POSITION EVALUATION STATEMENT

Title, Series, Grade: Student Trainee (Wildland Fire Management), GS-0499-03

Organizational Title:

Position Number: DE00600

Background: This Standard Position Description (SPD) was developed by an Advisory Work Group made up of a team of fire subject matter expert and classification specialists and is representative of student trainee work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard. This position is being established as a Student Trainee in Wildland Fire Management, the position involves periods of formal education and periods of employment as a Wildland Firefighter.

References: OPM Introduction to Position Classification Standards; OPM Handbook of Occupational Groups and Families; OPM Position Classification Standard for Wildland Fire Management, June 2022

Series Determination:
The primary purpose of this position is to serve in a developmental trainee capacity as a wildland fire student trainee. Per OPM's Handbook of Occupational Groups and Families, the student trainee series in each Occupational Group includes all trainee positions that involve periods of pertinent formal education and periods of employment in a Federal agency. The education and employment must be part of a formal student employment program. The level of education and experience completed by the student is a major consideration in establishing the level of on-the-job training and work assignments during periods of employment. Student trainee positions should be classified to the XX99 series for the appropriate Occupational Group (0099, 0199, 1599, etc.). This student trainee position serves as a firefighter on one or more of the following module types: dispatch, engine, handcrew (suppression, fuels, or wildland fire module) or helitack. Other developmental wildland fire related duties performed under the guidance and direction of a journey level firefighter, will involve fire prevention, dispatch, planning, and fuels management. The incumbent will also be instructed on the proper maintenance and repair of firefighting tools, equipment, and facilities. As the position is involved in wildland fire activities, work that is covered under the 0456 series, the appropriate series for the Student Trainee is the 0499 series.

Title Determination:
OPM states that all positions classified to a student trainee series should be titled Student Trainee followed by a parenthetical title consistent with the occupational field involved; for example: Student Trainee (Human Resources Management), Student Trainee (Psychology), Student Trainee (Civil Engineering). As this position supports Wildland Fire Management, the basic title assigned to the position is *Student Trainee* (*Wildland Fire Management)*.

Grade Determination:
Given the work of the position in supporting Wildland Fire Management, the position is evaluated using the PCS for Wildland Fire Management, GS-0456. The 0456 PCS is written in a narrative format describing the Nature of Work and Level of Responsibility for each grade covered by the standard. The classification factors include: (1) guidelines; (2) complexity; (3) personal contacts/purpose of contacts; and (4) supervision received. Part I, Fire Management Position Illustrations of the PCS (under Part II, Grading Information) provides illustrative grade level criteria for nonsupervisory positions in grades GS-3/4/5/6/7, 9, and 11. The grade level information provides a summary of the grade level, followed by specific illustrations of duties and responsibilities characteristic of the grade described loosely in terms of the classification factors identified above. Illustrations vary by grade level and may be described in in terms of specialty areas such as Aviation, Fuels, and Planning.

Nature of Work
At the GS-03 wildland firefighters receive intensive planned training preparatory to undertaking more difficult and responsible assignments in fire management work. Training courses cover a variety of subjects such as standard and specialized forest fire fighting practices, fire prevention and safety, tire risks and hazards, specialized suppression procedures required by local conditions, weather behavior, special techniques required to control/manage fires, construction of various types of fire lines, fuel types, first aid methods, use of specialized and complex firefighting equipment (e.g., portable pumps, trenchers, and power saws}, tank-truck work including operation of pumps, use of hose and accessories and the tactical use of tankers, driver training courses, and the geography of the area to which assigned.

At the GS-04 wildland firefighters serve as a skilled and fully trained member of a fire or tanker crew with responsibility for utilizing a variety of different types of specialized tools, equipment, and techniques in suppressing fires. Receive and record reports of isolated small fires received from dispatchers and develop plans for suppressing fires, including methods of attack on fire, types of equipment required, and travel route to use (trail, road, or cross-country). Locate, suppress, and control/manage isolated small fires usually in timbered and mountainous terrain by applying an understanding of fire behavior, topography of the area, and extensive training in fire management work, involving the use of a variety of hand and power tools in felling trees or snags, operating pumpers, building fire lines, burning out, backfiring, mopping up, and patrolling lines.

Like the GS-03, the position serves as a trainee member of a fire crew, performing recurring fire suppression duties under the direction and instruction of others. Performs assignments as a wildland firefighter in developing a working knowledge of fire suppression and fuels management techniques, practices, and terminology by serving on the various wildland fire crew/module types.

Unlike the GS-04, the position is not considered fully trained crew member capable of performing the full range specialized duties expected of a skilled wildland firefighter. The GS-04 is not met.

This position meets, but does not exceed, the GS-03 for Nature of Work.

Level of Responsibility
At the GS-03 wildland firefighters receive specific instructions and detailed work assignments from supervisors or higher-graded employees who outline procedures to follow and the results desired. Supervisors are available to answer questions regarding methods, practices, and procedures and frequently review their work for compliance with instructions.

At the GS-04 wildland firefighters work under the general supervision of more seasoned staff, or other supervisory personnel, and receive general assignments and perform the majority of their work independently according to established procedures. They suppress small fires and perform other assigned duties with limited instruction or guidance. Their work is subject to periodic observation and inspection for acceptability and compliance with operating procedures and instructions.

Like the GS-03, the position receives specific instructions and detailed work assignments from supervisors or higher-graded wildland firefighters/crew leaders who outline procedures to follow and the results desired. Supervisors are available to answer questions regarding methods, practices, and procedures and frequently review the firefighters' work for compliance with instructions.

Unlike the GS-04, the position receives clear and detailed instructions rather than general assignments.

This position meets, but does not exceed, the GS-03 for Level of Responsibility.

FINAL CLASSIFICATION: The position is properly classified as ***Student Trainee* (*Wildland Fire Management), GS-0499-03.***

Fair Labor Standards Act (FLSA) Determination: This position does not meet exemption criteria found in 5 CFR 551 and is determined to be Non-Exempt from the minimum wage and overtime provisions of the Act.