

**Forest Service Standard Position Description Crosswalk**

Following the release of Interagency Fire Program Management Qualification Standards (IFPM) on October 1, 2004, the Forest Service Washington Office determined that the IFPM Standards would only be applied to certain Key Fire and Aviation Management positions. In March of 2005, a revised FS Standard Position Description (SPD) Crosswalk was released that identified certain positions that were “grayed out”, intending that they would be studied for future inclusion.

This addendum to the SPD Crosswalk is the result of the effort by a panel of Subject Matter Experts in 2006 and 2007 to establish Forest Service Fire Program Management Standards (FS FPM) for the positions that were previously “grayed out”. Those positions are largely sub-unit positions located at the ranger district level, or are subordinate to one of the IFPM 13 Key Positions.

**Crosswalk Summary:**

IFPM Category	Forest Service Positions in IFPM		Forest Service Positions in FS-FPM (previously “grayed out”)	
Unit Fire Program Manager	Forest FMO	Pg 2	Forest AFMO District or Zone FMO	Pg 3 Pg 4
Wildland Fire Operations Specialist	Note: The Forest Service has not identified any FS positions as being within the IFPM WFOS category.		District or Zone AFMO, T2 Handcrew Supervisors, Smokechase Module Leaders, Station Managers	Pg 5 Pg 12 Pg 12 Pg 12
Prescribed Fire and Fuels Specialist	Forest Fuels Planner	Pg 6	District or Zone Fuels Specialists	Pg 7
Prevention and Mitigation Specialist	Forest Prevention Officer <sup>1</sup>	Pg 8	District Prevention Technicians <sup>1</sup>	Pg 8
Supervisory Fire Engine Operator	Engine Captains or Asst Captains	Pg 9		
Engine Module Supervisor	Engine Captains	Pg 9		
IHC Superintendent	IHC Superintendent	Pg 10	IHC Asst Superintendent and IHC Squad Leaders	Pg 10
Helicopter Manager	Helitack Crew Supervisor	Pg 11	Helitack Asst Supervisor and Helitack Squad Leaders	Pg 11
Senior Firefighter	Senior Firefighter	Pg 13		
Center Manager	Center Manager	Pg 14		
Lead IA Dispatcher / Assistant Center Manager	Forest Dispatcher / Assistant Center Manager	Pg 15		
Initial Attack Dispatchers	Initial Attack Dispatchers	Pg 16		
Geographic Area Fire Program Manager	Regional Office	Pg 17		
National Fire Program Manager	National Office	Pg 17		

<sup>1</sup>Prevention and Mitigation Specialist positions were removed from IFPM and FS-FPM (IFPM Decision Paper#4, Sept. 29, 2008).

**Forest Fire Management Officer (FFMO) -IFPM**

This position is typically located at the unit’s Supervisor’s Office and reports directly to the Forest Supervisor or a S.O. Staff Officer that has program management responsibilities for Fire and Aviation Management. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination <sup>2</sup>	Selective Placement Factors <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Unit Fire Program Manager (UFPM)	HIGH	GS-401-12: AFM026 or FS0277	Fire Management Specialist (401-series)	DIVS and ICT3 or RXB2 (Currency not required) -and- Completion of M-581	Use UFPM competencies and specialized experience requirements at <b>HIGH</b> complexity.
	MODERATE	GS-401-11: AFM025B or AR5765 or FS0294		TFLD and ICT3 or RXB2 (Currency not required) -and- Completion of M-581	Use UFPM competencies and specialized experience requirements at <b>MODERATE</b> complexity.
	LOW	GS-401-09: AFM025A or FS0293		ENGB or CRWB and ICT4 or RXB2 (Currency required)	Use UFPM competencies and specialized experience requirements at <b>LOW</b> complexity.
<sup>1</sup> <b>Unit Complexity:</b> Complexity for Forest or Grassland is based on unit’s IFPM complexity analysis.					
<sup>2</sup> <b>Series Determination:</b> This position has been identified as a 401-series Fire Management Specialist position.					
<sup>3</sup> <b>Selective Placement Factors:</b> Refer to IFPM Standards and Guides pages 4-108, 4-112, or 4-116 and IFPM Decision Paper #4 (Sept. 29, 2008) for adjustments to the NWCG Qualifications and Required Training. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.					
<sup>4</sup> <b>Specialized Experience:</b> As identified in the UFPM IFPM Standards, contained on pages 4-107, 4-111, or 4-115. <ul style="list-style-type: none"> <li>• Experience at the Unit Leader Level on a Type 1 or 2 incident is <u>not required</u> for MODERATE complexity;</li> <li>• Service as a member of Type 1 or 2 IMT Command and General Staff is <u>not required</u> for HIGH complexity positions.</li> </ul>					

Notes:

- IFPM Errata# 1 (January 20, 2005) modified the NWCG Incident Qualification of the High Complexity UFPM from RXM2 to RXB2.
- IFPM Decision Paper #4 (Sept. 29, 2008) adjusted the NWCG qualifications by identifying a Primary Core NWCG qualification (i.e., DIVS for High Complexity) that is **required** as a Selective Placement Factor, and a choice of the Secondary Core NWCG qualification (i.e., ICT3 or RXB2 for High or Moderate Complexity).
- SPD’s for Fire Management Officers (FFMO, DFMO, AFMO) are being developed by HCM, and should be available in the Fall, 2008.

**Forest Assistant Fire Management Officer (FAFMO) - FS-FPM**

This position is typically located at the unit’s Supervisor’s Office and reports directly to the UFPM. This position was previously identified in the Wildland Fire Operations Specialist (WFOS) category in the 3/8/2005 FS Standard Position Description Crosswalk. In 2006 a group of Subject Matter Experts determined that this position is better suited to be located in the Unit Fire Program Manager (UFPM) category. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards and 0401 Fire Management Specialist supplemental standards.

FS FPM Category	Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination <sup>2</sup>	Minimum NWCG Qualifications <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Unit Fire Program Manager  (FAFMO in IQCS)	High	GS-401-11: AFM024 or FS0276	Fire Management Specialist (401-series)	DIVS and ICT3 or RXB2 (Currency not required) -and- Completion of M-581	Use UFPM competencies and specialized experience requirements at <b>HIGH</b> complexity.
	Moderate	GS-401-11: AFM024 or FS0276		TFLD and ICT3 or RXB2 (Currency not required) -and- Completion of M-581	Use UFPM competencies and specialized experience requirements at <b>MODERATE</b> complexity.
	Low	GS-401-09: AFM023A or FS0292		CRWB or ENGB or FIRB and ICT4 (Currency required)	Use UFPM competencies and specialized experience requirements at <b>LOW</b> complexity.

<sup>1</sup>**Unit Complexity:** Complexity for Forest or Grassland is based on unit’s IFPM complexity analysis.

<sup>2</sup>**Series Determination:** This position has been identified as a 401-series Fire Management Specialist position.

<sup>3</sup>**Minimum NWCG Qualifications:** Refer to IFPM Standards and Guides pages 4-108, 4-112, or 4-116 and IFPM Decision Paper #4 (Sept. 29, 2008) for adjustments to the NWCG Qualifications and Required Training. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

- Employing Unit should select the “Minimum NWCG Qualifications” alternative requirement based on the needs of that unit.
- FSM 5126.4 requires ICT3 and DIVS for performance as a Forest Duty Officer for a high complexity unit, or ICT3 and TFLD for a moderate complexity unit. Currency not required.

<sup>4</sup>**Specialized Experience:** Derived from IFPM UFPM Standards, contained on pages 4-107, 4-111, or 4-115.

- Experience at the Unit Leader Level on a Type 1 or 2 incident is not required for MODERATE complexity;
- Service as a member of Type 1 or 2 IMT Command and General Staff is not required for HIGH complexity positions.
- All other specialized experience is required.

Note: IFPM Errata# 1 (January 20, 2005) modified the NWCG Incident Qualification of the High Complexity UFPM from RXM2 to RXB2.

**District Fire Management Officer (DFMO or ZFMO) - FS-FPM**

This position is typically located at a Ranger District or Zone (combination of districts) level, and was previously a “grayed out” Forest Service position. The grade structure, series, NWCG qualifications, and specialized experience has been adjusted to reflect duties at the sub-unit level positions. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards and 401 Fire Management Specialist supplemental standards (depending on series).

FS FPM Category	Sub-Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination <sup>2</sup>	Minimum NWCG Qualifications <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Sub-Unit Fire Program Manager  (DZFMO in IQCS)	HIGH	GS-401-11: AFM025B or AR5765 -or- GS-462-11: 6049	Series determination (401 or 462) is based on classification of duties.	DIVS and ICT3 or RXB2 (Currency required) -and- Completion of M-581	Use UFPM competencies and specialized experience requirements at <b>HIGH</b> complexity.
	MODERATE	GS-401-11: AFM025B or AR5765 -or- GS-462-11: 6049		TFLD and ICT3 or RXB2 (Currency required) -and- Completion of M-581	Use UFPM competencies and specialized experience requirements at <b>MODERATE</b> complexity.
	LOW	GS-401-09: AFM025A or FS0293 -or- GS-462-09 TBD		CRWB or ENGB and ICT4 or FIRB (Currency required)	Use UFPM competencies and specialized experience requirements at <b>LOW</b> complexity.

<sup>1</sup>**Sub-Unit Complexity:**

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the Forest or Grassland Unit Fire Program Manager (UFPM) and Agency Administrator based on how much the sub-unit’s Fire and Aviation Management (FAM) program contributes to the overall unit’s IFPM complexity analysis findings (level), and should be applied to the sub-unit.
- It is possible that one or more ranger districts may have a different complexity level than the overall Forest or Grassland.

<sup>2</sup>**Series Determination:** Series determination (401 or 462) is based on classification of duties and the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency Administrator.  
 Example: The DFMO only has program responsibility for managing the Suppression and Operations Branch. This position may be classified as Forestry Technician (462). Conversely, a DFMO who has program responsibilities that includes Fuels Management and NEPA planning in addition to supervising suppression resources should be classified as a professional-series (401).

<sup>3</sup>**Minimum NWCG Qualifications:** For Sub-Unit Fire Management positions, QUALIFICATION CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

- Employing sub-unit should select the “Minimum NWCG Qualifications” alternative requirement based on the needs of that sub-unit.

<sup>4</sup>**Specialized Experience:** Derived from IFPM UFPM Standards, contained on pages 4-107, 4-111, or 4-115.

- Experience at Unit Leader Level on a Type 1 or 2 incident is not required for MODERATE complexity
- Service as a member of Type 1 or 2 IMT Command and General Staff is not required for HIGH complexity positions.
- All other specialized experience is required.

**District Assistant Fire Management Officer (DAFMO or ZAFMO) - FS-FPM**

This position is typically located on a Ranger District or Zone (combination of districts), and was previously a “grayed out” Forest Service position. The grade structure, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Implementation of this FS standard will take effect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards and 401 Fire Management Specialist supplemental standards.

FS FPM Category	Sub-Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination <sup>2</sup>	Minimum NWCG Qualifications <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Sub-Unit Wildland Fire Operations Specialist  (DZAFM in IQCS)	HIGH	GS-401-09: <b>AFM031 or AFM23A or FS0292</b> -or- GS-462-09: <b>AFM030</b>	Series determination (401 or 462) is based on classification of duties.	DIVS and ICT3 or RXB2 (Currency required)	Use WFOS competencies and specialized experience requirements at <b>HIGH</b> complexity.
	MODERATE	GS-401-09: <b>AFM031 or AFM23A or FS0292</b> -or- GS-462-09: <b>AFM030</b>		TFLD and ICT3 or RXB2 (Currency required)	Use WFOS competencies and specialized experience requirements at <b>MODERATE</b> complexity.
	LOW	GS-462-07: <b>TBA</b>	Forestry Technician (462)	CRWB or ENGB and ICT4 (Currency required)	Use WFOS competencies and specialized experience requirements at <b>LOW</b> complexity.
	Developmental AFMO	GS-462-07: <b>TBA</b>	Forestry Technician (462)	CRWB or ENGB and ICT4 (Currency required)	

**<sup>1</sup>Sub-Unit Complexity:**

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the Forest’s or Grassland’s UFPM and Agency Administrator based on how much a particular sub-unit’s FAM program contributes to the overall Forest’s or Grassland’s complexity level (Overall Unit-level complexity is based on the IFPM Complexity Analysis, and should only be applied to the “Forest” or “Grassland” 14 Key positions).
- It is possible that one or more ranger districts may have a different complexity level than the overall Forest’s complexity, either higher or lower.

**<sup>2</sup>Series Determination:** Series determination (401 or 462) is based on classification of duties and based on the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency Administrator.  
 Example: DAFMO only has supervisory responsibility for Suppression and Prevention resources. This position may be classified as Forestry Technician (462). Conversely, a DAFMO who has program responsibilities that includes Fuels Management and NEPA planning in addition to supervising suppression resources should be classified as a professional-series (401).

**<sup>3</sup>Minimum NWCG Qualifications:** For Sub-Unit AFMO positions, QUALIFICATION CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

- Employing sub-unit should select the “Minimum NWCG Qualifications” alternative requirement based on the needs of that sub-unit.

**<sup>4</sup>Specialized Experience:** Derived from IFPM WFOS Standards, contained on pages 4-169, 4-173, or 4-177.

**Forest-level Fuels Management Position -IFPM**

This position is typically located at the unit’s Supervisor’s Office and reports directly to the Forest FMO or S.O. Staff Officer that has program management responsibilities for Fuels Management. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Selective Placement Factors <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Prescribed Fire and Fuels Specialist (PFFS)	High	GS-401-11: AFM022 or FS0274	Fire Management Specialist (401)	RXB2 and ICT3 or TFLD (Currency required)	Use PFFS competencies and specialized experience at <b>HIGH</b> complexity.
	Moderate	GS-401-09: AFM021 or FS0273 -or- GS-462-09: AFM018D	401 or 462. See below <sup>2</sup>	RXB2 and ENGB or CRWB (Currency required)	Use PFFS competencies and specialized experience at <b>MODERATE</b> complexity.
	Low	GS-462-07: AFM018B	Forestry Technician (462)	ENGB or CRWB or FIRB and ICT4 (Currency required)	Use PFFS competencies and specialized experience at <b>LOW</b> complexity.
<sup>1</sup> <b>Unit Positions:</b> Complexity for Forest or Grassland is based on unit’s IFPM complexity analysis.					
<sup>2</sup> <b>Series Determination:</b> Series determination (401 or 462) is based on classification of duties and the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency Administrator. Moderate complexity units have the flexibility to determine if the position should be 401 or 462 series as per page 4-231 of the IFPM Standards and Guide.					
<sup>3</sup> <b>Selective Placement Factors:</b> As identified in the IFPM Standards for PFFS. Refer to IFPM Standards and Guides pages 4-227, 4-232, or 4-236 and IFPM Decision Paper #4 (Sept. 29, 2008) for adjustments to the NWCG Qualifications and Required Training. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.					
<sup>4</sup> <b>Specialized Experience:</b> As identified in the IFPM PFFS Standards, contained on pages 4-227, 4-231, and 4-235.					

Note:

- IFPM Errata #2 (April 5, 2005) modified the NWCG Incident Qualification for Prescribed Fire and Fuels Specialist at the High Complexity from RXB1/FUMA to RXB2.
- IFPM Decision Paper #4 adjusted the NWCG qualifications by identifying a Primary Core NWCG qualification (i.e., RXB2 for High Complexity) that is required as a Selective Placement Factor, and a choice of the Secondary Core NWCG qualification (i.e., ICT3 or TFLD for High Complexity).
- SPD’s for Fuels Specialist positions (Forest, District, and Technician) are being developed by HCM, and should be available in the Fall, 2008.

**District-level Fuels Management Positions - FS-FPM**

The following sub-unit GS-11, GS-09, and GS-07 positions are typically located on a Ranger District, and were previously “grayed out” Forest Service positions. The grade structure, series, NWCG qualifications, and specialized experience have been adjusted to reflect duties at the sub-unit level positions. These positions primarily focus on fuels program management, planning, and/or implementation (i.e., Fuels Planner, Fuels Specialist, and Fuels Technician). If the incumbent also has program management and supervision responsibilities for suppression/prevention resources greater than 50%, the unit should consider placing that position either in the sub-unit UFPM (DFMO) category, or the sub-unit WFOS (DAFMO) category depending on the unit’s organizational structure. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards and 401 Fire Management Specialist supplemental standards (depending on series).

FS FPM Category	Sub-Unit Positions <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Minimum NWCG Qualifications <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Sub-Unit Prescribed Fire and Fuels Specialist	District or Zone Fuels Planner, Fuels FMO (DFPFM in IQCS)	GS-401-11: AFM022 or FS0274	Fire Management Specialist (401)	RXB2 and ICT4 or TFLD (Currency required)	Use PFFS competencies and specialized experience at <b>HIGH</b> complexity.
	District Fuels Specialist, Fuels AFMO (DFAFM in IQCS)	GS-401-09: AFM021 or FS0273 -or- GS-462-09: AFM018D	401 or 462. See below <sup>2</sup>	RXB2 and ENGB or CRWB (Currency required)	Use PFFS competencies and specialized experience at <b>MODERATE</b> complexity.
	District Fuels Technician (DFTEC in IQCS)	GS-462-07: AFM018B	Forestry Technician (462)	CRWB or ENGB or FIRB and ICT4 (Currency required)	Use PFFS competencies and specialized experience at <b>LOW</b> complexity.
<p><sup>1</sup><b>Sub-Unit Positions:</b></p> <ul style="list-style-type: none"> <li>Some Units have elected to staff dedicated GS-11, GS-9 and GS-7 fuels management positions at ranger districts.</li> <li>Typically the higher graded positions are for districts or zones with larger and more complex programs. In these cases, grade level is based on classification of duties in the appropriate position description.</li> </ul>					
<p><sup>2</sup><b>Series Determination:</b> Series determination (401 or 462) is based on classification of duties and the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency Administrator.</p> <p>Example: A GS-9 District PFFS is directly supervised by a GS-11 PFFS or UFPM position in the 401-series. Duties and responsibilities of the GS-9 PFFS as per the position description are limited to burn plan development and implementation (i.e., minimal or no NEPA planning). This position may be classified as Forestry Technician (462). Conversely, a GS-9 District Fuels Specialist who has duties and responsibilities that include Fuels Management and NEPA planning, in addition to burn plan development and implementation, may be classified as a professional-series (401) position.</p>					
<p><sup>3</sup><b>Minimum NWCG Qualifications:</b> QUALIFICATION CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.</p> <ul style="list-style-type: none"> <li>Employing sub-unit should select the “Minimum NWCG Qualifications” alternative requirement based on the needs of that sub-unit.</li> </ul>					
<p><sup>4</sup><b>Specialized Experience:</b> Derived from IFPM PFFS Standards, contained on pages 4-227, 4-231, and 4-235.</p>					

**Forest-Level Prevention Program Manager**

All Prevention positions were removed from IFPM on September 29, 2008 (IFPM Decision Paper #4) and are listed only as an historical reference. This position is typically located at the unit’s Supervisor’s Office and reports directly to the Forest FMO or S.O. Staff Officer that has program management responsibilities for Prevention/Mitigation.

IFPM Category	Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination <sup>2</sup>	Selective Placement Factors	Competencies and Specialized Experience
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N/A	High	GS-401-11: Pending	Fire Management Specialist (401)	N/A Local Unit to determine	N/A Local Unit to determine
	Moderate	GS-401-09: Pending -or- GS-462-09: Pending	401 or 462		
	Low	GS-462-07: A9068	Forestry Technician (462)		

<sup>1</sup>**Unit Complexity:** To be determined by the local unit. No Longer tied to an IFPM complexity analysis.

<sup>2</sup>**Series Determination:** This position has been removed from IFPM. Use of the updated standard PD’s when filling positions of these positions is recommended (reference FSH 6109.15\_40.41).

**District-Level Prevention Technicians (Prevention or Patrol Officers) - FS-FPM**

Removed from FS-FPM on 9/29/2008. This position is typically located on a Ranger District.

FS FPM Category	Sub-Unit Complexity <sup>1</sup>	Recommended Series, Grade, PD <sup>2</sup>	Series Determination	Minimum NWCG Qualifications	Competencies and Specialized Experience
N/A	High	GS-462-07: A9068	Forestry Technician (462)	N/A Local Unit to determine	N/A Local Unit to determine
	Moderate	GS-462-06: A9067			
	Low	GS-462-05: A9066			

<sup>1</sup>**Sub-Unit Complexity:** To be determined by the unit. No Longer tied to an IFPM/FS-FPM complexity analysis.

<sup>2</sup>**Series Determination:** This position has been removed from FS-FPM. Use of the updated standard PD’s when filling positions of these positions is recommended (reference FSH 6109.15\_40.41).

Note:

- IFPM Decision Paper #4 (Sept. 29, 2008) removed the Prevention and Mitigation Specialist position from IFPM as the job duties associated with this position do not support retention as an IFPM position.
- As FS-FPM is tiered from IFPM, Prevention positions are subsequently removed from FS-FPM as well.



**Engine Supervisor Positions -IFPM**

These positions are typically located on a Ranger District and report directly to the District's FAM staff. These positions have been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Engine Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
Engine Module Supervisor (EMS) (supervising 4 or more crewmembers)	Engine Captain of a <u>High</u> complexity engine	GS-462-07/08: FS1470/FS1471	Forestry Technician (462)	ICT4 and ENGB (Currency required)	Use EMS competencies and specialized experience in IFPM Standards.
	Engine Captain of a <u>Moderate</u> complexity engine	GS-462-06/07: FS1473/FS1474			
Supervisory Engine Operator (SEO) (supervising 3 or fewer crewmembers)	Engine Captain of a <u>High</u> complexity engine	GS-462-07/08: FS1470/FS1471	Forestry Technician (462)	ICT5 and ENGB (Currency required) -and- Completion of S-211	Use SFEO competencies and specialized experience in the IFPM Standards.
	Engine Captain of a <u>Moderately</u> complex engine	GS-462-06/07: FS1473/FS1474			
	FEO on a <u>High</u> complexity Engine	GS-462-07: FS1472			

<sup>1</sup>**Engine Complexity:** The June 4, 2008 WO HCM Letter on Status of "FireHire" Positions, and Sept 17, 2008 Memo on Clarification of Upgrade to GS-08 Engine Captain Position and Staffing of Subordinate Positions, identified several Engine Supervisor positions. GS-7 or GS-8 for Engine Captains is dependent on complexity level identified within the USDA FS Complexity Analysis Rating Sheet for Engine Captains. High and Moderate Complexity levels are described. This complexity analysis is independent of the Unit's IFPM Complexity Analysis.

- GS-8 Engine Captain: This position is for a Supervisory Forestry Technician on a HIGHLY complex engine as Engine Captain.
- GS-7 Engine Captain: This position is for a Supervisory Forestry Technician on a MODERATELY complex engine as Engine Captain.
- GS-7 Fire Engine Operator (FEO): This non-supervisory GS-7 Asst. Engine Captain position is to be used only when the engine has a GS-8 Engine Captain identified in the org chart and when the staff size indicates the need for an FEO.

<sup>2</sup>**Selective Placement Factors:** As identified in the IFPM Standards for Engine Supervisors. Refer to IFPM Standards and Guides pages 4-391 and 4-395. IFPM Decision Paper #4 (Sept 29, 2008) replaced ENOP with ENGB and dropped the S-216 requirement in the SEOP position. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency", and is supported by the FSH 5109.17.

<sup>3</sup>**Specialized Experience:** As identified in the IFPM Engine Supervisor standards on page 4-391 and 395.

**IHC Positions**

**IHC Superintendent-IFPM**

The IHC Superintendent position has been included in IFPM Standards since Oct. 1, 2004. Completion date for attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	IHC Positions <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
IHC Superintendent	IHC Superintendent	GS-462-09: A8014	Supervisory Forestry Technician (462)	TFLD and ICT4 and FIRB (Currency required)	Use IHC Supt competencies and specialized experience in IFPM Standards.
<sup>1</sup> <b>IHC Positions:</b> This is a standardized position contained within the NIHCOG.					
<sup>2</sup> <b>Selective Placement Factors:</b> The required NWCG qualifications are derived from the <u>Standards for IHC Operation</u> and FSH 5109.17 Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.					
<sup>3</sup> <b>Specialized Experience:</b> As identified in the IFPM Standards for IHC Superintendent, contained on page 4-345.					

**FS-FPM** - Positions subordinate to the IHC Superintendent (Asst Superintendent and IHC Squad Leader) were previously 'grayed-out' Forest Service positions. The grade structure, series, and NWCG qualifications are derived from the Standards for IHC Operations. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards.

FS FPM Category	IHC Positions <sup>1</sup>	Recommended Series, Grade, PD <sup>2</sup>	Series Determination	Minimum NWCG Qualifications <sup>3</sup>	Competencies and Specialized Experience
Subordinate IHC Positions	IHC Assistant Superintendent (IHCAS in IQCS)	GS-462-07/08: AR5768S/AR5769S	Supervisory Forestry Technician (462)	STCR and ICT4 (Currency required)	Tiered from the IHC Superintendent competencies and Specialized Experience in IFPM Standards.
	IHC Squad Leader (IHCSQL in IQCS)	GS-462-06/07: FS1629/FS1630	Forestry Technician (462)	FFT1 and ICT5 (Currency required)	
<sup>1</sup> <b>IHC Positions:</b> These are standardized positions contained within the <u>Standards for IHC Operations</u> .					
<sup>2</sup> <b>Recommended Grade:</b> Refer to January 29, 2009 letter from HCM and W.O. FAM regarding approved grade structure for IHC Assistant Superintendent and IHC Squad Leader positions.					
<sup>3</sup> <b>Minimum NWCG Qualifications:</b> The required NWCG qualifications are derived from the <u>Standards for IHC Operations</u> and FSH 5109.17 Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.					

**Exclusive-Use Helicopter Crew Positions**

**Helicopter Manager -IFPM**

The Helitack Crew Supervisor (Helicopter Manager) position has been included in IFPM Standards since Oct. 1, 2004. Completion date for attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Helitack Positions <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
Helicopter Manager	Helitack Crew Supervisor	GS-462-09: FS0868	Supv Forestry Technician (462)	HEB2 and ICT4 (Currency required)	Use Helicopter Manager competencies and specialized experience from IFPM Standard.

<sup>1</sup>**Positions:** This is an agency standard Exclusive-Use Helicopter position.

<sup>2</sup>**Selective Placement Factors:** NWCG Qualification standards are derived from FSH 5109.17 Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

<sup>3</sup>**Specialized Experience:** As identified in the IFPM Helicopter Manager Standards, contained on page 4-443.

**FS-FPM** - Subordinate positions to the Helitack Crew Supervisor (Asst Crew Supervisor and Squad Leader) were previously 'grayed-out' Forest Service positions. The grade structure, series, and NWCG qualifications are tiered from the FSH 5109.17 Chapter 40. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards.

FS FPM Category	Helitack Positions <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Minimum NWCG Qualifications <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
Subordinate Helicopter Manager Positions	Helitack Asst. Crew Supervisor (FHACS in IQCS)	GS-462-08: FS0835	Forestry Technician (462)	HMGR and ICT4 and HEB2(t) (Currency required)	Tiered from the Helicopter Manager competencies and Specialized Experience in IFPM Standard.
	Helitack Squad Leader (FHSQL in IQCS)	GS-462-06: AFM06B	Forestry Technician (462)	HECM and ICT5 and FFT1 (Currency required)	

<sup>1</sup>**Positions:** These are agency standard Exclusive-Use Helicopter positions.

<sup>2</sup>**Minimum NWCG Qualifications:** NWCG Qualification standards are derived from FSH 5109.17 Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

<sup>3</sup>**Specialized Experience:** As identified in the Redbook Chapter 16: Exclusive Use Fire Helicopter Position Requisites

- Previous Helitack and squad leader experience is required for Helitack Assistant Crew Supervisor;
- Previous Helitack experience is required for Helitack Squad Leader.

**Additional Sub-Unit Fire Management Positions - FS-FPM**

These positions are typically located on a Ranger District, and were previously “grayed out”. The grade structures, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Inclusion of these positions into IFPM will take affect October 1, 2008 and incumbents will have five years from this date to attain full Minimum Qualification Standards.

FS FPM Category	Sub-Unit Positons <sup>1</sup>	Recommended Minimum Series, Grade, PD <sup>2</sup>	Series Determination	Minimum NWCG Qualifications <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Sub-Unit Wildland Fire Operations Specialist	Station Manager (FSMGR in IQCS)	GS-462-07: AFM07A or AFM07C	Forestry Technician (462)	CRWB or ENGB and ICT4 (Currency required)	Use only WFOS competencies and specialized experience requirements at <b>LOW</b> complexity.
	Type 2 Handcrew Supervisor (FT2CS in IQCS)	GS-462-07: AFM07A	Forestry Technician (462)	CRWB (Currency required)	
	Type 2 Handcrew Asst Supervisor (FT2CA in IQCS)	GS-462-06: AFM06A	Forestry Technician (462)	CRWB(t) (Currency required)	
	IA Smokechase Crew Supervisor (5-10 person) (FIAML in IQCS)	GS-462-07: AFM06A	Forestry Technician (462)	FFT1 or ICT5 (Currency required)	

<sup>1</sup>**Sub-Unit Positions:** These are agency standard positions on Forest Service units.

<sup>2</sup>**Recommended Min Series, Grade, PD:** Derived from the HCM and W.O. FAM June 4, 2008 letter following the national SPD review. T2 Handcrew Supervisor and Asst Supervisor (20 person T2 IA Crew) grade structure and PD may be adjusted pending additional review in 2009.

<sup>3</sup>**Minimum NWCG Qualifications:** NWCG qualifications have been adjusted from the IFPM WFOS category to better suit these sub-unit positions. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

<sup>4</sup>**Specialized Experience:** Derived from IFPM WFOS Standards, contained on pages 4-169.

**Senior Firefighter -IFPM**

These positions are typically located on a Ranger District and serve as skilled crewmembers on handcrews, engines, helitack, or fuels crews. These positions have been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards must occur by Oct. 1, 2010.

IFPM Category	Sr FFTR Positons <sup>1</sup>	Recommended Minimum Series, Grade, PD	Series Determination	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
Senior Firefighter	T2 Handcrew Squad Leader	GS-462-06: AFM06A	Forestry Technician (462)	FFT1 -and- Completion of S-290	Use Senior Firefighter competencies and specialized experience requirements from IFPM Standards.
	IHC or Handcrew SrFFTR	GS-462-04/05: A9088/A9089			
	Helitack SrFFTR	GS-462-04/05: FS0199/FS0200			
	Engine Squad Leader/ AFEO	GS-462-06: FS1478			
	Engine SrFFTR	GS-462-04/05: FS1476/FS1477			
	Prevention Tech	GS462-05: A9066	Prevention positions removed from IFPM (IFPM Decision Paper #4 Sept. 29, 2008)		

<sup>1</sup>**Sr FFTR Positions:** These are agency standard positions on Forest Service units.

- Most SrFFTR positions have OCR's that allow advertisement as multi-grade GS-4/5 positions, or at the target Full Performance Level (FPL). IFPM Selective Placement Factors only apply to the FPL position (ie GS-5), and applicants selected into the less than FPL (ie GS-4) are not required to possess the full Selective Placement Factors.
- HCM and W.O. FAM June 4, 2008 Letter on Status of "FireHire" Positions, and Sept 17, 2008 Memo on Clarification of Upgrade to GS-08 Engine Captain Position and Subordinate Positions identified a GS-6 AFEO / Squad Leader position on an engine crew. This position should be categorized as an IFPM Senior Firefighter, and is independent of engine complexity.

<sup>2</sup>**Selective Placement Factors:** As identified in the IFPM Standards for Senior Firefighters. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

Note:

- IFPM Decision Paper #4 (Sept. 29, 2008) modified the Selective Placement Factors to only include FFT1 as the only Core Requirement and completion of S-290 as the only required training.
- IFPM Decision Paper #4 (Sept 29, 2008) removed Prevention positions from IFPM as duties associated with position do not support retention in IFPM.

**Dispatch Center Manager -IFPM**

This position is typically located in a High or Moderate Complexity Dispatch Center and reports directly to the UFPM or an interagency board of directors for the jurisdictions that the center supports. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Complexity <sup>1</sup>	Recommended Series, Grade, PD <sup>2</sup>	Series Determination <sup>2</sup>	Selective Placement Factors <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Dispatch Center Manager	High	GS-401-11: <b>AFM015A</b> or <b>FS0290</b> -or- (Interim 462 PD: <b>AFM015B</b> )	Fire Management Specialist (401-series)	EDSD (Currency not required) -and- Completion of S-491	Use Center Manager competencies and specialized experience from IFPM Standards.
	Moderate	GS-462-10: <b>TBA</b>	Forestry Technician (462)		90 days of Wildland Firefighting operations experience is required.
<b><sup>1</sup>Complexity:</b>					
<ul style="list-style-type: none"> <li>Complexity of Dispatch Center is determined by the program complexity of the units supported by that dispatch center.</li> <li>A Low complexity dispatch center would be managed by an Initial Attack Lead Dispatcher (IFPM Standards page 4-527).</li> </ul>					
<b><sup>2</sup>Series:</b> The Forestry Technician (462) PD was developed for the IFPM interim period only. IFPM target is to convert all Center Managers to 401-series.					
<b><sup>3</sup>Selective Placement Factors:</b> As identified in the IFPM Standards for Center Managers. CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency", and is supported by the FSH 5109.17.					
<b><sup>4</sup>Specialized Experience:</b> As identified in the IFPM Center Manager Standards on page 4-533.					

Note: Errata #3 (August 3, 2005) made the following modifications to IFPM Standards on page 4-535:

- 40 hours Supervisory Training is no longer a selective factor, and can be obtained after entry into the position.
- Basic dispatcher computer skills training to provide intermediate computer skills and working knowledge of fire management computer programs have been moved to 'Competencies'.
- The IFPM Standard for Center Managers is intended for use at the local initial attack dispatch office level. The use of IFPM standards for Center Managers of Geographic Area Coordination Centers was never intended nor is it considered appropriate.

**Initial Attack Lead Dispatcher / Assistant Center Manager -IFPM**

This position is typically located in a High or Moderate complexity Dispatch Center and reports directly to the Center Manager. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Complexity <sup>1</sup>	Recommended Series, Grade, PD	Series Determination <sup>2</sup>	Selective Placement Factors <sup>3</sup>	Competencies and Specialized Experience <sup>4</sup>
Initial Attack Lead Dispatcher / Assistant Center Manager	ALL	GS-401-09: <b>AFM014</b> or <b>FS0272</b> -or- GS-462-09 <b>TBA</b>	Fire Mgmt Specialist (401-series) -or- Forestry Technician (462)	EDSD (Currency not required)	Use IA Lead Dispatcher or Asst Center Mgr competencies and specialized experience from IFPM Standards.  90 days of Wildland Firefighting operations experience is required.
<p><sup>1</sup><b>Complexity:</b></p> <ul style="list-style-type: none"> <li>Initial Attack Lead Dispatchers are represented in dispatch centers of all complexity levels.</li> <li>Complexity of Dispatch Center is determined by the program complexity of the units supported by that dispatch center.</li> <li>A Low complexity dispatch center would be managed by an Initial Attack Lead Dispatcher (IFPM Standards page 4-579).</li> </ul>					
<p><sup>2</sup><b>Series:</b> Local units have the flexibility to select either 401-series or 462-series for this position.</p>					
<p><sup>3</sup><b>Selective Placement Factors:</b> As identified in the IFPM Standards for IA Lead Dispatchers / Asst. Center Managers. CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency", and is supported by the FSH 5109.17.</p>					
<p><sup>4</sup><b>Specialized Experience:</b> As identified in the IFPM IA Lead Dispatcher / Asst. Center Manager standards on page 4-585.</p>					

**Initial Attack Dispatcher -IFPM**

This position is typically located in Dispatch Center and typically reports directly to the Assistant Center Manager or Initial Attack Lead Dispatcher. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards must occur by Oct. 1, 2010.

IFPM Category	Dispatch Positions <sup>1</sup>	Recommended Series, Grade, PD	Series Determination	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
Initial Attack Dispatcher	Lead IA Dispatcher	GS-462-07 AFM011D	Forestry Technician (462)	EDRC (Currency not required)	Use IA Dispatcher and specialized experience from IFPM Standards.  90 days of Wildland Firefighting operations experience is required.
	IA Dispatcher	GS-462-06 AFM011C			
	IA Dispatcher	GS-462-05 AFM011B			
<p><sup>1</sup><b>Dispatch Position:</b></p> <ul style="list-style-type: none"> <li>• These are agency standard positions in Forest Service dispatch centers.</li> </ul>					
<p><sup>2</sup><b>Selective Placement Factors:</b> As identified in the IFPM Standards for IA Dispatchers. CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency", and is supported by the FSH 5109.17.</p>					
<p><sup>3</sup><b>Specialized Experience:</b> As identified from the IFPM IA Dispatcher standards on page 4-635.</p>					



**Regional Office -IFPM**

This position is the individual at the Regional Office who has been delegated program management responsibilities for Fire and Aviation Management for the Region by the Regional Forester. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Recommended Series, Grade, PD	Series Determination <sup>1</sup>	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
Geographic Area Fire Program Manager (GAFPM)	GS-401-13	Fire Management Specialist (401-series)	TFLD and ICT3 or T2 C&G or RXB2 (Currency not required) -and- M-581 or FML or LFML	Use GAFPM competencies and specialized experience requirements contained in IFPM Standards.
<sup>1</sup> <b>Series Determination:</b> This position has been identified as a 401-series Fire Management Specialist position.				
<sup>2</sup> <b>Selective Placement Factors:</b> As identified in the IFPM Standards for GAFPM. Refer to IFPM Standards and Guides pages 4-56 and IFPM Decision Paper #4 (Sept. 29, 2008) for list of Command and General Staff positions approved for IFPM equivalency. Currency is not required. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.				
<sup>3</sup> <b>Specialized Experience:</b> As identified in the UFPM IFPM Standards, contained on pages 4-55 and 4-56.				

**National Office -IFPM**

This position is the individual at the Washington Office who has been delegated program management responsibilities for Fire and Aviation Management for the agency by the Chief of the Forest Service. This position has been included in IFPM Standards since Oct. 1, 2004. Attainment of all Minimum Qualification Standards and 401 supplemental standards must occur by Oct. 1, 2010.

IFPM Category	Recommended Series, Grade, PD	Series Determination <sup>1</sup>	Selective Placement Factors <sup>2</sup>	Competencies and Specialized Experience <sup>3</sup>
National Fire Program Manager (NFPM)	GS-401-14	Fire Management Specialist (401-series)	TFLD and ICT3 or T2 C&G or RXB2 (Currency not required) -and- M-581 or FML or LFML	Use NFPM competencies and specialized experience requirements contained in IFPM Standards.
<sup>1</sup> <b>Series Determination:</b> This position has been identified as a 401-series Fire Management Specialist position.				
<sup>2</sup> <b>Selective Placement Factors:</b> As identified in the IFPM Standards for NFPM. Refer to IFPM Standards and Guides pages 4-6 and IFPM Decision Paper #4 (Sept. 29, 2008) for list of Command and General Staff positions approved for IFPM equivalency. Currency is not required. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.				
<sup>3</sup> <b>Specialized Experience:</b> As identified in the UFPM IFPM Standards, contained on pages 4-5 and 4-6.				

Note: See IFPM Decision Paper #4 (Sept. 29, 2008) for Delegation of National and Geographic Area Fire Program Manager Role.

**IFPM Decision Papers**

Decision Paper	Decision	Effect on IFPM or FS-FPM
Decision Paper #1 Nov. 15, 2004	Delayed implementation of IFPM by 1 year for returning or newly hired Temporary-seasonal employees to meet IFPM minimum qualification standards.	Superseded by Decision Paper #3
Decision Paper #2 Jan. 20, 2005	Modified the IFPM Implementation Plan for Permanent employees.	Applicants will have until Oct 1, 2009 to meet NWCG qualifications and additional required training for their position as outlined in IFPM Standard. All OPM requirements must be met at time of hire.
Decision Paper #3 Aug. 23, 2005	Modified the IFPM Implementation Plan for Temporary-seasonal employees. (Supersedes Decision Paper #1)	All Temporary-seasonal employees will have until Oct 1, 2009 to meet the NWCG qualifications and additional required training as outlined in IFPM Standard. All OPM requirements must be met at time of hire.
Decision Paper #4 Sept. 29, 2008	Modification of IFPM minimum qualification standards –Mid Course Review:	
	Removed the Prevention and Mitigation Specialist position from IFPM.	FS also opted to removed Prevention Mitigation Specialist from inclusion in FS-FPM Standards
	Delegation of National and Geographic Area Fire Program Manager IFPM role.	Allows the NFPM and GFPM position to be filled with a qualified individual on their staff. Intent of this delegation is to place the appropriate individual who meets IFPM MQS in the position of authority to support safe operations in the field.
	Adjustments to NWCG qualification and Additional Training requirements.	Identified a mandatory Primary Core qualification and a choice of multiple Secondary Core requirements. See table on Page 4 of Decision Paper #4.
	Command and General Staff Positions definition for IFPM	Removed AREP, LOFR, and IARR as positions that can be considered C&G for the Secondary Core requirements.
	Deadline Extension of the IFPM implementation to Oct 1, 2010	One year extension granted by Department to allow additional time to meet MQS and positive education requirements.

**IFPM Errata Changes**

<b>Errata</b>	<b>Changes to IFPM</b>	<b>Effect on IFPM or FS-FPM</b>
Errata #1 Jan. 20, 2005	Modified the NWCG requirement for UPFM at high complexity: RXM2 was replaced by RXB2.	Decision Paper #4 (Sept 29, 2008) revised the Secondary Core requirements for UFPM at high complexity: ICT3 <u>or</u> RXB2. Only one is required.
Errata #2 Apr. 5, 2005	Modified the NWCG requirement for PFFS at high complexity: RXB1 was replaced by RXB2.	Decision Paper #4 (Sept. 29, 2008) made RXB2 the mandatory Primary Core requirement for PFFS (High and Moderate Complexities).
Errata #3 Aug. 23, 2005	Removed the additional training requirement for CMGR: <ul style="list-style-type: none"> <li>• 40 hour Supervisory Training</li> <li>• Basic dispatch computer skills</li> <li>• Training to provide intermediate computer skills</li> <li>• Working knowledge of various fire management computer programs.</li> </ul>	S-491 remains an Additional Required Training element.
Errata #4 Aug. 23, 2005	Revised the NWCG minimum qualification standards for Senior Firefighters to: ICT5 or FFT1 or HECM –as appropriate.	Decision Paper #4 (Sept. 29, 2008) revised the NWCG qualifications to only require FFT1 as the mandatory primary core requirement, and S-290 as the required training.
Errata #5 Aug. 23, 2005	Modified the IFPM position title from Fire Prevention and Education Specialists (FPES) to Fire Prevention and Mitigation Specialists (FPMS).	Decision Paper #4 (Sept. 29, 2008) removed the FPMS position from IFPM.