



U. S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement
Under
5 USC 8336 (c) and 8412 (d)

[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Primary-Rigorous (FF)

Bureau: Bureau of Land Management – Bureau Wide

Classification Title: Supervisory Range/Forestry Technician (Fire)

Organization Title: Fire Engine Module Leader

Position Number F266 Series and Grade: GS-0455/0462 – 05/06/07

RECOMMENDATION FOR COVERAGE REVIEW:

Primary-Rigorous coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested. Secondary Administrative coverage was previously approved for this position in error.

The primary purpose of the position is to serve as first-line supervisor on a fire engine module. Incumbent is responsible for the day-to-day operations of a fire engine module, performing initial and extended attack fire suppression and fuels reduction. Primary duties are directly related to fire control duties including suppression and preparedness. Knowledge of strategies, tactics, and suppression methods as well as fire behavior is required. Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

The duties of this position are so rigorous that employment opportunities are limited to young and physically vigorous individuals who must meet established physical qualification requirements.

Matthew M. Mung
Bureau Program Designee

3-24-02

Date

Marcia L. Scifres
DOI Fire & Law Enforcement Team Lead, Marcia L. Scifres

04/19/2002

Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date of 07/24/01. Approval is by DOI Secretary's Designee:

[Signature]
Deputy Assistant Secretary, Human Resources

6/4/02
Date

DI-625

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT		
3. ORGANIZATIONAL LOCATION <input checked="" type="checkbox"/> AS SHOWN ON CURRENT DESCRIPTION <input type="checkbox"/> AS HEREBY AMENDED			
IIa. _____	d. _____		
b. _____	e. _____		
c. _____			
4. CSC TITLE AND BUREAU POSITION NO. F266 Supervisory Range/Forestry Technician (Fire)	SCHEDULE GS	SERIES 455/462	GRADE 05
<input checked="" type="checkbox"/> SAME AS PRESENT: AMENDED FOR <input type="checkbox"/> CSC TITLE <input type="checkbox"/> POS. NO. <input type="checkbox"/> SCHEDULE <input type="checkbox"/> SERIES <input checked="" type="checkbox"/> GRADE			

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED. <div style="border-top: 1px solid black; padding-top: 10px;"> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"><i>[Signature]</i></div> <div style="width: 30%;"><i>[Date]</i></div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;">TITLE _____</div> <div style="width: 30%;">TITLE _____</div> </div> </div>	5. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED. <div style="border-top: 1px solid black; padding-top: 10px;"> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"><i>[Signature]</i></div> <div style="width: 30%;"><i>[Date]</i></div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;">TITLE HR Specialist (Classification)</div> <div style="width: 30%;">TITLE _____</div> </div> </div>
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7. DESCRIBE BRIEFLY, BUT IN FULL, THE REASONS FOR CHANGES CHECKED ABOVE AND THE ADDITIONS, DELETIONS, OR REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

Organizational Title: Fire Engine Module Leader

Supervisory Work

This supervisory position in the fire organization is being filled at a lower grade due to it's critical nature and the extreme shortage of fully qualified personnel. The supervisor of the incumbent will be fully responsible to ensure that the incumbent has not only the necessary administrative qualifications and certifications at the next lower level to perform all duties that are assigned, but also has the necessary aptitude to fully apply those knowledges, skills, abilities, and other characteristics necessary to ensure the effective performance of duties and also the safety and security of personnel and equipment assigned to him/her for the particular operation.

The supervisor is responsible to provide the necessary guidance, preparation, and coverage for those duties that cannot yet be assigned to the incumbent to assure not only effective work accomplishment, safety, and security, but also the preparation of the incumbent for promotion first to the intermediate GS-06 level and then to this positions full performance level of GS-07.

(Continued)

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 a false or misleading statement may constitute violations of such statutes or their implementing regulations.

Name Signature and Title of Supervisor	Date
Department of the Interior, FLERT Specialist <i>[Signature]</i> This PD has been approved as follows under 5 USC 8336(c) and 8412(d) <input checked="" type="checkbox"/> Firefighter <input type="checkbox"/> Law Enforcement <input checked="" type="checkbox"/> Primary <input type="checkbox"/> Secondary/Administrative <input type="checkbox"/> Sec/Supvy	<i>[Date]</i> Approval Date <i>[Date]</i>

Amendment to F266. Fire Engine Module Leader describing the difference between GS-05 level work and the full performance level of GS-07 dated 7/24/01 Position Classification Amendment (DI-625) block 7 continued

Technical Work

The basic functions within which the incumbent works are described in the attached full performance level GS-07 position description. However, the incumbent is assigned to this position at a developmental level. He/she will perform the less difficult assignments with considerable independence in planning, selecting methods, and carrying out the work. The more difficult/complex work is performed under closer guidance, in terms of objectives, problem areas to be encountered, judgment being applied, and interpretation of regulations/guidelines.

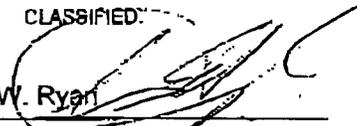
The supervisor spot checks work in progress and reviews completed work for adequacy, accuracy, adherence to instructions, interpretation of guidelines, judgment used, and additional developmental needs.

DI-625

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT		
3. ORGANIZATIONAL LOCATION <input checked="" type="checkbox"/> AS SHOWN ON CURRENT DESCRIPTION <input type="checkbox"/> AS HEREBY AMENDED			
IIa. _____	d. _____		
b. _____	e. _____		
c. _____			
4. CSC TITLE AND BUREAU POSITION NO. F266 Supervisory Range/Forestry Technician (Fire)	SCHEDULE GS	SERIES 455/462	GRADE 06
<input checked="" type="checkbox"/> SAME AS PRESENT: AMENDED FOR <input type="checkbox"/> CSC TITLE <input type="checkbox"/> POS. NO. <input type="checkbox"/> SCHEDULE <input type="checkbox"/> SERIES <input checked="" type="checkbox"/> GRADE			

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED. _____ (Signature of Supervisor) (Date)	5. I CERTIFY THAT THE CHANGES REFLECTED ARE IMPROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED. <div style="text-align: center;">  Todd W. Ryan (Official Exercising Classification Authority) </div> <div style="text-align: right;"> 7/24/01 (Date) </div>
TITLE _____	TITLE HR Specialist (Classification)

7. DESCRIBE BRIEFLY, BUT IN FULL, THE REASONS FOR CHANGES CHECKED ABOVE AND THE ADDITIONS, DELETIONS, OR REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

Organizational title: Fire Engine Module Leader

This supervisory position in the fire organization is being filled at a less than full performance level due to it's critical nature and the extreme shortage of fully qualified personnel. The supervisor of the incumbent will be fully responsible to ensure that the incumbent has not only the necessary administrative qualifications and certifications at the next lower level to perform all duties that are assigned, but also has the necessary aptitude to fully apply those knowledges, skills, abilities, and other characteristics necessary to ensure the effective performance of duties and also the safety and security of personnel and equipment assigned to him/her for the particular operation.

The supervisor is responsible to provide the necessary guidance, preparation, and coverage for those duties that cannot yet be assigned to the incumbent to assure not only effective work accomplishment, safety, and security, but also the preparation of the incumbent for promotion to this positions full performance level of GS-07.

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 a false or misleading statement may constitute violations of such statutes or their implementing regulations.

Name Signature and Title of Supervisor	Date
Department of the Interior, FLERT Specialist <i>A. Burch</i> This PD has been approved as follows under 5 USC 8336(c) and 8412(d)	
<input checked="" type="checkbox"/> Firefighter <input type="checkbox"/> Law Enforcement <input checked="" type="checkbox"/> Primary <input type="checkbox"/> Secondary/Administrative <input type="checkbox"/> Sec/Supvy	
Approval Date <u>June 4, 2002</u>	

RECEIVED

POSITION DESCRIPTION (Please Read Instructions on the Back)										1. Agency Position No. F266	
2. Reason for Submission <input type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment Explanation (Show any positions replaced)		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field <input type="checkbox"/> New <input type="checkbox"/> Other		4. Employing Office Location		5. Duty Station		6. OPM Certification No.		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt				8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Continuity <input type="checkbox"/> Employment and Ecological Interest				11. Position is <input checked="" type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive	
10. Position Status <input checked="" type="checkbox"/> Competitive <input checked="" type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)				11. Position is				13. Competitive Level Code		14. Agency Use	
15. Classified/Graded by Department of the Interior, FLRT Specialist										Initials	
16. Office of Personnel Management This PD has been approved as follows under 5 USC 8336(c) and 8412(d)										Date	
17. Department, Agency or Establishment Law Enforcement										Grade	
18. Department, Agency or Establishment Primary										Secondary/Administrative	
19. Second Level Review Supervisory Range/Forestry Technician (Fire)										Sec/Supvy	
20. First Level Review										7/24/01	
21. Recommended by Supervisor of Initiating Office										Signature	
16. Organizational Title of Position (if different from official title) Fire Engine Module Leader										17. Name of Employee (if vacant, specify)	
18. Department, Agency, or Establishment Department of the Interior										c. Third Subdivision	
a. First Subdivision Bureau of Land Management										d. Fourth Subdivision	
b. Second Subdivision State Office										e. Fifth Subdivision	
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.										Signature of Employee (optional)	
20. 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 or 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 Manager (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 Range/Forestry Technician Series, GS-455/462 Dec 91 TS-111. Grade Evaluation Guide for Aid and Technician Work in the Biological Sciences, GS-400 Dec 91 TS-111, GSSG Jun 93 HRCID-7.	
Typed Name and Title of Official Taking Action Todd W. Ryan										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.	
Signature _____ Date 7/21/01											
23. Position Review										Initials	
a. Employee (optional)										Date	
b. Supervisor										Initials	
c. Classifier										Date	
24. Remarks										Initials	
25. Description of Major Duties and Responsibilities (See Attached)										Date	

INTRODUCTION

This position is established on a BLM unit to serve as a first line supervisor on a Fire Engine Module. This position supervises engine crews, typically comprised of from three to seven individuals, providing three to five-person effective staffing throughout the field season.

The incumbent is responsible for the day-to-day operation of a fire engine module, performing initial and extended attack fire suppression and fuels reduction. The duties may involve assisting in the development and execution of burn plans. The incumbent is responsible for work directly related to fire control activities including: suppression, preparedness, prevention, prescribed burning, monitoring, and hazardous fuel reduction.

MAJOR DUTIES

SUPPRESSION (25%)

Supervises the operation of BLM fire engine modules. Directs the engine module to fire locations and positions engine in appropriate locations in consideration of safety of crew and equipment. Evaluates on-site conditions and makes tactical decisions maximizing available resources. Makes initial size up of fire situations, determines suppression method to use including hose lays, deployment of crew, point of initial attack, type of tools to use, and application of water, and hand line location and standards. Keeps dispatcher or superior informed and requests additional assistance as necessary. Maintains records and prepares reports on crew hours and movement and history of action taken on fires. Determines probable causes of fire and preserves evidence of human-caused fires.

Serves as initial attack Incident Commander on wildland fires, directing the fire line activities and tactics of firefighters, resources, equipment, and aircraft to make most efficient use of available resources. Responsibilities include operations, safety, cost containment, protection of fire origin, logistics, law enforcement, and reports and administration.

Deals with a variety of technical problems relating to fire weather, smoke management, fire behavior, and computer modeling. Identifies areas of wildland fire management that require monitoring, researching, and recommends studies that address those areas. Incorporates the data and information obtained into wildland fire suppression and prescribed fire operations.

TRAINING (15%)

Implements formal and informal training programs to comply with policy and regulations. May be called upon to assist in developing formal training programs. Training provided may include fire engine tactics, fire weather, fire behavior, power saws, line construction,

safety, first aid at the "first responder" level, air operations, water and pumps, hand tool use and other related courses.

Develops and implements a comprehensive physical training program to enhance the ability of crew members to perform the required arduous firefighting duties. Responsible for maintaining personnel incident related qualifications, agency requirements, local and state laws, and other administrative requirements. Some examples are: hazardous material responder, emergency medical responder, annual supervisory refresher, Self Contained Breathing Apparatus (SCBA), and applicable driver licensing requirements.

STATION MANAGEMENT (10%)

Manages assigned property and may serve as Station Manager by procuring, maintaining and inventorying tools and equipment to meet individual crew needs, including hand tools, chainsaws, firing equipment, provisions, and personal protective equipment to ensure that assigned personnel meet fire readiness standards on a daily basis. Insures the maintenance of crew fleet equipment by coordinating repairs and scheduling maintenance with approved maintenance facilities. Secures temporary replacement of vehicles as needed. Fleet equipment may include crew carrying vehicles, fire engines, pick ups, and stake side trucks. Maintains vehicles to a specified degree of fire readiness and appearance.

PROJECT WORK (25%)

Conducts field reconnaissance of proposed prescribed burn units, makes recommendations on appropriate treatment techniques for meeting management objectives, drafts prescribed burn plans to meet those objectives and implements approved prescribed burn plans. Serves as Burn Boss, Ignition Specialist or other designated position to insure the safe and effective conduct of the prescribed burn. Performs post-burn evaluation and completes documentation, including costs, fire behavior and smoke management.

May research fire literature and provide applicable information for fire management programs. Implements fire effects monitoring system by establishing and monitoring index plots in a variety of fuel/vegetation types, and training others to do the same. Enters and trains others in entry of data into computer analysis programs.

Assists resource professionals in field survey efforts such as archeology, vegetation surveys, resource inventories and data analysis.

Assists in identification of grasses, herbs, shrubs, and trees. Assists in preparing herbarium specimens and records habitat and plant association data.

Uses computer models to store, update, and analyze fire behavior and other monitoring data.

May perform hazard fuel reduction projects, which entail thinning and cutting vegetation through use of mechanical means, e.g., chainsaw, etc.

May perform project work and lead other workers in the same type of work which may include, cleaning outdoor recreational facilities; mowing grass and trimming shrubs; and performing trail maintenance and building maintenance duties, etc.

SUPERVISORY RESPONSIBILITIES (25% or more)

Provides technical and administrative supervision to an engine module. The incumbent spends at least 25% of the time on supervisory duties. Plans work to be accomplished by subordinates, sets and adjusts short term priorities, and prepares schedules for completion of work. Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of the employees. Develops performance standards and evaluates work performance of subordinates. Gives advice, counsel, or instruction to employees on both work and administrative matters.

Hears and resolves minor complaints from employees. Refers group grievances and more serious unresolved complaints to higher level supervisor or manager. Effects minor disciplinary measures such as warnings and recommends other action in more serious cases. Interviews candidates for positions in the unit; recommends appointments, promotions, and reassignments to such positions. Identifies and provides for training needs. Finds ways to improve production or increase the quality of work directed.

Solicits applications and conducts diversity outreach for permanent workforce vacancies. Conducts interviews, hires for seasonal vacancies. Employees may work at more than one location, requiring coordination through the use of telephone, radio, or computer.

Provides leadership, allocates resources, and implements activities to accomplish Bureau (BLM) multi cultural organization direction and Equal Opportunity and Civil Rights requirements, goals, policies, and objectives.

Provides for crew safety and welfare and implements a training program in compliance with applicable requirements. Ensures work conditions conform to agency safety programs. Identifies and corrects job safety and health hazards, instructs employees on safety requirements of assignments, reviews and reports loss incidents in accordance with BLM and OWCP regulations. Identifies corrective measures for violations of the Occupational Safety and Health Act standards in the workplace.

Other Significant Facts:

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

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

Must meet state commercial driving licensing requirements. This license must be obtained prior to being assigned driver duties.

Driver is subject to the requirements of the United States Department of Transportation drug and alcohol testing program.

FACTORS

1. Knowledge Required by the Position (Level 1-4, 550 points)

Knowledge of supervisory policies, procedures and methods in order to manage a diverse workforce.

Knowledge of instruction techniques. Skill in coordinating training sessions and presenting wildland fire suppression and prescribed fire training material.

Knowledge of strategies, tactics, and suppression methods used in containment and control of wildfires and wildland fires in order to relay assignments to crew members, accurately evaluate rapidly changing fire circumstances, determine when/if additional forces may be needed, or determine when circumstances warrant withdrawal of crew to safe location.

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.

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. Certification as a Type IV Incident Commander is required.

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 supervise 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. Ability to use specialized equipment to respond to emergency medical services and urban interface/intermix situations. Ability to use helicopter accessory equipment used in wildland fire management and prescribed burns.

Ability to operate fire engine hydraulic systems, foam and chemical application systems, taking into consideration effect of elevation, friction loss, pressure, pumping mechanisms, hose thread and apparatus differences, and operating procedures to lay hose and to operate equipment for peak utilization.

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

Skill in the 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 non-fire related duties.

Knowledge of fire terminology to communicate with other crewmembers.

Knowledge of fire behavior at the S-290/390 (Intermediate Fire Behavior/Fire Behavior Calculations) level. Knowledge of fire behavior prediction methods. Knowledge of wildland fire management planning, strategies, and tactics.

Ability to supervise a fire suppression crew and to provide on-the-job training in proper and safe techniques, applications, methods, procedures and principles. This ability is used to effectively deal with the wide variety of conditions and situations encountered during wildfire suppression actions, prescribed burning, and project work.

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 appropriate act requirements to include the Equal Opportunity Act, Civil Rights Act, Age Discrimination in Employment Act, Rehabilitation Act, 29 CFR 1604.11(a) Sexual Harassment sufficient to function within a diverse workforce.

Ability to perform duties under stressful and adverse operating conditions, such as long work hours, heavy workloads, emergency situations, adverse working and environmental conditions.

Knowledge of agency and interagency qualification, position task book requirements, and certification standards and procedures adopted by the National Wildfire Coordinating Group (NWCG).

Knowledge of reporting requirements and procedures.

Knowledge and skill of standard first aid procedures sufficient to perform preliminary first aid and triage as necessary.

Knowledge of the structure and function of the Department of the Interior and the Department of Agriculture, and the United States Forest Service sufficient to determine how they interact on an interagency basis.

Knowledge of related fields such as forestry, range, wildlife, botany, soils and water, cultural and historical resources in order to make informed fire operational decisions.

Verbal and written communication skills sufficient to effectively interact with people at all levels, internal and external to the organization, including the public.

Ability to perform basic computer technology skills such as word processing, electronic mail, internet use, and specialized fire information databases and programs.

Knowledge of the organization and the function of cooperative interagency fire organizations such as NWCG, NICC, GACC, state and local governments to facilitate fire operations in a multi-jurisdictional setting.

Knowledge and ability to operate communication hardware including multi-channel two way radios with numerous programmable frequencies and computers for accessing fire weather and fire modeling programs, and Global Positioning System units.

2. Supervisory Controls (Level 2-3, 275 points)

The supervisor initially provides direction on the priorities, objectives, and/or deadline for types of work covered by precedent. New or unusual assignments may be accompanied with a general background discussion, including advice on the location of reference material to use.

The employee identifies the work to be done to fulfill project requirements and objectives, plans and carries out the procedural and technical steps required, seeks assistance as needed, and independently coordinates work efforts with outside parties.

The incumbent exercises initiative in developing his/her own solution to common technical and procedural problems such as changes in priorities, need for extended field time, minor need for additional equipment or personnel, and other such comparable issues. The employee seeks administrative direction or decision from higher authority on the course to

follow when encountering significant technical or procedural problems with the work, e.g., when project objectives appear to substantially exceed available equipment and staffing capacities or when technical issues new to the organization are encountered. In such instances the employee may be expected to develop proposals for resolving the problem.

Technical review of the incumbent's work during fire assignments is provided by a variety of supervisory personnel from the fires to which the incumbent's crew has been assigned.

3. Guidelines (Level 3-2, 125 points)

Most guidelines are in the form of oral instructions and training prior to actual fire suppression activities. General guidelines can be found in the annually published BLM Standards for Fire Operations.

Some guidelines are also contained in the, prescribed burning and hazard fuel reduction plan, emergency medical services plan, safety plan, the Fireline Handbook, Health and Safety Handbook, Organic Act of 1916, Clean Air Act, Threatened and Endangered Species Act, Wilderness Act, National Environmental Protection Act, Historic Preservation Act 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 exercise independent judgment in selecting the appropriate methods, techniques, and procedures, especially in situations where the supervisor is not available for consultation. Guides such as safety regulations must be applied.

The employee must use experienced judgment in selecting the appropriate methods, techniques, and procedures due to the frequent and abrupt changes in work assignments, goals and deadlines requiring the incumbent to adjust operations in relation to the suppression mission.

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

Supervises the operation of fire engines with complex pumping mechanisms and accessories in suppressing fires, vehicle fires, vehicle accidents, rescues, hazardous materials, structure protection, etc., and a variety of incidents in wildland urban interface/intermix situations. Must make frequent critical decisions under time pressures and emergency conditions concerning fire suppression methods, hazardous materials incidents, vehicle accidents, structure protection, rescues, etc., and other incidents, and crew safety when choices are limited, conditions are hazardous, etc.

Must be able to anticipate fire behavior based upon the effect of temperature, relative humidity, wind, slope, seasonal drying, and other factors on a wide variety of fuels. Evaluates situations, makes tactical decisions and determines appropriate tactical responses to incidents, primarily wildland fires, but may include search and rescue, law

enforcement, hazardous materials, earthquakes and other natural disasters, a variety of resource activities, and other wild land urban interface/ intermix situations. In all cases personnel welfare, work production, public safety, resource values, costs, and land management objectives must all be considered.

Scheduled project work is often abruptly and unexpectedly interrupted, necessitating the adjustment of operations under pressure of continuously changing and unpredictable conditions.

5. Scope and Effect (Level 5-2, 75 points)

The purpose of the position is to supervise and perform work related to the wildland fire suppression and prescribed fire programs. The ultimate goal of this position is to effectively manage people and resources to accomplish jobs in fire suppression, fire prevention, and fuels management. The work has a direct effect on the safety of human life, the protection of valuable resources and the protection of public lands and neighboring properties through the implementation of effective wildland fire suppression and prescribed fire programs. The nature of the work places personnel and equipment in hazardous situations. Decisions and actions by the incumbent are critical.

Recommendations made by the incumbent are considered in developing optimum solutions and serve as the basis for determining new programs or for setting priorities for existing programs. Work will influence the direction of wildland fire management operations.

6&7. Personal and Purpose of Contacts (Level 2b, 75 points)

Primary contacts are with the crews and others in the fire organization. Other contacts are with local, regional, national aviation and wildland fire management personnel, other federal agencies, local, regional, and state fire organizations, researchers and scientists, federal and state land management agencies, local community groups, conservation organizations, contractors, media and other divisions or work units within the government. Contacts are performed as formal presentations, interviews, informal exchanges, written reports, and correspondence. These contacts are an everyday occurrence. Contacts may take place under adverse conditions.

Contacts are made to exchange information about procedures, schedules, or operating problems regarding wildland fire suppression and prescribed fire management methods and techniques. Contacts are made to coordinate planning efforts and operational activities related to wildland fire suppression and prescribed fire; to coordinate training; to maintain cooperative relationships with outside wildland fire agencies; to maintain the interagency incident qualifications system; to coordinate and integrate wildland fire suppression and prescribed fire management activities with other work units; and to provide public information to local governments, interested community groups, and the media.

The incumbent may further use these contacts to help solve priority conflicts, operational problems, and misunderstandings. Some contacts are to negotiate changes to individual or group performance.

Public contact is to provide information, resolve problems and influence behavior. At times, these contacts will deal with individuals or groups that are uncooperative or hostile.

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.

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

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.