

Forest Service Standard Position Description Crosswalk

This Crosswalk identifies all the Forest Service Fire and Aviation Management (FAM) positions that are included in IFPM and the Forest Service agency addendum FS-FPM Standard. Positions in this Crosswalk are identified either as IFPM or FS-FPM, with specific implementation deadlines for each. The Crosswalk has been updated to correspond to changes in 2008, 2009, 2010, 2011 and most recently in 2012 to reflect implementation of the GS-0301 series for GS-09/11, 11/12 and GS-12/13 FAM positions. [Certain aviation qualifications are now allowed as multiple pathways to meeting the IFPM or FS-FPM selective placement factors for key positions.](#)

Crosswalk Summary:

IFPM Category	Forest Service Positions in IFPM		Forest Service Positions in FS-FPM (previously "grayed out")	
Unit Fire Program Manager	Forest FMO	Pg 2	Forest AFMO District or Zone FMO	Pg 3 Pg 4
Wildland Fire Operations Specialist	Note: The Forest Service has not identified any FS positions as being within the IFPM WFOS category.		District or Zone AFMO, T2 Handcrew Supervisors, IA Module Leaders, Station Managers	Pg 5 Pg 11 Pg 11 Pg 11
Prescribed Fire and Fuels Specialist	Forest Fuels Specialist	Pg 6	Zone Fuels Specialists District Fuels Specialist District Fuels AFMO District Fuels Tech	Pg 7
Supervisory Fire Engine Operator	Engine Captains or Asst Captains	Pg 8		
Engine Module Supervisor	Engine Captains	Pg 8		
IHC Superintendent	IHC Superintendent	Pg 9	IHC Asst Superintendent and IHC Squad Leaders	Pg 9
Helicopter Manager	Helitack Crew Supervisor	Pg 10	Helitack Asst Supervisor and Helitack Squad Leaders	Pg 10
Senior Firefighter	Senior Firefighter	Pg 12		
Center Manager	Center Manager	Pg 13		
Lead IA Dispatcher / Assistant Center Manager	Forest Dispatcher / Assistant Center Manager	Pg 14		
Initial Attack Dispatchers	Initial Attack Dispatchers	Pg 15		
Geographic Area Fire Program Manager	Regional Office	Pg 16		
National Fire Program Manager	National Office	Pg 16		

Forest Fire Management Officer -IFPM

This position is typically located at the unit’s Supervisor’s Office and reports directly to the Forest Supervisor or a S.O. Staff Officer that has program management responsibilities for Fire and Aviation Management. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Unit Complexity ¹	Recommended Min Grade, Series, NSPD	Series ²	Selective Placement Factors ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Unit Fire Program Manager (UFPM)	HIGH	GS-0301-12/13 FS2112/FS2113 -or- GS-0301-11/12 FS2114/FS2110	Managerial (301)	High Pathway 1: DIVS –and- ICT3 or RXB2 (Currency not required)		M-581
				High Pathway 2: ASGS –and- ICT3 (Currency not required)		
	MODERATE	GS-0301-11/12 FS2115/FS2111 -or- GS-0301-09/11 FS2149/FS2150	Managerial (301)	Mod Pathway 1: TFLD –and- ICT3 or RXB2 (Currency not required)		M-581
				Mod Pathway 2: HEB1 –and- ICT3 (Currency not required)		
	LOW	GS-0462-08/09 FS2017/2018	Forestry Technician (462)	CRWB or ENGB or HMGB (Currency required)	ICT4 or RXB2 (Currency required)	N/A

¹**Unit Complexity:** Complexity for Forest or Grassland is based on unit’s IFPM complexity analysis.

²**Series:** Forest FMO positions at the GS-09/11, GS-11/12, and GS-12/13 grade levels have transitioned to the GS-301 series, and were approved for secondary firefighter retirement coverage by USDA in 2011 and 2012. GS-08/09 FFMO positions will remain in the 462 series.

³**Selective Placement Factors:** Refer the IFPM Standard and Guide pages 2-36, 2-39, 2-42; and IFPM Decision Paper #4 (Sept. 29, 2008) for the NWCG Qualifications and Required Training.

- Selective Placement Factors are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements.
- Multiple pathways using certain aviation qualifications are now allowed to meet selective placement factors.
- Currency: Applicants for Low Complexity Forests are not required to be “Current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency” and how “currency” can be maintained. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17 FAQG.

Forest Assistant Fire Management Officer (FAFMO) - FS-FPM

This position is typically located at the unit’s Supervisor’s Office and reports directly to the UFPM and has been incorporated into FS-FPM. Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	Unit Complexity ¹	Recommended Min Grade, Series, PD	Series ²	Minimum Qualification Standards ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Unit Fire Program Manager (FAFMO in IQCS)	High	GS-0301-11/12 FS2108/FS2109 -or- GS-0301-09/11 FS2151/FS2152	Managerial (301)	High Pathway 1: DIVS –and- ICT3 or RXB2 (Currency not required)	M-581	
				High Pathway 2: ASGS –and- ICT3 (Currency not required)		
	Moderate	GS-0301-09/11 FS2153/FS2154	Managerial (301)	Mod Pathway 1: TFLD –and- ICT3 or RXB2 (Currency not required)	M-581	
			Mod Pathway 2: HEB1 –and- ICT3 (Currency not required)			
	Low	GS-0462-08/09 FS2171/FS2172	Forestry Technician (462)	CRWB or ENGB or FIRB or HMGB (Currency required)	ICT4 (Currency required)	N/A

¹**Unit Complexity:** Complexity for Forest or Grassland is based on unit’s IFPM complexity analysis.

²**Series:** Forest AFMO positions at the GS-09/11 and GS-11/12 grade levels have transitioned to the GS-0301 series, and were approved for secondary firefighter retirement coverage by USDA in Oct 2011 and June 2012. GS-08/09 Forest AFMO positions will remain in the 462 series.

³**Minimum Qualification Standards:** Refer to the IFPM Standard and Guide pages 2-36, 2-39, 2-42; and IFPM Decision Paper #4 (Sept. 29, 2008) for the NWCG Qualifications and Required Training.

- Minimum Qualification Standards are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- Multiple pathways using certain aviation qualifications are now allowed to meet selective placement factors.
- Currency: Applicants for Low Complexity Forests are not required to be “Current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency” and how “currency” can be maintained. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17 FAQG.

District Fire Management Officer (DFMO or ZFMO) - FS-FPM

This position is typically located at a Ranger District or Zone (combination of districts) and has been incorporated into FS-FPM. The grade structure, series, NWCG qualifications, and specialized experience have been adjusted to reflect duties at the sub-unit level positions. Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	Sub-Unit Complexity ¹	Recommended Min Grade, Series, PD	Series ²	Minimum NWCG Qualifications ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Sub-Unit Fire Program Manager (DZFMO in IQCS)	HIGH	GS-0301-09/11 FS2159/FS2160	Managerial (301)	High Pathway 1: DIVS –and- ICT3 or RXB2 (Currency required)		M-581
				High Pathway 2: ASGS –and- ICT3 (Currency required)		
	MODERATE	GS-0301-09/11 FS2161/FS2162	Managerial (301)	Mod Pathway 1: TFLD –and- ICT3 or RXB2 (Currency required)		M-581
				Mod Pathway 2: HEB1 –and- ICT3 (Currency required)		
	LOW	GS-0462-08/09 FS1522/FS1524	Forestry Technician (462)	CRWB or ENGB or HMGB (Currency required)	ICT4 or FIRB (Currency required)	N/A

¹**Sub-Unit Complexity:**

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the Forest or Grassland Unit Fire Program Manager (UFPM) and Agency Administrator based on how much the sub-unit’s Fire and Aviation Management (FAM) program contributes to the overall unit’s IFPM complexity analysis level.
- It is possible that one or more ranger districts may have a different complexity level than the overall Forest or Grassland.

²**Series:** DZFMO positions at the GS-09/11 grade level have transitioned to the GS-0301 series, and were approved for secondary firefighter retirement coverage by USDA in 2012. GS-08/09 DZFMO positions will remain in the 462 series.

³**Minimum NWCG Qualifications:** Refer to the IFPM Standard and Guide pages 2-36, 2-39, 2-42; and IFPM Decision Paper #4 (Sept. 29, 2008) for the NWCG Qualifications and Required Training.

- Minimum Qualification Standards are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- Multiple pathways using certain aviation qualifications are now allowed to meet selective placement factors.
- Currency: Once hired, CURRENCY IS REQUIRED FOR DZFMO POSITIONS, however applicants do not need to be “Current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency” and how “currency” can be maintained. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17 FAQG.

District Assistant Fire Management Officer (DAFMO or ZAFMO) - FS-FPM

This position is typically located on a Ranger District or Zone (combination of districts), and has been incorporated into FS-FPM. The grade structure, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	Sub-Unit Complexity ¹	Recommended Min Series, Grade, PD	Series ²	Minimum NWCG Qualifications ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Sub-Unit Wildland Fire Operations Specialist (DZAFM in IQCS)	HIGH	GS-0462-08/09 FS1550/FS0278	Forestry Technician (462)	High Pathway 1: DIVS –and- ICT3 or RXB2 (Currency required)		N/A
				High Pathway 2: ASGS –and- ICT3 (Currency required)		
	MODERATE	GS-0462-08/09 FS2169/FS2170	Forestry Technician (462)	Mod Pathway 1: TFLD –and- ICT3 or RXB2 (Currency required)		N/A
				Mod Pathway 2: HEB1 –and- ICT3 (Currency required)		
	LOW	GS-0462-06/07 FS1156/FS0931	Forestry Technician (462)	CRWB or ENGB or HMGB (Currency required)	ICT4 (Currency required)	N/A

¹**Sub-Unit Complexity:**

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the Forest's or Grassland's UFPM and Agency Administrator based on how much a particular sub-unit's FAM program contributes to the overall Forest's or Grassland's complexity level.
- It is possible that one or more ranger districts may have a different complexity level than the overall Forest's complexity, either higher or lower.

²**Series:** DZAFMO positions at the GS-08/09 and lower grade levels will remain in the GS-0462 series.

³**Minimum NWCG Qualifications:**

- Minimum Qualification Standards are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements.
- Multiple pathways using certain aviation qualifications are now allowed to meet selective placement factors.
- Currency: Once hired, CURRENCY IS REQUIRED FOR DZAFM POSITIONS, however applicants do not need to be "Current" in their NWCG qualifications to be eligible for the position, but must attain "currency" within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency" and how "currency" can be maintained. PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17 FAQG.

Forest-level Fuels Management Position -IFPM

This position is typically located at the unit’s Supervisor’s Office and reports directly to the Forest FMO or S.O. Staff Officer that has program management responsibilities for Fuels Management. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Unit Complexity ¹	Recommended Min Grade, Series, PD	Series ²	Selective Placement Factors ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Prescribed Fire and Fuels Specialist (PFFS)	High	GS-0401-11: FS2016	Fire Mgmt Specialist (401)	High Pathway 1: RXB2 –and- ICT3 or TFLD (Currency required)	N/A	N/A
				High Pathway 2: RXB2 –and- HEB1 (Currency required)		
	Moderate	GS-0401-09: FS2015	Fire Mgmt Specialist (401)	RXB2 (Currency required)	ENGB or CRWB or HMGB (Currency required)	N/A
	Low	GS-0462-06/07: FS2013/FS2014	Forestry Technician (462)	ENGB or CRWB or FIRB or HMGB (Currency required)	ICT4 (Currency required)	N/A

¹**Unit Positions:** Complexity for Forest or Grassland is based on unit’s IFPM complexity analysis.

²**Series:** Per Chief Tidwell’s July 8, 2011 memo, the 0401-series has been re-instated for PFFS-High and PFFS-Moderate positions. Employees who were hired using a GS-0462 NSPD during former-Chief Kimbell’s interim period may be eligible for non-competitive conversion to the GS-0401 NSPD.

³**Selective Placement Factors:** Refer to the IFPM Standard and Guide pages 2-79, 2-82, 2-85; and IFPM Decision Paper #4 (Sept. 29, 2008) for adjustments to the NWCG Qualifications and Required Training.

- Selective Placement Factors are divided into Primary Core Requirements –AND- choice of Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- Multiple pathways using certain aviation qualifications are now allowed to meet selective placement factors.
- Currency: Once hired, CURRENCY IS REQUIRED FOR PFFS POSITIONS, however applicants do not need to be “Current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency” and how “currency” can be maintained. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17 FAQG.

District-level Fuels Management Positions - FS-FPM

The following sub-unit fuels management positions are typically located on a Ranger District and have been incorporated into FS-FPM. The grade structure, series, NWCG qualifications, and specialized experience have been adjusted to reflect duties at the sub-unit level positions. These positions primarily focus on fuels program management, planning, and/or implementation (i.e., Zone Fuels Specialist, District Fuels Specialist, Fuels AFMO, and District Fuels Technician). Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	Sub-Unit Positions ¹	Recommended Min Series, Grade, PD	Series ²	Minimum NWCG Qualifications ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Sub-Unit Prescribed Fire and Fuels Specialist (DFPFM, DFAFM, DFTEC in IQCS)	District or Zone Fuels Specialist, (DFPFM)	GS-0401-11: FS0274	Fire Mgmt Specialist (401)	Pathway 1: RXB2 –and- ICT4 or TFLD (Currency required) Pathway 2: RXB2 –and- HEB1 (Currency required)		N/A
	District Fuels Specialist (DFAFM-P)	GS-0401-09: FS0273	Fire Mgmt Specialist (401)	RXB2 (Currency required)	ENGB or CRWB or HMGB (Currency required)	N/A
	Fuels AFMO (DFAFM-T)	GS-0462-08/09: FS0934/FS0867	Forestry Technician (462)	RXB2 (Currency required)	ENGB or CRWB or HMGB (Currency required)	N/A
	District Fuels Technician (DFTEC)	GS-0462-06/07: FS0932/FS0933	Forestry Technician (462)	CRWB or ENGB or FIRB or HMGB (Currency required)	ICT4 (Currency required)	N/A

¹**Sub-Unit Positions:** Some Units have elected to staff dedicated GS-11, GS-9 and GS-7 fuels management positions at ranger districts.
 • Typically the higher graded positions are for districts or zones with larger and more complex programs.
 • GS-9 DFAFM positions may be filled as a District Fuels AFMO (GS-0462) –or- District Fuels Specialist (GS-0401) depending on assigned duties.

²**Series Determination:** Per Chief Tidwell's July 8, 2011 memo, the 0401-series has been re-instated for the DFPFM and DFAFM-P positions, and employees who were hired using a GS-0462 NSPD during former-Chief Kimbell's interim period may be eligible for non-competitive conversion to the GS-0401 NSPD. Local units may opt to use the GS-0462 NSPD for GS-9 District Fuels AFMO (DFAFM-T) position provided that the position primarily manages the district fuels program and does not have preponderance of duties in NEPA/vegetation management analysis. Otherwise, the GS-0401 DFAFM-P NSPD should be used if the primary purpose of the position is to perform NEPA/vegetation management analysis duties.

³**Minimum NWCG Qualifications:**
 • Minimum Qualification Standards are divided into Primary Core Requirements –AND- choice of Secondary Core Requirement –AND- Additional Training requirements.
 • Multiple pathways using certain aviation qualifications are now allowed to meet selective placement factors.
 • Currency: Once hired, CURRENCY IS REQUIRED FOR ALL FS-FPM FUELS POSITIONS, however applicants do not need to be “Current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency” and how “currency” can be maintained. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

Engine Supervisor Positions -IFPM

These positions are typically located on a Ranger District and report directly to the District's FAM staff. These positions have been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Engine Complexity ¹	Recommended Min Grade, Series, PD	Series	Selective Placement Factors ²		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Engine Module Leader Supervisor (EMLS)	Engine Captain of a <u>High</u> complexity engine	GS-0462-07/08: FS1470/FS1471	Forestry Technician (462)	ENGB (Currency required)	ICT4 (Currency required)	N/A
Supervisory Engine Operator (SEOP)	Engine Captain of a <u>Moderate</u> complexity engine	GS-0462-06/07: FS1473/FS1474	Forestry Technician (462)	ENGB (Currency required)	ICT5 (Currency required)	S-211
	FEO on a <u>High</u> complexity Engine	GS-0462-07: FS1472	Forestry Technician (462)	ENGB (Currency required)	ICT5 (Currency required)	S-211

¹**Engine Complexity:** The June 4, 2008 WO HCM Letter on Status of "FireHire" Positions, and Sept 17, 2008 Memo on Clarification of Upgrade to GS-08 Engine Captain Position and Staffing of Subordinate Positions, identified several Engine Supervisor positions. GS-7 or GS-8 for Engine Captains is dependent on complexity level identified within the USDA FS Complexity Analysis Rating Sheet for Engine Captains. High and Moderate Complexity levels are described. This complexity analysis is independent of the Unit's IFPM Complexity Analysis.

- GS-8 Engine Captain: This position is for a Supervisory Forestry Technician on a HIGH complexity engine as Engine Captain.
- GS-7 Engine Captain: This position is for a Supervisory Forestry Technician on a MODERATE complexity engine as Engine Captain.
- GS-7 Fire Engine Operator (FEO): This non-supervisory GS-7 Asst. Engine Captain position is to be used only when the engine has a GS-8 Engine Captain identified.

²**Selective Placement Factors:** As identified in the IFPM Standard and Guide for Engine Supervisors on page 2-111 and 2-113.

- Selective Placement Factors are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- Refer to IFPM Decision Paper #4 (Sept 29, 2008) replaced ENOP with ENGB and dropped the S-216 requirement in the SEOP position.
- Currency: Once hired, CURRENCY IS REQUIRED FOR ALL ENGINE POSITIONS, however applicants do not need to be "Current" in their NWCG qualifications to be eligible for the position, but must attain "currency" within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency" and how "currency" can be maintained. PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

IHC Positions

IHC Superintendent-IFPM

The IHC Superintendent position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	IHC Positions ¹	Recommended Min Grade, Series, PD	Series	Selective Placement Factors ²		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
IHC Superintendent (IHCS)	IHC Superintendent	GS-0462-09: A8014	Forestry Technician (462)	TFLD (Currency required)	ICT4 and FIRB (Currency required)	N/A

¹**IHC Positions:** This is a standardized position contained within the NIHCOS.

²**Selective Placement Factors:** The required NWCG qualifications are derived from the Standards for IHC Operation and FS FAQG Chapter 4. Selective Placement Factors are divided into Primary Core Requirements –AND- Secondary Core Requirement. Once hired, CURRENCY IS REQUIRED, however applicants do not need to be “current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”.

FS-FPM – These are subordinate positions to the IHC Superintendent (Asst Superintendent and IHC Squad Leader). The grade structure, series, and NWCG qualifications are derived from the Standards for IHC Operations. Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	IHC Positions ¹	Recommended Min Series, Grade ² , PD	Series	Minimum NWCG Qualifications ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Subordinate IHC Positions	IHC Assistant Superintendent (IHCAS in IQCS)	GS-0462-07/08: FS1364/FS1365	Forestry Technician (462)	STCR (Currency required)	ICT4 (Currency required)	N/A
	IHC Squad Leader (IHCSQL in IQCS)	GS-0462-06/07: FS1629/FS1630	Forestry Technician (462)	FFT1 (Currency required)	ICT5 (Currency required)	N/A

¹**IHC Positions:** These are standardized positions contained within the NIHCOS.

²**Recommended Grade:** Refer to January 29, 2009 letter from HCM and W.O. FAM regarding approved grade structure for IHC Assistant Superintendent and IHC Squad Leader positions.

³**Minimum NWCG Qualifications:** The required NWCG qualifications are derived from the Standards for IHC Operation and Forest Service FAQG Chapter 4. Selective Placement Factors are divided into Primary Core Requirements –AND- Secondary Core Requirement. Once hired, CURRENCY IS REQUIRED, however applicants do not need to be “current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”.

Exclusive-Use Helicopter Crew Positions

Helicopter Manager -IFPM

The Helitack Crew Supervisor (Helicopter Manager) position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Helitack Positions ¹	Recommended Min Grade, Series, PD	Series	Selective Placement Factors ²		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Helicopter Manager (HEMG)	Helitack Crew Supervisor	GS-0462-09: FS1920	Supv Forestry Technician (462)	HEB2 (Currency required)	ICT4 (Currency required)	N/A

¹**Positions:** This is an agency standard Exclusive-Use Helicopter position.

²**Selective Placement Factors:** NWCG Qualification standards are derived from FS FAQG Chapter 4.

- Selective Placement Factors are divided into Primary Core Requirements –AND- Secondary Core Requirement
- Once hired, CURRENCY IS REQUIRED, however applicants do not need to be “current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”.

FS-FPM – These are subordinate positions to the Helitack Crew Supervisor (Asst Crew Supervisor and Squad Leader). The grade structure, series, and NWCG qualifications are tiered from the FSH 5109.17 Chapter 40. Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	Helitack Positions ¹	Recommended Min Series, Grade, PD	Series	Minimum NWCG Qualifications ²		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Subordinate Helitack Positions	Helitack Asst. Crew Supervisor (FHACS in IOCS)	GS-0462-07/08: FS1918/FS1919	Supv Forestry Technician (462)	HMGB and ICT4 (Currency required)	HEB2(t) (Currency required)	N/A
	Helitack Squad Leader (FHSOL in IOCS)	GS-0462-06/07: FS1986/FS1987	Forestry Technician (462)	HECM and ICT5 (Currency required)	FFT1 (Currency required)	N/A

¹**Positions:** These are agency standard Exclusive-Use Helicopter positions.

²**Minimum NWCG Qualifications:** NWCG Qualification standards are derived from FS FAQG Chapter 4.

- Minimum Qualification Standards are divided into Primary Core Requirements –AND- Secondary Core Requirement. Once hired, CURRENCY IS REQUIRED, however applicants do not need to be “current” in their NWCG qualifications to be eligible for the position, but must attain “currency” within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”.

As identified in the Redbook Chapter 16: Exclusive Use Fire Helicopter Position Requisites:

- Previous Helitack and squad leader experience is required for Helitack Assistant Crew Supervisor;
- Previous Helitack experience is required for Helitack Squad Leader.

Additional Sub-Unit Fire Management Positions - FS-FPM

These positions are typically located on a Ranger District. The grade structures, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Implementation of FS-FPM Standard occurred on October 1, 2008 and incumbents must attain full Minimum Qualification Standards by October 1, 2013.

FS FPM Category	Sub-Unit Positions ¹	Recommended Min Series, Grade ² , PD	Series	Minimum NWCG Qualifications ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Sub-Unit Wildland Fire Operations Specialist	Station Manager (FSMGR in IQCS)	GS-0462-07: TBD	Forestry Technician (462)	CRWB or ENGB (Currency required)	ICT4 (Currency required)	N/A
	High Complexity Handcrew Supervisor (FT2CS in IQCS)	GS-0462-07/08: (FS2137/FS2138)	Supv Forestry Technician (462)	CRWB (Currency required)	N/A	N/A
	High Complexity Handcrew Asst Supervisor (FT2CA in IQCS)	GS-0462-07: (FS2139)	Forestry Technician (462)	CRWB(t) (Currency required)	N/A	N/A
	Moderate Complexity Handcrew Supervisor (FIAML in IQCS)	GS-0462-07: FS0283	Supv Forestry Technician (462)	FFT1 or ICT5 (Currency required)	N/A	N/A

¹**Sub-Unit Positions:** The Mar 9, 2012 WO/HRM memo on NSPDs announced the release of a Handcrew Complexity Analysis and two new NSPDs for High Complexity Handcrews. The Handcrew Complexity Analysis has been developed to determine the appropriate grade structure to be used to staff handcrew positions. The Handcrew Complexity Analysis Rating is independent of the unit or sub-unit's IFPM/FS-FPM Complexity Rating.

²**Recommended Min Grade, Series, PD:**

- GS-462-7/8 Handcrew Supervisor: This position is for Supervisory Forestry Technicians on a HIGH Complexity handcrew.
- GS-462-7 Handcrew Supervisor: This position is for Supervisory Forestry Technicians on a MODERATE Complexity handcrew.
- GS-462-7 Handcrew Assistant: This non-supervisory GS-7 Asst Handcrew Captain position is to only be used on HIGH Complexity handcrews that has a GS-8 Handcrew Supervisor.

³**Minimum NWCG Qualifications:**

- Minimum Qualification Standards are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- Currency: Once hired, CURRENCY IS REQUIRED FOR ALL POSITIONS. Applicants are not required to be "Current" in their NWCG qualifications to be eligible for the position, but must attain "currency" within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency" and how "currency" can be maintained. PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

Senior Firefighter -IFPM

These positions are typically located on a Ranger District and serve as skilled crewmembers on hand crews, engines, helitack, or fuels crews. These positions have been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Sr FFTR Positons ¹	Recommended Min Series, Grade, PD	Series	Selective Placement Factors ²		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Senior Firefighter (SFF)	T2 Handcrew Squad Leader	GS-0462-06: FS0280	Forestry Technician (462)	FFT1 (currency required)	N/A	S-290
	IHC or Handcrew Senior FFTR	GS-0462-05: FS2037				
	Helitack Senior FFTR	GS-0462-05: FS0200				
	Engine Squad Leader/ AFEO	GS-0462-06: FS1478				
	Engine Senior FFTR	GS-0462-05: FS1477				

¹**Sr FFTR Positions:** These are agency standard positions on Forest Service units.

- Senior Firefighter positions may be advertised as multi-grade GS-4/5 positions where GS-5 is the full performance level. If an applicant is selected as a GS-4/5 with non-competitive promotion potential to the GS-5, then they are required to possess the full Selective Placement Factors at time of hire even if initially hired as a GS-4.
- HCM and W.O. FAM June 4, 2008 Letter on Status of "FireHire" Positions, and Sept 17, 2008 Memo on Clarification of Upgrade to GS-08 Engine Captain Position and Subordinate Positions identified a GS-6 AFEO / Squad Leader position on an engine crew. This position is categorized as an IFPM Senior Firefighter, and is independent of engine complexity.

²**Selective Placement Factors:** As identified in the IFPM Standard and Guide for Senior Firefighters on page 2-133.

- Selective Placement Factors are divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- Currency: Once hired, CURRENCY IS REQUIRED FOR ALL SFF POSITIONS. Applicants are not required to be "Current" in their NWCG qualifications to be eligible for the position, but must attain "currency" within one year of hire. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency" and how "currency" can be maintained. PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

Dispatch Center Manager -IFPM

This position is typically located in a High or Moderate Complexity Dispatch Center and reports directly to the UFPM or an interagency board of directors for the jurisdictions that the center supports. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Complexity ¹	Recommended Min Grade, Series, PD	Series ²	Selective Placement Factors ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Dispatch Center Manager (CMGR)	High	GS-0301-09/11 FS2157/FS2158	Managerial (301)	EDSD (Currency not required)	90 days of Wildland Firefighting operations experience	S-491
	Moderate	Pending decision	Forestry Technician (462)			
<p>¹Complexity:</p> <ul style="list-style-type: none"> Complexity of Dispatch Center is determined by the program complexity of the units supported by that dispatch center. A Low complexity dispatch center would be managed by an Initial Attack Lead Dispatcher (IFPM Standards page 4-527). 						
<p>²Series: The CMGR-High position has transitioned to the GS-0301 series and was approved for secondary firefighter retirement coverage by USDA in June 2012. In 2012/2013, FAM and HRM will be evaluating the appropriate grade and series for Moderate Complexity Dispatch Centers.</p>						
<p>³Selective Placement Factors: As identified in the IFPM Standard and Guide for Center Managers on page 2-143.</p> <ul style="list-style-type: none"> Selective Placement Factors were divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable). CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the FSH 5109.17. Per HRM's April 5, 2010 memo: The IFPM 90-day requirement for previous wildland firefighting experience will not apply to individuals who encumbered a secondary firefighter position prior to December 20, 2006 when the requirement was imposed. However, if those individuals seek reassignment, promotion, detail, or change-to-lower grade to other secondary positions, they will have to obtain the 90-days of wildland firefighting experience in order to qualify for consideration. The exception for 90-days of previous wildland firefighting experience does not apply to employees hired into IFPM Dispatch positions after December 20, 2006. 						

Initial Attack Lead Dispatcher / Assistant Center Manager -IFPM

This position is typically located in a High or Moderate complexity Dispatch Center and reports directly to the Center Manager. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Complexity ¹	Recommended Min Grade, Series, PD	Series ²	Selective Placement Factors ³		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Initial Attack Lead Dispatcher / Assistant Center Manager (ACMG)	ALL	GS-0462-08/09 FS1613/FS1614	Forestry Technician (462)	EDSD (Currency not required)	90 days of Wildland Firefighting operations experience	N/A

¹Complexity:

- Initial Attack Lead Dispatchers are represented in dispatch centers of all complexity levels.

²Series: ACMG positions at the GS-08/09 and lower grade levels will remain in the GS-0462 series.

³Selective Placement Factors: As identified in the IFPM Standard and Guide for IA Lead Dispatchers / Asst. Center Managers on page 2-156.

- Selective Placement Factors were divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency", and is supported by the FSH 5109.17.
- Per HRM's April 5, 2010 memo: The IFPM 90-day requirement for previous wildland firefighting experience will not apply to individuals who encumbered a secondary firefighter position prior to December 20, 2006 when the requirement was imposed. However, if those individuals seek reassignment, promotion, detail, or change-to-lower grade to other secondary positions, they will have to obtain the 90-days of wildland firefighting experience in order to qualify for consideration.
- The exception for 90-days of previous wildland firefighting experience does not apply to employees hired into IFPM Dispatch positions after December 20, 2006.

Initial Attack Dispatcher -IFPM

This position is typically located in Dispatch Center and typically reports directly to the Assistant Center Manager or Initial Attack Lead Dispatcher. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Dispatch Positions ¹	Recommended Min Grade, Series, PD	Series	Selective Placement Factors ²		
				Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Initial Attack Dispatcher (IADP)	Lead IA Dispatcher	GS-0462-07 FS0900	Forestry Technician (462)	EDRC (Currency not required)	90 days of Wildland Firefighting operations experience	N/A
	IA Dispatcher	GS-0462-06 FS0937				
	IA Dispatcher	GS-0462-05 FS0936				

¹Dispatch Position:

- These are agency standard positions in Forest Service dispatch centers.
- IA Dispatcher positions may be advertised as multi-grade GS-5/6/7 positions. IFPM Selective Placement Factors apply to all grade levels. If an applicant is selected as a GS-5/6/7 with non-competitive promotion potential to the GS-6 or higher grade levels, then they are required to possess the full Selective Placement Factors at time of hire.
- Employees hired as a GS-4 Dispatcher are not required to meet IFPM requirements.

²Selective Placement Factors: As identified in the IFPM Standard and Guide for IA Dispatchers on page 2-169.

- Selective Placement Factors were divided into Primary Core Requirements –AND- Secondary Core Requirement –AND- Additional Training requirements (if applicable).
- CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the FSH 5109.17.
- Per HRM's April 5, 2010 memo: The IFPM 90-day requirement for previous wildland firefighting experience will not apply to individuals who encumbered a secondary firefighter position prior to December 20, 2006 when the requirement was imposed. However, if those individuals seek reassignment, promotion, detail, or change-to-lower grade to other secondary positions, they will have to obtain the 90-days of wildland firefighting experience in order to qualify for consideration.
- The exception for 90-days of previous wildland firefighting experience does not apply to employees hired into IFPM Dispatch positions after December 20, 2006.

Regional Office -IFPM

This position is the individual at the Regional Office who has been delegated program management responsibilities for Fire and Aviation Management for the Region by the Regional Forester. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Recommended Min Grade, Series, PD	Series ¹	Target Minimum NWCG Qualifications ²		
			Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
Geographic Fire Program Manager (GFPM)	GS-301-14/15 FS2181/FS2182	Managerial (301)	TFLD (Currency not required)	ICT3 or T2 C&G or RXB2 (Currency not required)	M-581 or FML or LFML

¹Series: Regional Fire Directors have transitioned to the GS-0301 series, and are approved for secondary firefighter retirement coverage by USDA in June 2012.

²NWCG Qualifications: As identified in the IFPM Standards for GFPM. Applicable NWCG qualifications are divided into Primary Core Requirements –AND- choice of Secondary Core Requirement –AND- Additional Training requirements (if applicable). Refer to IFPM Standards and Guides pages 2-19; and IFPM Decision Paper #4 (Sept. 29, 2008) for list of Command and General Staff positions approved for IFPM equivalency. The target NWCG qualification requirements are not selective placement factors for filling Regional Fire Director positions, and the role of the GFPM may be delegated to a member of the Regional Office FAM staff that meets the above requirements. See IFPM Decision Paper #4 for Delegation of National and Geographic Area Fire Program Manager Role.

National Office -IFPM

This position is the individual at the Washington Office who has been delegated program management responsibilities for Fire and Aviation Management for the agency by the Chief of the Forest Service. This position has been included in IFPM Standards since Oct. 1, 2004. The Selective Placement Factors became effective on October 1, 2010.

IFPM Category	Recommended Min Grade, Series, PD	Series ¹	Target Minimum NWCG Qualifications ²		
			Primary Core Requirement	Secondary Core Requirement	Additional Req. Training
National Fire Program Manager (NFPM)	SES-301 pending	Pending transition to 301 series	TFLD (Currency not required)	ICT3 or T2 C&G or RXB2 (Currency not required)	M-581 or FML or LFML

¹Series Determination: To be determined

²NWCG Qualifications: As identified in the IFPM Standards for NFPM. Applicable qualifications are divided into Primary Core Requirements – AND- choice of Secondary Core Requirement –AND- Additional Training requirements (if applicable). Refer to IFPM Standards and Guides pages 2-2; and IFPM Decision Paper #4 (Sept. 29, 2008) for list of Command and General Staff positions approved for IFPM equivalency. The target NWCG qualification requirements are not selective placement factors for filling the National Fire Director position, and the role of the NPFM may be delegated to a member of the Washington Office FAM staff that meets the above requirements.

IFPM Decision Papers

Decision Paper	Decision	Effect on IFPM or FS-FPM
Decision Paper #1 Nov. 15, 2004	Delayed implementation of IFPM by 1 year for returning or newly hired Temporary-seasonal employees to meet IFPM minimum qualification standards.	Superseded by Decision Paper #3
Decision Paper #2 Jan. 20, 2005	Modified the IFPM Implementation Plan for Permanent employees.	Applicants will have until Oct 1, 2009 to meet NWCG qualifications and additional required training for their position as outlined in IFPM Standard. All OPM requirements must be met at time of hire.
Decision Paper #3 Aug. 23, 2005	Modified the IFPM Implementation Plan for Temporary-seasonal employees. (Supersedes Decision Paper #1)	All Temporary-seasonal employees will have until Oct 1, 2009 to meet the NWCG qualifications and additional required training as outlined in IFPM Standard. All OPM requirements must be met at time of hire.
Decision Paper #4 Sept. 29, 2008	Modification of IFPM minimum qualification standards –Mid Course Review:	
	Removed the Prevention and Mitigation Specialist position from IFPM.	FS also opted to removed Prevention Mitigation Specialist from inclusion in FS-FPM Standards
	Delegation of National and Geographic Area Fire Program Manager IFPM role.	Allows the NFPM and GFPM position to be filled with a qualified individual on their staff. Intent of this delegation is to place the appropriate individual who meets IFPM MQS in the position of authority to support safe operations in the field.
	Adjustments to NWCG qualification and Additional Training requirements.	Identified a mandatory Primary Core qualification and a choice of multiple Secondary Core requirements. See table on Page 4 of Decision Paper #4.
	Command and General Staff Positions definition for IFPM	Removed AREP, LOFR, and IARR as positions that can be considered C&G for the Secondary Core requirements.
NWCG #001-2010 Jan. 14, 2010	Local Dispatch Center Manager positions will be exempt from IFPM Implementation Plan stipulation requiring all IFPM positions at the GS-11 grade and higher to be classified as professional positions.	Local fire managers will have the flexibility to choose either the 462 or 401 SPD's developed for Center Managers, based on the appropriate classification of duties. However, under Chief Kimbell's interim direction, continue filling vacant Center Manager positions in the 462 series.

IFPM Errata

Errata	Changes to IFPM	Effect on IFPM or FS-FPM
Errata #1 Jan. 20, 2005	Modified the NWCG requirement for UPFM at high complexity: RXM2 was replaced by RXB2.	Decision Paper #4 (Sept 29, 2008) revised the Secondary Core requirements for UFPM at high complexity: ICT3 <u>or</u> RXB2. Only one is required.
Errata #2 Apr. 5, 2005	Modified the NWCG requirement for PFFS at high complexity: RXB1 was replaced by RXB2.	Decision Paper #4 (Sept. 29, 2008) made RXB2 the mandatory Primary Core requirement for PFFS (High and Moderate Complexities).
Errata #3 Aug. 23, 2005	Removed the additional training requirement for CMGR: <ul style="list-style-type: none"> • 40 hour Supervisory Training • Basic dispatch computer skills • Training to provide intermediate computer skills • Working knowledge of various fire management computer programs. 	S-491 remains an Additional Required Training element.
Errata #4 Aug. 23, 2005	Revised the NWCG minimum qualification standards for Senior Firefighters to: ICT5 or FFT1 or HECM –as appropriate.	Decision Paper #4 (Sept. 29, 2008) revised the NWCG qualifications to only require FFT1 as the mandatory primary core requirement, and S-290 as the required training.
Errata #5 Aug. 23, 2005	Modified the IFPM position title from Fire Prevention and Education Specialists (FPES) to Fire Prevention and Mitigation Specialists (FPMS).	Decision Paper #4 (Sept. 29, 2008) removed the FPMS position from IFPM.

Forest Service Errata

Errata	Effect on IFPM	Effect on IFPM or FS-FPM
Chief Tidwell memo July 8, 2011	<ul style="list-style-type: none"> • Reinstates the 0401 series for key positions that require the scientific/professional knowledge to perform duties. • Announces Forest Service plans to develop 0301 series NSPDs for managerial positions at the GS-9 level and above, pending approval from USDA and OPM for enhanced retirement coverage. 	<ul style="list-style-type: none"> • Reinstated the 0401 series for PFFS-High, PFFS-Moderate, DFPFM, and DFAFM-P positions. • Identifies managerial positions in IFPM and FS-FPM that will transition to the 0301 series once NSPD's are approved. Until 0301 NSPDs are developed and available for use, current and future vacancies at the GS-9 and GS-11 level are to be filled using 0462 series NSPD's.