on the module performing the more complicated duties or assignments such as performing the duties of a fully qualified faller or water handler, and has responsibility for operation and maintenance of specialized equipment used by the module. The technician must exercise on-site judgment and determine the best course of action from among a limited variety and number of established operations procedures. Assignments require knowledge and skill in the recognition of conditions subject to rapid change.
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. As a senior firefighter, the technician independently executes the task sequences associated with recurring and continuing work and makes adjustments to accommodate needed minor deviations in work methods.
3. Guidelines	125	3-2	Incumbent must choose the most appropriate guidelines. Not every situation in a fire can be anticipated and covered in training, so the employee must use judgment in applying guidelines, especially in situations where the supervisor is not available for consultation.
4. Complexity	75	4-2	The incumbent works under the most adverse conditions of climate, fuels and terrain. Decisions as to what must be done depend on the employees analysis of the situation and issues involved with the selected course of action chosen from many operations. Level 4-2 assignments consist of performing a variety of routine procedural tasks. Performance of the assignments requires making choices when executing a number of tasks.
5. Scope and Effect	75	5-2	Work involves the execution of specific procedures, and techniques that differ with each fires fuel type, weather conditions, and

			topography, The incumbent performs suppression activities, prescribed burns; monitors burn conditions, inventory fuel beds, or acts as a member of a fire crew involved in a large fire involving hundreds of people. The effect of the work is to minimize the loss due to wildland fires. The incumbent's performance contributes to the overall effectiveness of the fire suppression effort and affects the accuracy, reliability, or acceptability of the NPS's fire restoration component of the fire management program.
6. Personal Contacts	---	1	Contacts are with co-workers and other members of wildland fire management suppression resources.
7. Purpose of Contacts	30	A	Contacts are made to exchange information about wildland fire suppression activities and needs. Contacts may also be required to coordinate these needs with other land managing agencies.
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 is performed in steep terrain, uneven surfaces, in extreme weather conditions with exposure to heat, smoke, snakes and insects. The work requires protective clothing.
TOTAL POINTS	1080		
Grade	GS-05		

(GS-5 range is 855-1100)

Conclusion

The total points of 1080 equate to GS-5 grade level, which as a point range of 855-1100. The appropriate classification of this position is Forestry Technician, GS-0462-05.