



NATIONAL WILDFIRE COORDINATING GROUP

National Interagency Fire Center
3833 S. Development Avenue
Boise, Idaho 83705

MEMORANDUM

Reference: NWCG#021-2008

To: Fire Management Officers and Human Resource Management Officers

From: NWCG Chair *Brian McManis*

Date: September 29, 2008

Subject: Interagency Fire Program Management (IFPM) – Decision Paper #4

The attached decision paper is the result of a programmatic review of the Interagency Fire Program Management Standard (IFPM). The review focused on whether all 14 key positions should be maintained and, if so, whether the NWCG incident management qualifications are still appropriate. Several changes to the IFPM Standard were made.

We appreciate the efforts of both management and IFPM employees during the implementation period, which ends October 1, 2010. Following October 1, 2010, all IFPM positions will be advertised using the minimum qualification standards as selective placement factors.

This decision paper can also be found on the IFPM website: <http://www.ifpm.nifc.gov/>.

If you have any questions regarding this decision, please contact your agency IFPM representative.

Attachment

cc: NWCG Executive Board



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Interagency Fire Program Management (IFPM)

<http://ifpm.nifc.gov>

Decision Paper #4

Subject: Modification of Interagency Fire Program Management Minimum Qualification Standards – Mid Course Review

Effective Date: This decision is effective September 29, 2008.

Background: The National Wildfire Coordinating Group (NWCG) has completed a mid course analysis of all IFPM positions. The analysis focused on whether all 14 key positions should be maintained and if so, whether the NWCG incident management qualifications are still appropriate. The results of this analysis are identified below.

Decisions:

- 1. Deadline Extension:** In an August 15, 2008 memo from the Associate Deputy Secretary of the Interior, the deadline to meet IFPM requirements was extended to October 1, 2010, providing incumbents an additional year to meet both “position specific IFPM Standards” (NWCG qualifications and additional required training) as well as positive education requirements for GS-0401 positions. A similar extension letter will be forthcoming for Forest Service employees.
- 2. Removal of the Prevention and Mitigation Specialist position:** The job duties associated with this position do not support its retention as an IFPM position.
- 3. Delegation of National and Geographic Area Fire Program Manager IFPM role:** National Fire Program Managers (NFPM) and Geographic Area Fire Program Manager (GFPM) positions will be filled with qualified individuals from senior leadership positions at the respective National and Geographic levels. Due to organizational complexities, there may be instances in national and geographic organizations where the senior fire program manager delegates the IFPM requirements to a senior officer. The primary intent of this delegation is to place the appropriate individual who meets IFPM minimum qualification standards in the position of authority to support safe operations in the field.

4. **Adjustments to NWCG qualification and Additional Training requirements:**

Based on the position analysis conducted by the IFPM Implementation Team, NWCG has made adjustments to NWCG incident management qualifications and Additional Required Training standards. These adjustments are identified in the table below (Page 4).

The position qualification and training requirements that were adjusted were moderated with the exception of Supervisory Fire Engine Operator where the ENOP requirement was adjusted to ENGB to reflect NWCG adopted positions. Changes were made to the following positions:

1. National Fire Program Manager
2. Geographic Area Fire Program Manager
3. Unit Fire Program Manager
4. Wildland Fire Operations Specialist
5. Prescribed Fire and Fuels Specialist
6. Supervisory Fire Engine Operator
7. Senior Firefighter

Primary Core Requirements, Secondary Core Requirements, and Additional Required Training are all mandatory and will be used as selective placement factors in vacancy announcements beginning October 1, 2010. Prior to October 1, 2010 (the “implementation period”) vacancy announcement language will reference the requirement that these qualifications be obtained prior to October 1, 2010.

All listed Primary and Secondary Core Requirements are “minimum” requirements and it is the intent that all qualifications requirements within the IFPM program must meet these requirements “or higher”. An individual who holds a higher qualification in the same functional area but does not hold the core qualification will still meet the requirement (i.e.: an individual who is qualified as a DIVS will meet the Core Requirement for any position requiring TFLD).

Both Primary and Secondary Core Requirements are weighted equally from a selective placement factor standpoint. The distinction between Primary and Secondary Core Requirements is based on a position competency ranking conducted during the analysis process. The analysis determined that Operations qualifications would serve as the fundamental building block for each position, with the exception being the High and Moderate Complexity Prescribed Fire and Fuels Specialist positions.

Where an “OR” option is indicated within the Secondary Core Requirements Category, any NWCG position listed can be chosen to meet the qualification standard. For example, the Secondary Core Requirement for the position of Geographic Area Fire Program Manager can be achieved if the employee has been qualified in one of three position options: Incident Commander, Type 3 (ICT3) or, Type 2 Command and General Staff (see C&GS list in section 4 below) or, Prescribed Fire Burn Boss, Type 2 (RXB2).

As indicated in the example above, currency is not required for NWCG position


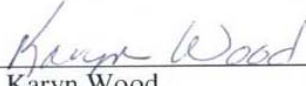

qualifications for some IFPM positions. All other positions require the employee to be current and qualified as validated by the Incident Qualification and Certification

System (IQCS). This currency distinction is based on whether the position's primary focus is on managing a program or a capability to respond in those positions identified.

5. **Command and General Staff Positions:** One of the qualification pathways for the Secondary Core Requirement for National and Geographic Area Fire Program Managers is a Command and General Staff qualification. Previous versions of this list included positions such as Agency Representative, Liaison Officer, and Interagency Area Resource Representative. Although these positions have been listed in the PMS 310-1 within the Command and General Staff flowchart, they should not have appeared in the IFPM qualifying list and do not meet the original program intent of a Command and General Staff Position. The following list is those Command and General Staff positions which fulfill this option:

- ICT1/2 Incident Commander Type 1 or Type 2
- PIO1/2 Public Information Officer Type 1 or Type 2
- SOF1/2 Safety Officer Type 1 or Type 2
- OSC1/2 Operations Section Chief Type 1 or Type 2
- PSC1/2 Planning Section Chief Type 1 or Type 2
- LSC1/2 Logistics Section Chief Type 1 or Type 2
- FSC1/2 Finance/Administration Section Chief Type 1 or Type 2

6. **Scope:** The revisions as outlined in this decision paper apply to all employees in IFPM positions. These changes will soon be incorporated into the appropriate documents and Frequently Asked Questions on the IFPM web site.

 _____ Brian McManus U. S. Fish and Wildlife Service Branch of Fire Management Chief	9/29/08 _____ Date	 _____ Lyle Carlile Bureau of Indian Affairs Branch of Wildland Fire Management Director	9/29/08 _____ Date
 _____ Tom Nichols National Park Service Division of Fire & Aviation Chief	9/29/08 _____ Date	 _____ Timothy M. Murphy Bureau of Land Management Fire & Aviation Directorate Deputy Assistant Director	9/29/08 _____ Date
 _____ Karyn Wood U. S. Forest Service Fire Operations Assistant Director	9/29/08 _____ Date	 _____ Dan Smith National Association of State Foresters Fire Director	9/29/08 _____ Date

Selective Placement Factors for IFPM Positions

Position Mnemonic	Position Name	Position Complexity	Selective Placement Factors			Currency Required for NWCG Qualifications
			Primary Core Requirement(s)	Secondary Core Requirement	Required Training	
NFPM	National Fire Program Manager		TFLD	ICT3 or T2 C&G or RXB2	M-581 or FML or LFML	No
GFPM	Geographic Area Fire Program Manager		TFLD	ICT3 or T2 C&G or RXB2	M-581 or FML or LFML	No
UFPM	Unit Fire Program Manager	High	DIVS	ICT3 or RXB2	M-581	No
		Moderate	TFLD	ICT3 or RXB2	M-581	No
		Low	ENGB or CRWB	ICT4 or RXB2		Yes
WFOS	Wildland Fire Operations Specialist	High	DIVS	ICT3 or RXB2		Yes
		Moderate	TFLD	ICT3 or RXB2		Yes
		Low	ENGB or CRWB	ICT4		Yes
PFFS	Prescribed Fire and Fuels Specialist	High	RXB2	ICT3 or TFLD		Yes
		Moderate	RXB2	ENGB or CRWB		Yes
		Low	ENGB or CRWB or FIRB	ICT4		Yes
SEOP	Supervisory Fire Engine Operator	Supervising 3 Or Fewer Crewmembers	ENGB	ICT5	S-211	Yes
EMLS	Engine Module Supervisor	Supervising 4 Or More Crewmembers	ENGB	ICT4		Yes
IHCS	Interagency Hotshot Crew Superintendent		TFLD and ICT4 and FIRB			Yes
HEMG	Helicopter Manager		HEB2	ICT4		Yes
SFF	Senior Firefighter		FFT1		S-290	Yes
CMGR	Center Manager	High	EDSD	90 days of wildland firefighting experience	S-491	No
		Moderate				No
ACMG	Initial Attack Lead Dispatcher/Assistant Center Manager		EDSD	90 days of wildland firefighting experience		No
IADP	Initial Attack Dispatcher		EDRC	90 days of wildland firefighting experience		No