



Sparky  
says:  
**Learn  
Not to  
Burn!**

Oct. 5, 1987

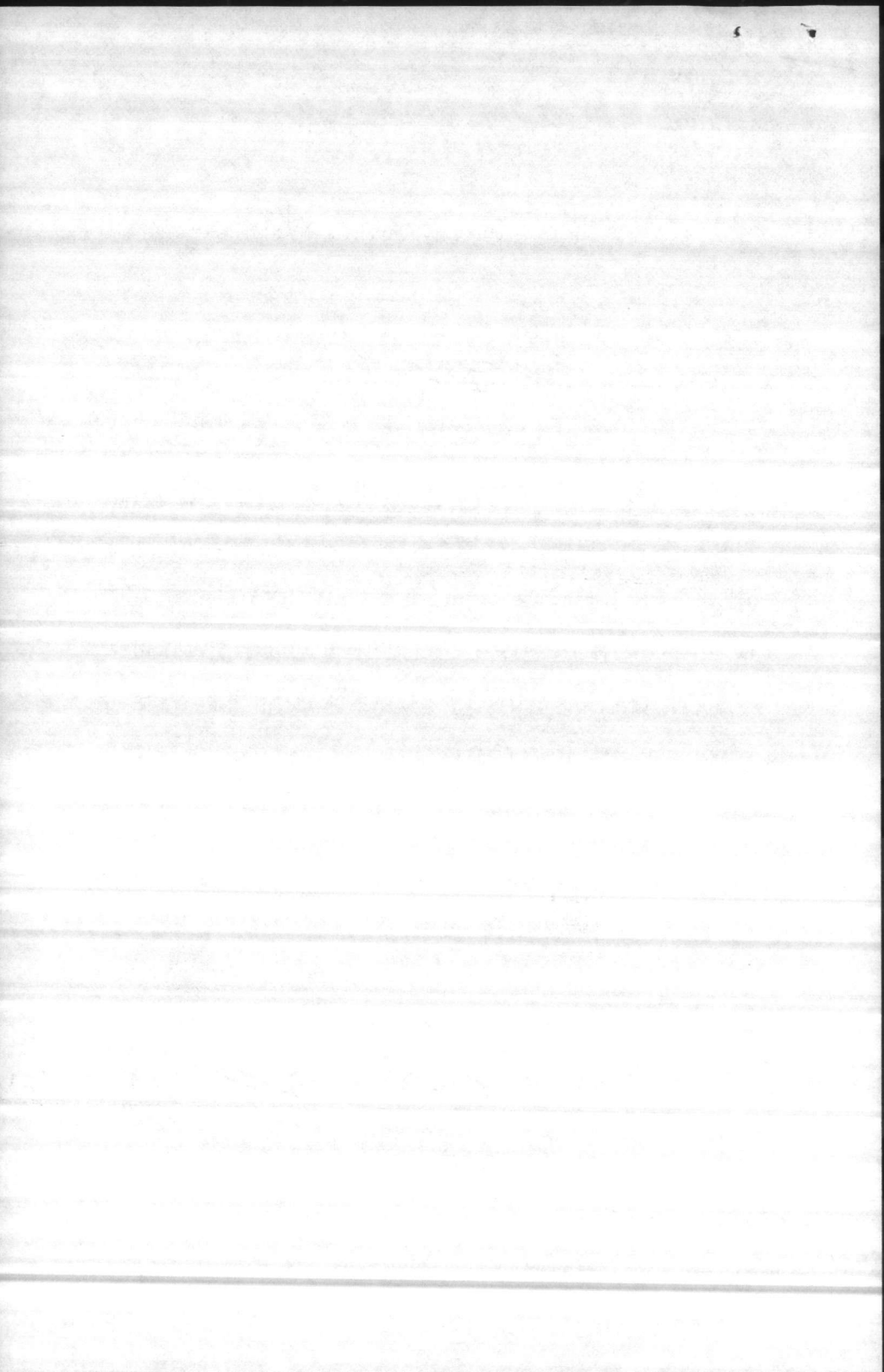
DEAR FIRE CHIEF; *Bob*

HERE IS A COPY OF THE LETTER THAT WAS RECEIVED FROM CHERRY POINT, THIS WILL GO HAND IN HAND WITH THE OTHER INFORMATION THAT I SENT TO YOU EARLIER DEALING WITH THE GS-081 CLASSIFICATION STANDARDS.

I CAN ONLY ASK THAT YOU AS THE CHIEF OFFICER OF YOUR DEPARTMENTS, PLEASE HELP IN GETTING THE GS-081 STANDARDS REVISED, THIS IS THE ONLY WAY WE WILL EVER BE ABLE TO RETAIN THE FIREFIGHTERS INSTEAD OF LOSING TO THE MUNICIPAL AND PRIVATE SECTOR.

SINCERLY,

*Jim T. Fielding*  
JIM T. FIELDING



CIVILIAN PERSONNEL DEPARTMENT  
PSC 4098  
Marine Corps Air Station  
Cherry Point, North Carolina 28533-4098

12510  
CPW

From: Civilian Personnel Officer, Marine Corps Air Station, Cherry Point  
To: Office of Civilian Personnel Management, Classification Division, Code  
11, Ballston Towers #1, 800 North Quincy Street, Arlington,  
VA 22203-1998

Subj: AUTOMATION OF GS-081 SERIES OCCUPATIONS

Ref: (a) CPD/CPW 12510 ltr of 3 Aug 87

Encl: (1) Draft Position Descriptions for Firefighter and Fire Protection  
Inspector, GS-081

1. In accordance with the reference, the workshop for the GS-081 Firefighter and Fire Protection Inspector positions met at Cherry Point September 1-3, 1987. Attendees were: Roy Bryant, James Fielding, John Holt, Cecil Moore and Robert Valentine. Mr. Wayne Brooks of my staff was facilitator for the workshop and Mrs. Barbara Jones assisted.

2. The workshop produced the enclosed proposed position descriptions for the following positions:

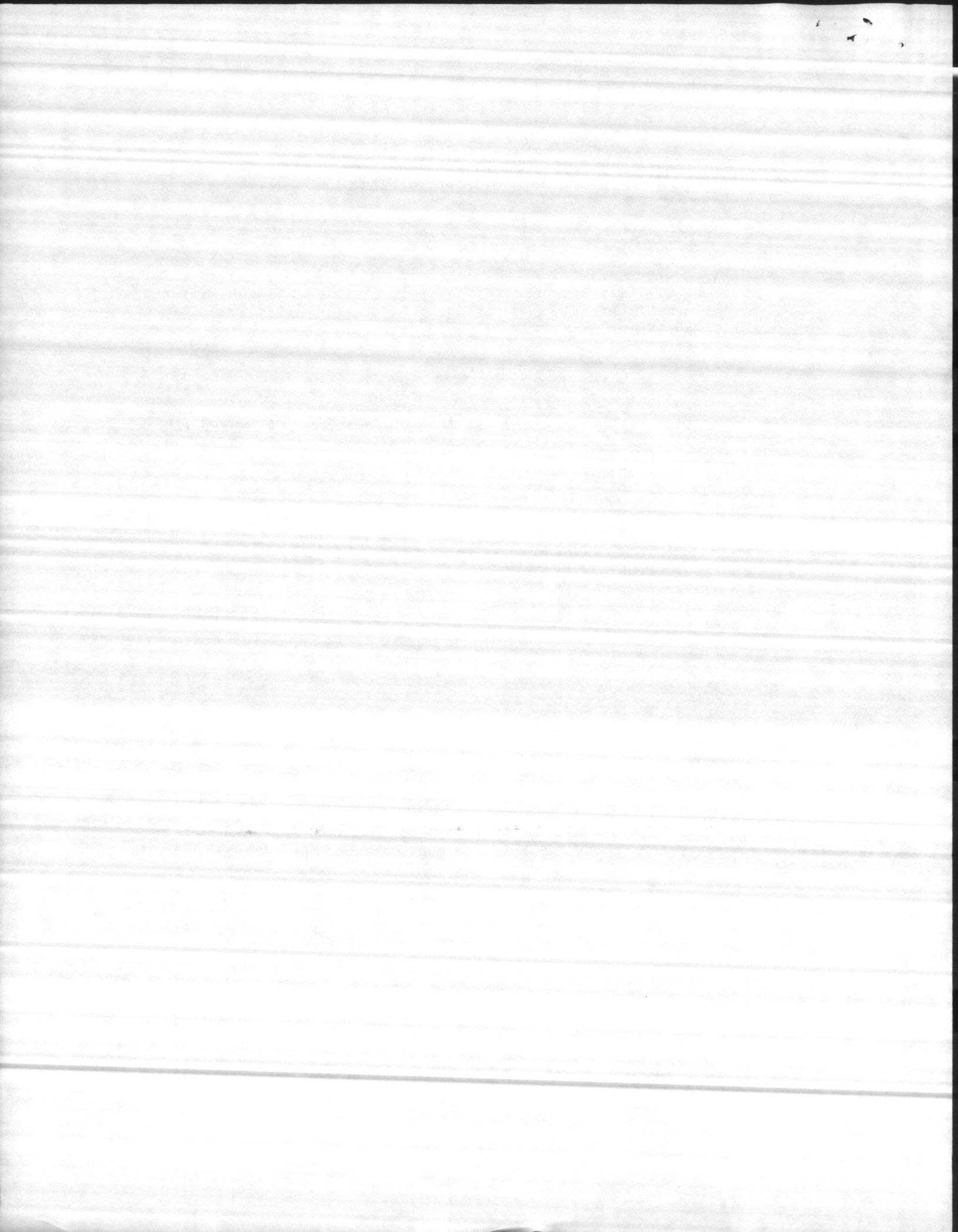
Firefighter GS-081-03  
Firefighter GS-081-04  
Firefighter GS-081-05  
Firefighter (Driver/Operator) GS-081-05  
Fire Protection Inspector GS-081-05  
Fire Protection Inspector GS-081-07

3. Drafts were not prepared for a GS-06 Fire Protection Inspector since it was considered atypical and unnecessary for standardization and for supervisory/leader positions. If additional automation requirements are identified regarding these positions, the workshop participants would be available to reconvene.

4. The workshop also identified issues regarding the standards that are being forwarded for Department of the Navy information and appropriate action. In the opinion of the subject matter experts, the standard needs to be reported to the Office of Personnel Management (OPM) for updating and revisions as appropriate. The reasons for this are as follows:

The series coverage should include all aspects of hazardous material incidents (including response, recognition, identification, containment, control, etc). The firefighters are usually the first people to respond and often it is they who make initial determinations regarding hazardous

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CHERRY POINT





materials. The standard should also distinguish between hazardous firefighting and hazardous materials.

The standard should also cover present responsibilities regarding emergency medical technician assistance. This has become a critical responsibility in the occupation and should be assessed and addressed in the standard.

The standard should also include responsibilities for the fire education program. The continued emphasis on fire education matters is imperative to a successful fire prevention program and the associated duties and responsibilities should be addressed.

Consideration should be given to including other specializations within the standard; e.g., fire department training officer and fire prevention chief.

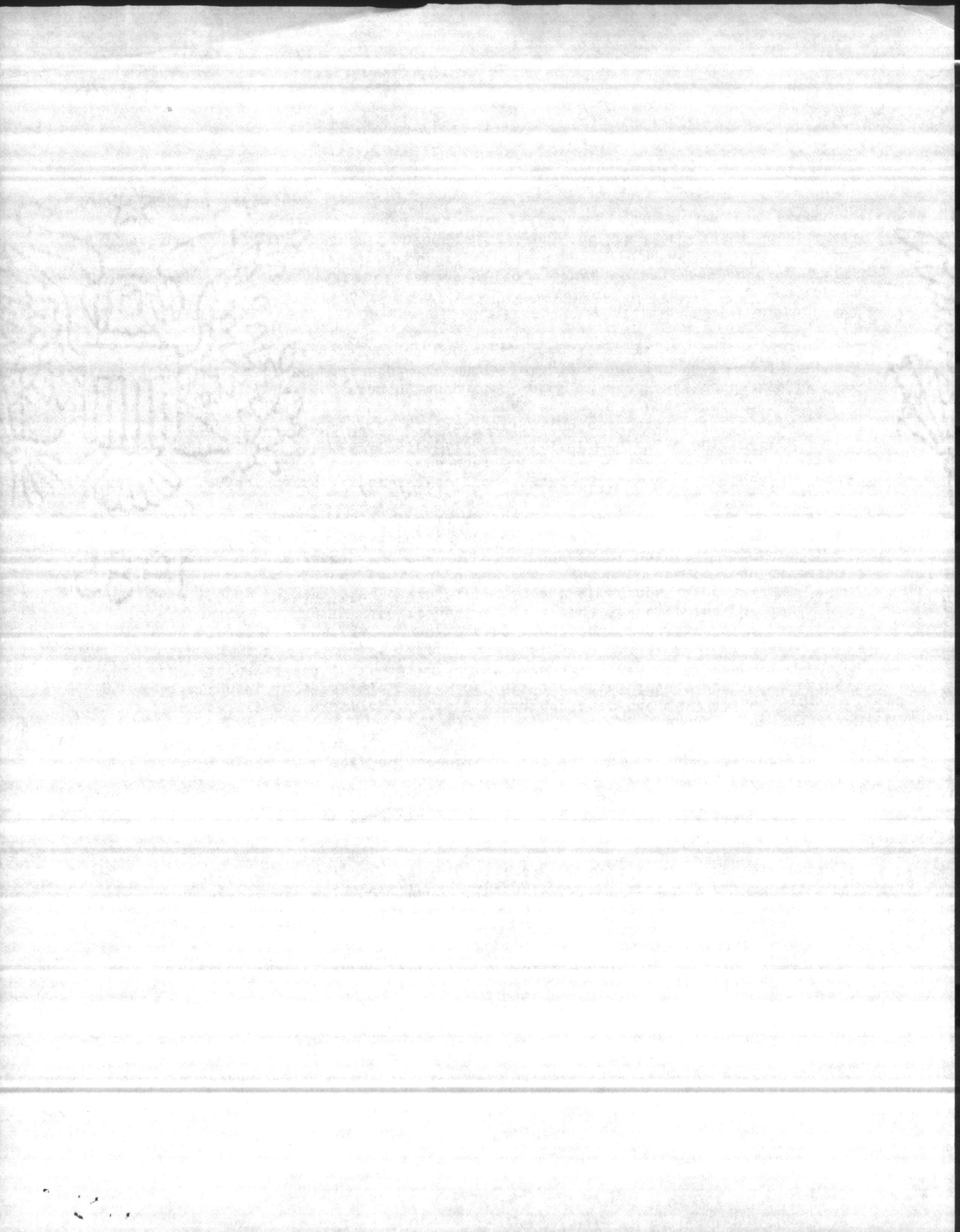
Grading criteria for supervisory positions need to be assessed to determine if it is appropriate for grading purposes or if it needs to be revised. It was the opinion of the subject matter experts that the existing criteria does not accurately reflect nor measure current duties and responsibilities.

The subject matter experts strongly believe that the GS-3 and GS-4 Firefighter level should be trainee/developmental levels with GS-5 being the journey level in the firefighter occupation.

The impact of physical demand/working conditions should receive particular attention especially with respect to hazardous and emergency medical assistance duties. For example, the impact of encapsulated suits weighing 50-60 pounds can add 20 degrees. The exposure to such diseases as AIDS can be deadly and the impact of hazardous material exposure is a continuing safety consideration not only for the Firefighters but also to the safety and health of the installation and the surrounding community.

The subject matter experts also suggest that Allowances and Special Rates Division of the Office of Personnel Management conduct a study of pay and benefits with particular attention to similar positions outside the federal government. From all indications, non federal firefighters receive additional bonuses, incentives, and allowances based on education level, continuing education, etc. A study was conducted by the Office of Compensation Program Development several years ago; however, the results of that study are not available locally.

5. Consideration should be given for appropriate Navy and/or OPM representatives to attend the National Fire Protection Association Meeting in Cincinnati in the spring of each year to discuss current and ongoing events related to the Firefighter occupation. It was obvious as a result of this workshop that the standard needs attention and that the fire department management officials may need help in initiating changes in the personnel management matters.





6. We sincerely appreciate the opportunity to participate in this very important workshop; and if additional information should be needed, please contact Wayne Brooks or Barbara Jones of my staff at AV 582-3143.

GERALD W. JOHNSON

