

## Classification Guidance

### GS-08 Engine Captain positions

The classification factors differentiating the grades between the positions are “complexity” and “scope and effect.” Typically, our larger engines (Types 3(III) and 4(IV)) are located within or near highly urbanized areas. Their work affects, and is greatly affected by, the frequency and severity of all-hazard incidents. The proximity to these highly urbanized areas multiplies interagency jurisdictional issues and complicates coordination requirements and efforts. In these areas, the density and proximity of high-value improvements increases the scope and effect of the work. Further, the work of Engine Captains in or near highly urbanized areas is often more immediately visible to the public and frequently subject to the concurrent extra-Agency accountability. These same elements affecting complexity and scope and effect do not normally accrue to our Type 6(VI) engines, as they are generally located in more remote, rural settings due in part to their configuration, pump and tank capacities, and ability to negotiate primitive roads. There may be situations, however, where a Type 6(VI) Engine Captain is performing work on a regular and recurring basis in or near highly urbanized areas with the complexity and scope and effect that are typically found with a Type 3(III) or 4(IV) engine. See the discussion about “regular and recurring” on the next page, but in those cases, the GS-08 level is appropriate.

Until the interagency classification team develops an interagency position description for a GS-08 Engine Captain, the Human Capital Management Staff has established the following new Agency Position Files (APFs) in Avue:

- A9526: GS-08 Engine Captain
- A9527: GS-07 Assistant Engine Captain
- A9528: GS-07 Engine Captain

The team distilled the many variables that exist in these positions down to the absence or presence of the factors discussed above. It is the responsibility of management to determine whether the GS-07 or GS-08 level is appropriate for each of our Engine Captain positions based upon the provided criteria. Management should first look at the Type 3(III) and Type 4(IV) engines as an *indicator* that the GS-08 level may be appropriate and then also look at Factors 4 and 5 of the GS-08 APF to ensure that the complexity and scope and effect are a match for the work being performed on a regular and recurring basis. The appropriate APFs **must** be matched to the work described. It is inappropriate to elect to use the GS-07 Engine Captain APF for any other reasons (e.g., budgetary) if the GS-08 level is warranted. Likewise, if the complexity elements are not present, do not use the GS-08 Engine Captain APF. Since management must certify the accuracy of an APF, the use of an APF that does not accurately reflect the demands of the job would amount to falsification of an official record.

These new APFs have been matched to existing positions for fire fighter retirement coverage. You are authorized to use the appropriate APF now to advertise for any vacant positions. Please instruct your Forest Supervisors to review each of their Engine Captain positions and determine which APF best describes the work being performed on a regular and recurring basis. “Regular and recurring” means that the situation happens repeatedly, not just a few times a year, and that it is expected to continue.

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