



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 (Firefighter)

Bureau: Any DOI Bureau may use this Standard PD and must use the Standard PD Number

Classification Title: Forestry Technician

Organization Title: Forestry Technician (Fire)

Standard Position Number: FDI207B/A Series and Grade: GS-0462-06/07

RECOMMENDATION FOR COVERAGE: Primary/Rigorous Firefighter coverage is recommended under both CSRS and FERS

The position serves as a senior technician located on a wildland fire module or crew within the fire management organization. The purpose of the position is to provide leadership and oversight of wildland fire suppression/management/control, as a seasoned, experienced firefighter on an engine, helitack, prescribed fire, or wildland fire module, or on a hand crew. Primary duties are directly connected with the control and extinguishment of fires and/or maintaining and using firefighter apparatus and equipment. The duties of this position are so rigorous that employment is limited to young and physically vigorous individuals who must meet established age and physical qualification requirements.

**WILLIAM SIZEMORE**

Digitally signed by WILLIAM SIZEMORE  
DN: c=US, o=U.S. Government, ou=Department of the Interior, ou=Office of the Secretary of the Interior, cn=WILLIAM SIZEMORE, o 9.2342 19200300 100.1 1=14001000976882  
Date: 2018.10.23 11:38:26 -06'00'

WILLIAM (ALAN) SIZEMORE, Human Resources Specialist, DOI

Date

JOHN F. RUHS, Assistant Director, Fire and Aviation, BLM

10/24/18  
Date

WILLIAM (BILL) KAAGE, Chief, Division of Fire and Aviation, NPS

10/24/18  
Date

JAMES JACKSON, Director, Branch of Wildland Fire Management (Acting), BIA

10.24.18  
Date

CHRIS WILCOX, Chief, Branch of Fire Management, FWS

10/24/18  
Date

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

**AYANNA SEARS**

Digitally signed by AYANNA SEARS  
Date: 2018.10.30 13:14:15 -04'00'

For: Deputy Assistant Secretary, Human Capital and Diversity

Date



**POSITION DESCRIPTION** (Please Read Instructions on the Back)

1. Agency Position No.

FDI207B

2. Reason for Submission

☐ Redescription☐ New☐ Reestablishment☒ Other

3. Service

☐ Hdqtrs☒ Field

4. Employing Office Location

5. Duty Station

6. OPM Certification No.

Explanation (Show any positions replaced)

New DOI Fire Standard PD

Replaces legacy SPD# DOI107

7. Fair Labor Standards Act

☐ Exempt☐ Nonexempt

8. Financial Statements Required

☐ Executive Personnel☐ Financial Disclosure☐ Employment and☐ Financial Interest

9. Subject to IA Action

☒ Yes☐ No

10. Position Status

☒ Competitive☐ Excepted (Specify in Remarks)☐ SES (Gen.)☐ SES (CR)

11. Position Is

☐ Supervisory☐ Managerial☐ Neither

12. Sensitivity

☐ 1--Non-☐ Sensitive☐ 3--Critical☐ 2--Noncritical☐ Sensitive☐ 4--Special☐ Sensitive

13. Competitive Level Code

14. Agency Use

15. Classified/Graded by

Official Title of Position

Pay Plan

Occupational Code

Grade

Initials

Date

a. Office of Personnel  
Managementb. Department,  
Agency or  
Establishment

Forestry Technician

GS

0462

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10/19/2018

c. Second Level  
Reviewd. First Level  
Reviewe. Recommended by  
Supervisor or  
Initiating Office

Department of the Interior, FLERT Specialist

This PD has been approved as follows under 5 USC 5336(c) and 5412(c)

☒ Firefighter☒ Law Enforcement☒ Primary☒ Secondary/Administrative☒ Sec/Supvy

Approval Date

October 30, 2018

16. Organizational Title of Position (if different from official title)

Forestry Technician (Fire)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment

Department of the Interior

c. Third Subdivision

a. First Subdivision

d. Fourth Subdivision

b. Second Subdivision

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.

Typed Name and Title of Official Taking Action

Renae Lockwood,

Classification Program Manager

Signature

RENAE

LOCKWOOD

Digitally signed by  
RENAE LOCKWOOD  
Date: 2018.10.19  
11:38:04 -04'00'

Date

10/19/2018

22. Position Classification Standards Used in Classifying/Grading Position

Flysheet for Forestry Technician, GS-0462, TS-111 Dec 1991,  
Aid & Technical Work in the Biological Sciences Series,  
GS-0400, TS-111 Dec. 1991.

**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.

23. Position Review

Initials

Date

Initials

Date

Initials

Date

Initials

Date

Initials

Date

a. Employee (optional)

b. Supervisor

c. Classifier

24. Remarks

The FPL is GS-7. Code 4/supervisory.

25. Description of Major Duties and Responsibilities (See Attached)

## Instructions for Completing Optional Form 8

### POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- \*1. Enter position number used by the agency for control purposes.  
See FPM Chapter 312, Subchapter 3.
- \*2. Check one.
  - "Redescription" means the duties and/or responsibilities of an existing position are being changed.
  - "New" means the position has not previously existed.
  - "Reestablishment" means the position previously existed, but had been cancelled.
  - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
  - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- \*4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- \*5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- \*7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
  - A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
  - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.

13. Enter competitive level code for use in reduction-in-force actions.  
See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- \*15. Enter classification/job grading action.
  - For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
  - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
  - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- \*18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- \*20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- \*21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- \*25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e. g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

**Forestry Technician  
Forestry Technician (Fire)  
GS-0462-06**

**LEGACY SPD#: DOI107**

**I. INTRODUCTION**

This is a standard wildland fire management position description intended for use in the Department of Interior (DOI). The position serves as a senior technician located on a wildland fire module or crew within the fire management organization. The purpose of the position is to provide leadership and oversight of wildland fire suppression/management/control work as a seasoned, experienced firefighter on an engine, helitack, prescribed fire, or wildland fire module, or on a handcrew. As a developmental position, the employee is provided training and specific assignments to attain the full performance level. The full performance level of this position is GS-7.

This position may exercise delegated supervisory authorities and responsibilities 20% of the time. These authorities exceed those typical of work leaders and include assigning and reviewing work daily, weekly, or monthly; assuring that production and accuracy requirements are met.

**II. MAJOR DUTIES**

**Primary Duties (60%)**

Performs and/or oversees lower graded employees in one of the following functional areas:

- Handcrew. During initial attack fire suppression activities, locates fireline, directs and participates in fireline construction, backfiring and burnout operations, engine and pump operations, brush clearing, tree falling and holding/patrol/mop up operations. Uses a variety of specialized tools, equipment and techniques to actively suppress fires. May participate in prescribed fire operations.
- Prescribed Fire. Directs and performs prescribed fire operations including line preparation activities such as brush clearing and hazard tree removal; ignition, monitoring, holding, and mop-up. Monitors fire behavior, fire effects, and fire weather on prescribed fires and wildfires. Collects fire data such as fuel loading, tree stand density, fuel moisture, maps projects, weather, and maintains records. May use specialized firing equipment (e.g. fusees, drip torches, flares, and terra torch). May support wildland fire suppression activities.
- Wildland Fire Engine. May assist the senior position in directing the operation of a wildland fire engine, recommending the correct positioning, proper use and operation. Personally performs and directs others in starting pump engine, priming pump, adjusting engine speed and pump valves, laying hose, using appropriate nozzles and nozzle adjustment in effective use of water and additives and the operation and maintenance of

chainsaws. Conducts maintenance of specialized equipment used to respond to wildland urban interface/intermix situations. Ensures the engine is kept in a full state of readiness for emergency fire dispatch.

- Helitack. Assists the senior position directing the fire suppression efforts of the helicopter module, to include directing the loading of helicopter personnel and cargo considering weight and balance, securing cargo, etc. Completes manifests of personnel and equipment being transported to the fire or other work sites. Prepares and hooks longline external loads and maintains and operates other accessory equipment. Inventories and inspects helicopter accessories, fire tools, and equipment. Assures that needed tools and equipment are available for firefighting tasks. May serve as Helispot and Dipsite Manager on incidents requiring the establishment of these sites. Prepares and maintains required documents (e.g., flight invoices, manifests, daily diaries, and load calculations). May serve as a rappeller or short hauler.

When this position description is used in helitack operations the qualifications requirements specified in the Interagency Standards for Fire and Fire Aviation Operations (Redbook) must be met prior to entrance into this position.

When this position description is used in hotshot operations the qualifications requirements specified in the Interagency Standards for Interagency Hotshot Crew Operations must be met prior to entrance into this position.

#### **Duties Common to All Functional Areas**

Gathers and considers information on weather data, topography, fuel types, and fire behavior in responding to wildland fire incidents. When positioning and deploying personnel and equipment, recommends best approaches and practices to use in protection of the values at risk.

Makes initial evaluation of fire situations, determines rate of spread, potential hazards to property and other improvements, suppression method to use, hose lays, deployment of crew, point of initial attack, type of tools to use and application of water.

Performs the operation and maintenance of specialized equipment used to respond to wildland and prescribed fire situations. Accomplishes emergency repairs as necessary to permit continued use of equipment. In those instances when the apparatus cannot be used effectively in suppressing the fire, employee recommends to the incident supervisor an appropriate control action for attacking the fire.

Assists in conducting formal training sessions to comply with policy and regulations and learns the process of conducting informal training. Participates in wildland fire and safety training in the techniques, practices, and methods of fire suppression and in the safe, efficient operation and use of tools, equipment, and vehicles used in fire suppression activities, with emphasis on those used for the particular function assigned. Serves as a unit instructor for 100-200 level courses.

Participates in crew proficiency checks and drills, safety sessions, and fire critiques. Ensures own and other's welfare and safety in all aspects of the assignment.



Operates a variety of motor vehicles to transport equipment, supplies, crew members, etc.  
Performs basic first aid.

**Supervisory Duties (20%)**

Exercises delegated supervisory authorities and responsibilities 20% of the time. These authorities exceed those typical of work leaders and include assigning and reviewing work daily, weekly, or monthly; assuring that production and accuracy requirements are met; and approving leave.

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 employees. Coordinates within the unit to ensure that timeliness, form, procedure, accuracy, quality and quantity standards are met in individual cases. Evaluates work performance of subordinates. Effects minor disciplinary measures, such as verbal warnings and cautions.

Provides leadership, allocates resources, and implements activities to accomplish DOI's multicultural organization direction and Equal Opportunity requirements, goals, policies, and objectives. Ensures all communication - written, oral, visual, signed, is non-discriminatory and is sensitive to all employees and the public. Creates a work environment which respects, appreciates, and accepts the contributions and perspectives of all employees.

**Miscellaneous Duties (20%)**

May work with the fire management staff in developing, annual budget requests, fire management planning and operating procedures pertaining to wildland fire management activities.

May participate in the preparation of hazardous fuels treatment plans and burn plans based on predicted fire behavior and risk assessment. Drafts prescribed fire perimeter maps. Monitors smoke dispersal and fire effects.

May work with local homeowners, community stakeholders, various local, state, and federal agencies in an effort to educate and mitigate potential threats to these communities by wildland fire.

May work in support of higher level workers in forestry research efforts; in the marketing of forest resources; or in the scientific management, protection, and development of forest resources.

**OTHER SIGNIFICANT FACTS**

This position is subject to the qualifications and additional required training specified in the Interagency Fire Program Management (IFPM) Qualifications Standards and Guide.

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

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

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

This position requires a valid state driver's license.

May require the incumbent to obtain and maintain a Commercial Driver's License (CDL).

When this position description is used in helitack or hotshot operations see qualification requirements stated above.

Performs other similar duties as assigned.

### **III. FACTOR LEVELS**

#### **Factor 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 the basic principles involving 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 a safe location.

Knowledge of instruction techniques sufficient to present wildland fire suppression and prescribed fire training.

Knowledge of basic principles of fire behavior including causes of wildland 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, where to be positioned to manage a wildland fire, and to identify hazards.

Knowledge of accepted fire safety practices and procedures to prevent injury and loss of life.

Knowledge of wildland fire management techniques, methods and conditions to accurately analyze fire circumstances, determine when additional forces may be needed, or determine when circumstances warrant disengagement.

Technical firefighting knowledge such as, but not limited to, fire engine and pump operations, hose lays, handcrew operations and/or helicopter operations to enable the incumbent to function in assigned capacities, and along with more senior firefighters, to instruct others.

Specialized knowledge such as, chainsaw operation and repair, long line operations, rappelling, pump operation and water handling used in response to wildland urban interface situations, and in wildland fire management and prescribed burns.

Knowledge of work procedures and practices in working with helicopters and fixed-wing aircraft. Basic knowledge of air operations, rappelling, helicopter capabilities and limitations, load balance and capacity, load calculating, and manifesting of personnel and equipment.

Basic 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.

Ability to operate four wheel drive pickup trucks and may require the ability to operate a fire engine.

Skill in use of hand tools such as a Pulaski, shovel, McLeod; and power tools including chainsaw, portable pumps to build fireline, control wildland fire, and to perform other non-fire related duties.

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

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

Knowledge of general forestry technician work in order to personally perform and instruct others in a variety of work, in such areas as hazard tree removal, recreation, wildlife and watershed, and in general maintenance and upkeep of facility, vehicle and equipment.

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

Knowledge of fire terminology to communicate with other module/crewmembers.

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

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.



**Factor 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 employee 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 employee'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.

**Factor 3 – Guidelines**

**(Level 3-2, 125 points)**

Most guidelines are directly applicable and include established procedures for actual wildland fire suppression activities. General guidelines can be found in agency and bureau published directives such as: wildland fire operations manuals, handbooks, and guides.

Some guidelines are also contained in prescribed burning and hazard fuel reduction plans, emergency medical services plans, safety plans, 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 use judgment in applying the guidelines, especially in situations where they are not directly applicable, overlapping, or when the supervisor is not available for consultation.

Safety regulations, guides, and policies must be applied.

**Factor 4 - Complexity**

**(Level 4-2, 75 points)**

Performs, and working with other senior fire management, may oversee the fire suppression work of others in adverse conditions of climate, fuels, and terrain. As an experienced and specialized firefighter, employee performs a variety of regular and recurring technical wildland fire assignments, (i.e., chainsaw operator, faller, water handling specialist, rappeller etc.) safely and efficiently. On the basis of work situations experienced, or the analysis of events encountered, employee makes choices and decides what needs to be done, recognizing the reason why the task is being performed. Employee is expected to independently decide on the sequence and steps for completion of the work.

**Factor 5 - Scope and Effect**

**(Level 5-2, 75 points)**

The employee works independently performing routine assignments involving the use of rules, regulations, or procedures. Completed products or tasks are generally a portion of a larger program or project. Employee performs and oversees a day-to-day fire management support work. Along with more experienced employees in fire, coordinates a wildfire suppression response, where assignments may include prescribed fire and fuels treatment projects. The work includes responsibility for a field unit engaged in either prescribed fire, aviation (helitack), wildland engines, or an initial attack fire suppression crew. Over time and with experience gained, the employee will receive assignments of a broader scope and complexity. The effect of the day-to-day operational work currently performed is to minimize loss of property, improvements, life, and natural resources.

**Factors 6 & 7 - Personal Contacts & Purpose of Contacts**

**(Level 2b, 75 points)**

Personal contacts are with wildfire response agency employees, and others inside and outside the fire organization. Contacts frequently involve personnel from outside the immediate organization such as representatives of State or local government or other federal agencies. Other contacts include visitors, private landowners, tribal representatives, or local residents.

The primary purpose is to plan and conduct wildfire response or projects, exchange necessary information, explain the need to adhere to laws, rules, and resolve problems or needs of the organizational unit. The persons contacted are usually working toward a common goal and generally are reasonably cooperative.

Contacts with the general public during incident operations may be with landowners to resolve operational tactics, encourage and/or require evacuation, or to ensure the safety of others including the public.

**Factor 8 - Physical Demands**

**(Level 8-3, 50 points)**

Essential functions require arduous exertion for protracted periods of time such as, but not limited to, extensive running, walking, climbing, kneeling, stooping, pulling hoses, jumping and twisting.

Duties involve rigorous 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 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 employee during fire activities.

**Factor 9 Work Environment****(Level 9-3, 50 points)**

The work is primarily performed in forest, range and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with vegetation, and in smoky conditions, etc.

Temperatures vary from above 100 degrees F to below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Employee must adjust and cope with exposure to weather elements, dust and smoke, poor sleeping and eating conditions and unpredictable sets of circumstances.

Employee may be required to live in backcountry camps for extended periods of time. The hazardous nature of the work requires that personal protective equipment be worn (boots, hard hat, gloves, flame resistant clothing, etc.). Work may require travel by fixed-wing or rotor-wing aircraft.

<b>Evaluation Summary</b>	<b>Final Level</b>	<b>Points</b>
Knowledge Required by the Position	1- 4	550
Supervisory Controls	2- 3	275
Guidelines	3- 2	125
Complexity	4- 2	75
Scope and Effect	5- 2	75
Personal Contacts	2	
Purpose of Contacts	b	75
Physical Demands	8- 3	50
Work Environment	9- 3	50
Total Points:		1275
Points range:		1105-1350
<b>Final Grade:</b>		<b>GS-6</b>
<b>Official Title: Forestry Technician (Fire)</b>	<b>SPD # FDI207B</b>	
Standard(s) used to evaluate the position	Flysheet for Forestry Technician, GS-0462, TS-111 Dec 1991, Aid & Technical Work in the Biological Sciences Series, GS-0400, TS-111 Dec 1991	
Comments: The full performance level of this position is GS-7.		

# POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.

FDI207A

2. Reason for Submission

☐ Redescription

☐ New

☐ Reestablishment

☒ Other

Explanation (Show any positions replaced)

New DOI Fire Standard PD

Replaces legacy SPD# DOI107

3. Service

☐ Hdqtrs

☒ Field

4. Employing Office Location

5. Duty Station

6. OPM Certification No.

7. Fair Labor Standards Act

☐ Exempt

☐ Nonexempt

8. Financial Statements Required

☐ Executive Personnel

☐ Financial Disclosure

☐ Employment and

☐ Financial Interest

9. Subject to IA Action

☒ Yes

☐ No

10. Position Status

☒ Competitive

☐ Excepted (Specify in Remarks)

☐ SES (Gen.)

☐ SES (CR)

11. Position Is

☐ Supervisory

☐ Managerial

☐ Neither

12. Sensitivity

☐ 1--Non-Sensitive

☐ 3--Critical

☐ 2--Noncritical

☐ 4--Special Sensitive

13. Competitive Level Code

14. Agency Use

15. Classified/Graded by

Official Title of Position

Pay Plan

Occupational Code

Grade

Initials

Date

a. Office of Personnel Management

b. Department, Agency or Establishment

Forestry Technician

GS

0462

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10/19/2018

c. Second Level Review

Department of the Interior, FLERT Specialist

d. First Level Review

This PD has been approved as follows under 5 USC 3336(c) and 3412(d)

☒ Firefighter

☒ Law Enforcement

☒ Primary

☒ Secondary/Administrative

☒ Sec/Supvy

e. Recommended by Supervisor or Initiating Office

Approval Date

October 30, 2018

16. Organizational Title of Position (if different from official title)

Forestry Technician (Fire)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment

Department of the Interior

a. First Subdivision

BIA BLM NPS FWS

b. Second Subdivision

c. Third Subdivision

d. Fourth Subdivision

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.

Typed Name and Title of Official Taking Action

Renae Lockwood,

Classification Program Manager

Signature

RENAE

LOCKWOOD

Digitally signed by

RENAE LOCKWOOD

Date: 2018.10.19

10:42:36 -04'00'

Date

10/19/2018

22. Position Classification Standards Used in Classifying/Grading Position

Flysheet for Forestry Technician, GS-0462, TS-111 Dec 1991, Aid &amp; Technical Work in the Biological Sciences Series, GS-0400, TS-111 Dec. 1991.

**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 FLA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review

Initials

Date

Initials

Date

Initials

Date

Initials

Date

Initials

Date

a. Employee (optional)

b. Supervisor

c. Classifier

24. Remarks

This position is at the full performance level. Code 4/Supervisory.

25. Description of Major Duties and Responsibilities (See Attached)



## Instructions for Completing Optional Form 8

### POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

\*1. Enter position number used by the agency for control purposes.  
See FPM Chapter 312, Subchapter 3.

\*2. Check one.

- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
- "New" means the position has not previously existed.
- "Reestablishment" means the position previously existed, but had been cancelled.
- "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
- The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.

3. Check one.

\*4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).

\*5. Enter geographical location if different from that of #4.

6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).

\*7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.

8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.

9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.

10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.

11. Check one.

- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
- A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.

12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.

13. Enter competitive level code for use in reduction-in-force actions.  
See FPM Chapter 351.

14. Agencies may use this block for any additional coding requirement.

\*15. Enter classification/job grading action.

- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.

- For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.

- For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)." The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.

16. Enter the organizational, functional, or working title if it differs from the official title.

17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."

\*18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.

19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.

\*20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.

\*21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.

22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."

23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.

24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.

\*25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

**Forestry Technician  
Forestry Technician (Fire)  
GS-0462-07**

**LEGACY SPD#: DOI107**

**I. INTRODUCTION**

This is a standard wildland fire management position description intended for use in the Department of Interior (DOI). The position serves as a senior technician located on a wildland fire module or crew within the fire management organization. The purpose of the position is to provide leadership and oversight of wildland fire suppression/management/control, as a seasoned, experienced firefighter on an engine, helitack, prescribed fire, or wildland fire module, or on a handcrew. This position is at the full performance level.

This position exercises supervisory authorities and responsibilities 20% of the time. These authorities exceed those typical of work leaders and include assigning and reviewing work daily, weekly, or monthly; assuring that production and accuracy requirements are met.

**II. MAJOR DUTIES**

**Primary Duties (60%)**

Performs duties in one of the following functional areas:

- Handcrew. During initial attack fire suppression activities, locates fireline, directs and participates in fireline construction, backfiring and burnout operations, engine and pump operations, brush clearing, tree falling and holding/patrol/mop up operations. Directs the use of a variety of specialized tools, equipment and techniques to actively suppress fires. May participate in prescribed fire operations.
- Prescribed Fire. Directs and performs prescribed fire operations including line preparation activities such as brush clearing and hazard tree removal; ignition, monitoring, holding, and mop-up. Monitors fire behavior, fire effects, and fire weather on prescribed fires and wildfires. Collects fire data such as fuel loading, tree stand density, fuel moisture, maps projects, weather, and maintains records. Assists in the planning of prescribed fire projects and hazardous fuels projects. Directs the use of specialized firing equipment (e.g. fusees, drip torches, flares, and terra torch). May support wildland fire suppression activities.
- Wildland Fire Engine. Directs the operation of a wildland fire engine, ensuring the correct positioning, proper use and operation. Personally performs and directs others in starting pump engine, priming pump, adjusting engine speed and pump valves, laying hose, using appropriate nozzles and nozzle adjustment in effective use of water and additives and the operation and maintenance of chainsaws. Conducts and participates in crew proficiency checks and drills, safety sessions, and fire critiques. Responsible for maintenance of specialized equipment used to respond to wildland urban

interface/intermix situations. Ensures the engine is kept in a full state of readiness for emergency fire dispatch. Ensures the safety and welfare of self and others in all aspects of the assignment.

- Helitack. Directs the fire suppression efforts of the helicopter module. Directs the loading of helicopter personnel and cargo considering weight and balance, securing cargo, etc. Completes manifests of personnel and equipment being transported to the fire or other work sites. Prepares and hooks longline external loads and maintains and operates other accessory equipment. Inventories and inspects helicopter accessories, fire tools, and equipment. Assures that needed tools and equipment are available for firefighting tasks. Serves as Helispot and Dipsite Manager on incidents requiring the establishment of these sites. Prepares and maintains required documents (e.g., flight invoices, manifests, daily diaries, and load calculations). May serve as a rappeller or short hauler or spotter.

When this position description is used in helitack operations the qualifications requirements specified in the Interagency Standards for Fire and Fire Aviation Operations (Redbook) must be met prior to entrance into this position.

When this position description is used in hotshot operations the qualification requirements specified in the Standards for Interagency Hotshot Crew Operations must be met prior to entrance into this position.

### **Duties Common to All Functional Areas**

Gathers and considers information on weather data, topography, fuel types, and fire behavior in responding to wildland fire incidents. Provides training to subordinate crew members in this process. Positions and deploys personnel and equipment, utilizing best approaches and practices to protect values at risk. Serves as an incident commander on initial attack incidents.

Makes initial evaluation of fire situations, determines rate of spread, potential hazards to property and other improvements, determines appropriate suppression method to use, and directs hose lays, deployment of crew, point of initial attack, type of tools to use and application of water.

Responsible for coordinating and providing oversight in the operation and maintenance of specialized equipment used to respond to wildland and prescribed fire situations. Accomplishes emergency repairs as necessary to permit continued use of equipment. In those instances when the apparatus cannot be used effectively in suppressing the fire, the incumbent takes appropriate control action in attacking the fire.

Responsible for formal and informal training programs to comply with policy and regulations. Participates in wildland fire and safety training in the techniques, practices, and methods of fire suppression and in the safe, efficient operation and use of tools, equipment, and vehicles used in fire suppression activities, with emphasis on those used for the particular function assigned. Serves as a lead instructor for 100-200 level training courses. Develops and delivers training specific to unique program needs.

Responsible to conduct and lead crew proficiency checks and drills, safety sessions, and fire critiques. Ensures own and other's welfare and safety in all aspects of the assignment. Completes fire reports for supervisory review and approval.

Applies appropriate agency incident business practices and resource management objectives practices, and policies to meet objectives.

Operates a variety of motor vehicles to transport equipment, supplies, crew members, etc. Performs basic first aid.

Responsible to maintain a unit cache to support module specific mission.

### **Supervisory Duties (20%)**

Exercises delegated supervisory authorities and responsibilities 20% of the time. These authorities exceed those typical of work leaders and include assigning and reviewing work daily, weekly, or monthly; assuring that production and accuracy requirements are met; and approving leave.

Plans work to be accomplished by subordinates, sets and adjusts short-term priorities, and prepares schedules for completion of work, and approves leave. Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees. Coordinates within the unit to ensure timeliness, form, procedure, accuracy, quality and quantity standards are met. Engages or participates in hiring process for subordinate employees Evaluates work performance of subordinates, setting standards, monitoring, and final evaluating of subordinate performance. Effects minor disciplinary measures, such as verbal warnings, cautions, and reprimands. May certify time and attendance, and approve travel authorizations and vouchers.

Provides leadership, allocates resources, and implements activities to accomplish DOI's multicultural organization direction and Equal Opportunity requirements, goals, policies, and objectives. Ensures all communication - written, oral, visual, signed, is non-discriminatory and is sensitive to all employees and the public. Creates a work environment which respects, appreciates, and accepts the contributions and perspectives of all employees.

### **Miscellaneous Duties (20%)**

May work with the fire management staff in developing and revising annual operating plans, annual budget requests, fire management planning and operating procedures pertaining to wildland fire management activities.

May assist in the preparation of hazardous fuels treatment plans and burn plans based on predicted fire behavior and risk assessment. Drafts prescribed fire perimeter maps. Monitors smoke dispersal and fire effects.

May work with local homeowners, community stakeholders, various local, state, and federal agencies in an effort to educate and mitigate potential threats to these communities by wildland fire.



May assist higher level workers in forestry research efforts; in the marketing of forest resources; or in the scientific management, protection, and development of forest resources.

### **OTHER SIGNIFICANT FACTS**

This position is subject to the qualifications and additional required training specified in the Interagency Fire Program Management (IFPM) Qualifications Standards and Guide.

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

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

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

This position requires a valid state driver's license.

May require the employee to obtain and maintain a Commercial Drivers License (CDL).

When this position description is used on a helitack module or hotshot crew see qualification requirements stated above.

Performs other similar duties as assigned.

### **III. FACTOR LEVELS**

#### **Factor 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 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 a safe location.

Knowledge of instruction techniques sufficient to present wildland fire suppression and prescribed fire training.

Knowledge of fire behavior including causes of wildland 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, where to be positioned to manage a wildland fire, and to identify hazards.

Knowledge of accepted fire safety practices and procedures to prevent injury and loss of life.

Knowledge of wildland fire management techniques, methods and conditions to accurately analyze fire circumstances, determine when additional forces may be needed, or determine when circumstances warrant disengagement.

Wildland firefighting knowledge such as, but not limited to, fire engine and pump operations, hose lays, handcrew operations and/or helicopter operations to enable the incumbent to function in assigned capacities and to instruct or supervise others.

Specialized knowledge such as, chainsaw operation and repair, long line operations, rappelling, pump operation and water handling used in response to wildland urban interface situations, and in wildland fire management and prescribed burns.

Knowledge of work procedures and practices in working with helicopters and fixed-wing aircraft. Basic knowledge of air operations, rappelling, helicopter capabilities and limitations, load balance and capacity, load calculating, and manifesting of personnel and equipment.

Basic 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.

Ability to operate four wheel drive pickup trucks and may require the ability to operate a fire engine.

Skill in use of hand tools such as a Pulaski, shovel, McLeod; and power tools including chainsaw, portable pumps to build fireline, control wildland fire, and to perform other non-fire related duties.

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

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

Knowledge of general forestry technician work in order to personally perform and lead others in the performance of a variety of work in such areas as hazard tree removal, recreation, wildlife and watershed, and in general maintenance and upkeep of facility, vehicle and equipment.

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

Knowledge of fire terminology to communicate with other module/crewmembers.

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

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 supervise a diverse workforce.

**Factor 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 recognizes the necessary work to be done to meet project requirements and carries out the steps required, seeks assistance as needed, and independently coordinates work efforts with others outside the immediate work unit.

The employee exercises initiative in developing his/her own solution to common technical and procedural problems such as changes in priorities, additional completion time, equipment, personnel, or similar situations. 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. In such instances the employee may be asked to propose a resolution.

Completed work is assessed for appropriateness in relation to program requirements and how problems encountered were resolved, with an emphasis on the judgement used by the employee. Assessments of the employee's work during fire assignments is provided by a variety of supervisory personnel from the fires or incidents to which the incumbent's module/crew has been assigned.

**Factor 3 – Guidelines**

**(Level 3-2, 125 points)**

Most guidelines are directly applicable and include established procedures for actual wildland fire suppression activities. General guidelines can be found in agency and bureau published directives such as: wildland fire operations manuals, handbooks, and guides.

Some guidelines are also contained in prescribed burning and hazard fuel reduction plans, emergency medical services plans, safety plans, 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 use judgment in applying the guidelines, especially in situations where they are not directly applicable, overlapping, or when the supervisor is not available for consultation.

Safety regulations, guides, and policies must be applied.

**Factor 4 - Complexity**

**(Level 4-3, 150 points)**

The work of the position requires the employee to exercise judgement a wide range of functions within wildland fire, such as planning assignments and overseeing firefighting work to include wildland fire engine and helitack modules, handcrews as well as prescribed fire. Practices and supervises fire suppression under the most adverse conditions of climate, fuels, and terrain. As

necessary adjusts approaches to accomplish the assignment when unusual conditions are encountered.

Employee must have the technical knowledge to perform, train, and direct others in specific fire assignments, (i.e., chainsaw operator, faller, water handling specialist, rappeller, etc.) safely and efficiently.

As an experienced firefighter supervising others, employee is given latitude on independent judgement, decisions made using application of established, previous used approaches for newly encountered situations. Strategic and tactical decisions depend, to a considerable degree, on the employee's analysis of the situation and issues involved, past experiences, and the selected course of action.

**Factor 5 - Scope and Effect**

**(Level 5-3, 150 points)**

The purpose of the employee's work is to perform and supervise others performing complex fire management support work, including wildland fire use, prescribed fire and to coordinate with others in the development, implementation and execution of wildfire suppression response plans. The work includes responsibility for and oversight of field units engaged in either prescribed fire, aviation (helitack), wildland engines and initial attack fire suppression crews. In addition to minimizing the loss of natural resources, property or life, the work affects the adequacy of existing staffing and programs, equipment systems, and both current and future operational work plans of the wildland fire management program.

**Factors 6 & 7 - Personal Contacts & Purpose of Contacts**

**(Level 2b, 75 points)**

Personal contacts are with wildfire response agency employees, and others inside and outside the fire organization. Contacts frequently involve personnel from outside the immediate organization such as representatives of State or local government or other federal agencies. Other contacts include visitors, private landowners, tribal representatives, or local residents.

The primary purpose is to plan and conduct wildfire response or projects, exchange necessary information, explain the need to adhere to laws, rules, and resolve problems or needs of the organizational unit. The persons contacted are usually working toward a common goal and generally are reasonably cooperative.

Contacts with the general public during incident operations may be with landowners to resolve operational tactics, encourage and/or require evacuation, or to ensure the safety of others including the public.

**Factor 8 - Physical Demands**

**(Level 8-3, 50 points)**

Essential functions require arduous exertion for protracted periods of time such as, but not limited to, extensive running, walking, climbing, kneeling, stooping, pulling hoses, jumping and twisting.

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 activities requiring at least average agility and dexterity.

Duties include demands for 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 employee during fire activities.

### **Factor 9 - Work Environment**

**(Level 9-3, 50 points)**

The work is primarily performed in forest, range and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with vegetation, and in smoky conditions, etc.

Temperatures vary from above 100 degrees F to 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 sleeping and eating conditions and unpredictable sets of circumstances.

Employee may be required to live in backcountry camps for extended periods of time. The hazardous nature of the work requires that personal protective equipment be worn (boots, hardhat, gloves, flame resistant clothing, etc.). Work may require travel by fixed-wing or rotor-wing aircraft.

<b>Evaluation Summary</b>	<b>Final Level</b>	<b>Points</b>
Knowledge Required by the Position	1- 4	550
Supervisory Controls	2- 3	275
Guidelines	3- 2	125
Complexity	4- 3	150
Scope and Effect	5- 3	150
Personal Contacts	2	
Purpose of Contacts	b	75
Physical Demands	8- 3	50
Work Environment	9- 3	50
Total Points:	1425	
Points Range:	1355-1600	
<b>Final Grade:</b>	<b>GS-7</b>	
<b>Official Title: Forestry Technician (Fire)</b>	<b>SPD # FDI0207</b>	
Standard(s) used to evaluate the position	Flysheets for Forestry Technician, GS-0462, TS-111 Dec 1991, Aid & Technical Work in the Biological Sciences Series, GS-0400, TS-111 Dec 1991	
Comments: This position is at the full performance level.		