



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

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

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

Category of Coverage: Primary - Rigorous

Bureau: of Land Management - Bureau-wide (ANY DOI BUREAU USING IDENTICAL PD WITH THIS NUMBER)

Classification Title: Range/Forestry Technician (Fire)

Organization Title: Crew Leader

Position Number: F264 Series and Grade: GS-0455/0462-05/06

RECOMMENDATION FOR COVERAGE REVIEW:

Primary rigorous coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested.

Primary duties are directly connected with the control and extinguishment of fires. Duties are rigorous and employment is limited to young and physically vigorous individuals.

Purpose is to perform wildland fire fighting work and to lead crews performing such work. These may be engine crews, hand crews or prescribed fire crews. Serves as working leader of 3 or more crew members. These crews perform work directly related to wildland fire suppression and control activities include suppression, preparedness, prevention, monitoring, hazard fuel reduction and prescribed burning.

Ronald L. Dunton
 Bureau Program Designee, Ronald L. Dunton

2-23-00
 Date

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

2/22/2000
 Date

Lester K. Rosenkrance
 Director, Office of Fire and Aviation (BLM), Lester K. Rosenkrance

2/23/00
 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:

Mari Barr
 Mari Barr, Secretary's Designee

2-28-2000
 Date

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
F264

2. Reason for Submission <input checked="" type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment		3. Service <input type="checkbox"/> Hdqtrs. <input checked="" type="checkbox"/> Field		4. Employing Office Location	5. Duty Station	6. OPM Certification No.	
<input type="checkbox"/> New <input type="checkbox"/> Other		7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests		9. Subject to 1A Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Explanation (Show any positions replaced) Replaces PDs F042 F043 F065 F082 F162 F163 F142 10100 Range Technician (Fire) GS-455/462-06				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CRI)		11. Position Is: <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither	
				12. Sensitivity <input checked="" type="checkbox"/> 1- Non-Sensitive <input type="checkbox"/> 2- Noncritical Sensitive <input type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 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. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review	Range/Forestry Technician (Fire)	GS	455/462	06	mww	01/28/00
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)
() Crew 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	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 statement 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 most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
Range Tech Series, GS-455 Dec 91 TS-111. Forestry Tech Series, GS-462 Dec 91 TS-111. GEG for Aid and Technician Work in the Biological Sciences, GS-400 Dec 91 TS-111. GSLGEG Jun 98.

a. Typed Name and Title of Official Taking Action
Mark W. Whitesell, Supv Personnel Management Specialist

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 Mark W. Whitesell Date 1-28-2000

23. Position	Initials	Date								
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks
This position is for young and physically vigorous individuals and is subject to the maximum entry age restrictions.

Department of Interior, FPM/ER Retirement Team Specialist
The position is approved as follows under 5 USC 5306(a) and 5312(d):
[Signature]
Approval Date February 28, 2000

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

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT
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3. ORGANIZATIONAL LOCATION AS SHOWN ON CURRENT DESCRIPTION AS HEREBY AMENDED

11a. Department of Interior, PP/LE Retirement Team Specialist *Shirley*

b. d. Registered and flows under 5 USC 5305(b) and 5315(b):
 Law Enforcement
 Fire Department
 Other: _____

c. Approval Date: *February 28, 2000*

4. CSC TITLE AND BUREAU POSITION NO. F264 Range/Forestry Technician (Fire)	SCHEDULE GS	SERIES 455/462	GRADE 05
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SAME AS PRESENT, AMENDED FOR: CSC TITLE POS. NO. SCHEDULE SERIES GRADE SEE ITEM 7 BELOW

CERTIFICATION

<p>5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED IN THIS AMENDMENT.</p> <p>_____ (Signature of Supervisor) (Date)</p> <p>TITLE _____</p>	<p>6. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED.</p> <p style="text-align: right;"><i>Mark W. Whitesell</i> <i>1-28-2000</i></p> <p style="text-align: center;">_____ (Signature of Official Exercising Classification Authority) (Date)</p> <p style="text-align: center;">Mark W. Whitesell TITLE <u>Supvy. Personnel Management Spec.</u></p>
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7. DESCRIBE BRIEFLY, BUT IN FULL, THE REASONS FOR CHANGES CHECKED ABOVE AND THE ADDITIONS, DELECTIONS, OR OTHER REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

This position is part of the GS-06 full performance position description attached. The incumbent of this position may be non-competitively promoted toward the full performance position description after satisfactorily completing higher graded duties and upon completion of time-in-grade and qualification requirements. The leader duties in this position description are graded at the GS-06 level; However, the incumbent lacks the experience necessary for certification at the full performance level.

Supervisory Controls is amended to read (2-3 to 2-2)
 The supervisor provides instructions for new assignments. The employee uses initiative in carrying out standard assignments and independently works out solutions to complex problems related to specific skills. Technical problems or unfamiliar situations that would require modifying established practices are referred to supervisor for guidance. Work is reviewed on the basis of overall effectiveness. New assignments are checked in more detail to insure accuracy and to make sure that instructions were followed.

Personal/Purpose of Contacts is amended to read (2A to 1A)
 Contacts are with coworkers and other members of wildland fire management suppression resources. Contacts are made to exchange information about wildland fire suppression activities and needs. Contacts may also be required to coordinate these needs with other land managing agencies.

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.

Introduction

The primary purpose of this rigorous position is to perform wildland fire fighting work and to lead crews performing such work. These may be engine crews, hand crews, or prescribed fire crews. Serves as a working leader of 3 or more crewmembers. These crews perform work directly related to wildland fire suppression and control activities including suppression, preparedness, prevention, monitoring, hazard fuel reduction, and prescribed burning.

Major Duties (60% or more of the time)

Performs and leads crew in fire prevention, preparedness, detection, wildland fire suppression, resource rehabilitation, mobilization (stepup), prescribed fire, aviation operations and training programs. Serves as a working leader of an engine crew, hand crew or prescribed fire crew of 3 or more firefighters. May also lead additional technicians and detailers. Distributes and controls work assignments among employees; assures timely accomplishment of assigned tasks; maintains work notes and records; makes reports on work accomplishments; ensures that the work is carried out safely; reports on performance problems and issues.

Instructs crew members in specific tasks and techniques and conducts onthejob training. Trains by demonstrating skills in use of hand and power tools, hoses, chemicals, and hydraulic systems. Observes, corrects, and evaluates crew skills. Explains fire behavior characteristics, safety regulations, and work procedures.

Instructs and directs technicians in wildfire fighting and fire program support operations. Makes work assignments; schedules personnel; provides instructions or training; monitors work in progress; insures equipment and materials are available; resolves problems encountered; and reports to the supervisor about the work, personnel, and problems encountered.

Responsible for supervision of the crew in the absence of the supervisor.

Operates a wildland fire engine, positioning the engine for proper use and operating the engine and hoselays. Directs others in operation and use of engine equipment and provides on the job instruction to other technicians. Inspects, services and adjusts the pump, water lines, tank and reel. Keeps the engine in full state of readiness for emergency fire dispatch.

Directs and performs wildland fire suppression efforts in initial attack to safely and effectively control wildland fires in accordance with the identified appropriate management response.

Insures readiness of wildland fire suppression equipment and personnel. Organizes fire caches, maintains inventory and accountable property, positions equipment and personnel for the most efficient response. Evaluates equipment and personnel needs and

(Crew Leader)

recommends equipment and personnel funding requests. Serves on wildfire suppression assignments. Coordinates followup actions with supervisor.

Serves as a fully trained lead helicopter crewmember. Calculates helicopter weight loads and oversees loading of cargo and personnel. Directs others and gives on the job instruction to subordinates.

Serves as Helispot Manager on incidents requiring the establishment and use of a helispot.

Identifies wildland fire management problems which require monitoring or research and communicates those needs to the Fire Management Officer. Incorporates the data and information obtained into wildland fire suppression and prescribed fire operations.

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 postburn evaluation and completes documentation, including cost, fire behavior and smoke management.

May assist the Fire Management Officer in developing and revising annual operating plans, annual budget requests, the fire management plan and operating procedures pertaining to wildland fire suppression and prescribed fire.

May help in drafting wildland fire situation analyses for wildland fires and prescribed fires. May recommend alternative strategies using technical knowledge of the impact of various types of strategies and tactics on social, economic, biological, and other considerations.

May serve as an instructor for a variety of fire and aviation related training courses at the local, regional and interagency levels.

May serve as driver, which requires a commercial driver's license. This license must be obtained prior to being assigned driver duties.

Additional Duties (40% or less of the time)

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.

(Crew Leader)

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 assist in emergency operations as trained and qualified.

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.

Other Significant Facts:

This is a testing designated position (TDP) under the Department of the Interior DrugFree 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 the requirements of the United States Department of Transportation drug and alcohol testing program.

Factors

1. Knowledge Required by the Position (Level 14, 550 points)

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

(*Crew Leader*)

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 lead 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 moppingup 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 other nonfire related duties engaged in firefighting or preparation for such assignments.

Knowledge of fire terminology to communicate with other crewmembers.

Knowledge of fire behavior at the S290/390 (Intermediate Fire Behavior/Fire Behavior Calculations) level. Knowledge of fire behavior prediction methods. Knowledge of wildland fire management planning, strategies, and tactics.

Ability to lead a fire suppression crew and to provide onthejob 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 general range/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, hazard fuel reduction, prescribed burning, recreation, wildlife and watershed, as well as the facility of vehicle, and equipment maintenance and upkeep.

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.

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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.

Oral 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.

2. Supervisory Controls

(Level 23, 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 technician 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

(Crew Leader)

need for additional equipment or personnel, and other such comparable issues. The technician 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 technician 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 32, 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, 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.

4. Complexity (Level 42, 75 points)

The work involves performing a variety of fire management tasks and leading the work of other employees in fire management activities. The technician must consider personnel capabilities, priorities, weather, terrain, guidelines, and established procedures to determine the appropriate action. Must make frequent critical decisions under time pressures and emergency conditions concerning fire suppression methods and crew safety when choices are limited, and conditions are hazardous.

(Crew Leader)

5. Scope and Effect (Level 52, 75 points)

The purpose of the position is to perform fire suppression duties and lead a highly skilled organized crew, capable of managing wildland and prescribed fires and performing in other emergency incident management situations associated with the dynamic work environment encountered throughout various geographical locations. The work affects the management and protection of valuable natural resources, government facilities, life and private property from destruction by natural or human caused incidents. The nature of the work places personnel and equipment in hazardous situations. Decisions and actions by the incumbent are critical.

6&7. Personal and Purpose of Contacts (Level 2/A, 45 points)

Primary contacts are with the crew and others in the fire organization. Frequently has contact with comparable Federal, State, and local government agency personnel. Other contacts include visitors, private landowners, and local residents.

Contacts are made to exchange information, gather and clarify information, distribute and balance workload among crewmembers, resolve problems and answer technical questions, and report to supervisor on performance, progress, and training needs of crewmembers. Provides orientation, training, leadership, and coordination for the accomplishment of fire suppression activities with fire agencies.

8. Physical Demands (Level 83, 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 93, 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

(*Crew Leader*)

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 fixedwing or rotorwing aircraft.

EVALUATION STATEMENT

Recommended Classification Lead Range/Forestry Technician (Fire), GS-455/462-06

Organizational Location: Bureau of Land Management

References: Range Technician Series, GS-455 Dec 91 TS-111
Forestry Technician Series, GS-462 Dec 91 TS-111
Grade Evaluation Guide for Aid and Technician Work in
the Biological Sciences, GS-400 Dec 91 TS-111
Part I General Schedule Leader Grade Evaluation
Guide Jun 98

Background: This is a standard position description for a Lead Range/Forestry Technician and is appropriate for positions that serve as a crew leader, leading a minimum of three other crewmembers. The primary purpose of the position is to lead a crew performing wildland firefighting work. The crew may be an engine crew, hand crew, or prescribed fire crew.

Determination of Series and Title: The Range/Forestry Technician, GS455/462 series (TS111, 12/91) covers positions that primarily require a practical knowledge of the methods and techniques of range/forestry and other biologically based resource management fields. Range/Forestry technicians provide practical technical support in the scientific management, protection, and development of rangeland and forest resources. Range/Forestry Technicians are most commonly found in first level units and are principally concerned with performing work supporting the implementation of projects and program goals.

The GS0081, Fire Protection and Prevention Series (TS108, 9/91), states that positions that include fire control, suppression, and related duties incident to range/forestry management work should be classified to the Range/Forestry Technician Series. OPM has previously determined that firefighter positions are to be classified in the GS-455 or GS-462 series dependent upon the primary vegetation on the unit. Since the only difference in the positions is the primary vegetation, the positions are considered interchangeable with either classification being appropriate. The prefix "Lead" is added to the title to reflect the responsibilities of leading three or more crewmembers in accomplishing range/forestry technician duties. Therefore, the proper title and series are **Lead Range Technician (Fire), GS455** or **Lead Forestry Technician (Fire), GS-462** dependent upon type of terrain and vegetation.

Because this position requires skill in firefighting, the parenthetical title of (Fire) is appropriate and is in line with agency practice.

(*Crew Leader*)

Determination of Grade:

As defined by the General Schedule Leader Grade Evaluation Guide, leader positions are classified one grade above the highest level of nonsupervisory work led. This position leads 3 or more range/forestry technicians. The grade of the leader duties is classified at the GS6 or GS-5 level depending on the highest grade level led. If the highest level led is GS-5 then the grade of the work leader is GS-06. If the highest level led is GS-4 then the grade of the work leader is GS-05. In any case, the technical duties (non work leader assignments) establishes the grade at the GS-6 level.

The range/forestry technician duties are evaluated by the Grade Level Guide for Aid and Technical Work in the Biological Sciences, GS400, (TS I 11, 12/91), which is in the FES format and provided below.

**FACTOR EVALUATION SYSTEM
 POINTS RATINGS**

Evaluation Factors	Points	Level	Comments
1. Knowledge Required by the Position	550	1-4	<p>This position requires knowledge and techniques of range/forestry and fire management. This includes fire behavior, fire organizations, fire equipment, fire line construction and thorough knowledge of and ability to operate fire engine hydraulic systems, foam and chemical application systems, etc.</p> <p>Serves as a leader in positioning the crew to suppress the fire, laying out complex hose lays and has responsibility for operation and maintenance of specialized equipment used by the crew. The technician must exercise onsite judgment and determine the best course of action from among a limited variety and number of established operations procedures. Assignments require knowledge and skill in the recognition of conditions subject to rapid change.</p>
2. Supervisory Controls	275	2-3	<p>Supervisor provides overall objectives and resources available. The employee is responsible for independently planning, organizing, and accomplishing the assigned programs of work. Completed work is reviewed for general adequacy and effectiveness in meeting expected results. There is considerable operational independence.</p>
3. Guidelines	125	3-2	<p>Incumbent must choose the most appropriate from several guidelines. Not every situation in a fire can be anticipated and covered in training, so the employee must use judgment in applying guidelines, especially in situations where the Supervisor is not available for consultation.</p>
4. Complexity	75	4-2	<p>The incumbent works under the most adverse conditions of climate, fuels and terrain. Decisions as to what must be done depend on the employee's analysis of the situation and issues involved with the selected course of action chosen from many operations. Level 42 assignments consist of performing a variety of routine procedural tasks. Performance of the assignments requires making choices when executing a number of tasks.</p>
5. Scope and Effect	75	5-2	<p>Work involves the execution of specific procedures, and techniques, which differ with each fire's fuel type, weather conditions, and topography. The incumbent operates fire engines, performs suppression activities, and is the leader of a fire crew. The effect of the work is to minimize the loss due to wildland fires. The incumbent's performance contributes to the overall effectiveness of the fire suppression effort and affects the accuracy, reliability, or acceptability of the fire restoration component of the fire management program.</p>
6. Personal Contacts 7. Purpose of Contacts	45	2A	<p>Contacts are with the crew and other members of wildland fire management suppression resources. Contacts are made to gather, exchange and clarify information, distribute and balance workload, report to supervisor on performance, progress, and training needs of crewmembers, resolve problems and answer technical questions about wildland fire suppression activities and needs. Contacts may also be required to coordinate these needs with other land managing agencies.</p>

(Crew Leader)

8. Physical Demands	50	8-3	This is a rigorous field position. The work requires regular and recurring protracted period of considerable and strenuous physical exertion.
9. Work Environment	50	9-3	Work primarily performed outdoors in steep terrain and extremely uneven, rocky surfaces where protective clothing must be worn. Encounters risks that require safety precautions.
Total Points	1245		
Grade Conversion	GS-06	Range: 1105-1350	

Conclusion: The proper title and series are **Lead Range Technician (Fire), GS-455-06** or **Lead Forestry Technician (Fire), GS-462-06** dependent upon type of terrain and vegetation.

Mark W. Whitesell
 Supervisory Personnel Management Specialist

Statement of Difference to the GS-05 level

F264 Range/Forestry Technician (Fire) GS-455/462-06
() Crew Leader

This position is part of the GS-06 full performance position description attached. The incumbent of this position may be non-competitively promoted toward the full performance position description after satisfactorily completing higher graded duties and upon completion of time-in-grade and qualification requirements.

The leader duties in this position description are graded at the GS-06 level; However, the incumbent lacks the experience necessary for certification at the full performance level.

Supervisory Controls is amended to read (2-3 to 2-2)

The supervisor provides instructions for new assignments. The employee uses initiative in carrying out standard assignments and independently works out solutions to complex problems related to specific skills. Technical problems or unfamiliar situations that would require modifying established practices are referred to supervisor for guidance. Work is reviewed on the basis of overall effectiveness. New assignments are checked in more detail to insure accuracy and to make sure that instructions were followed.

Personal/Purpose of Contacts is amended to read (2A to 1A)

Contacts are with coworkers and other members of wildland fire management suppression resources. Contacts are made to exchange information about wildland fire suppression activities and needs. Contacts may also be required to coordinate these needs with other land managing agencies.