

U.S. Forest Service
Information Sheet - 5/4/2010
IFPM and FS-FPM Additional Clarification and Implementation Direction

The following is a summation of recent changes affecting IFPM and FS-FPM Standards:

- On March 8, 2007 the Washington Office announced the implementation of the Forest Service addendum to IFPM called Forest Service Fire Program Management (FS-FPM). FS-FPM was developed to address issues that the agency was having when applying the IFPM Standard to our FAM workforce, especially those located on sub-units or are subordinate to IFPM positions. FS-FPM was implemented on October 1, 2008 and is scheduled to have an implementation deadline of October 1, 2013.
- In 2007, OPM directed that the Forest Service could no longer concurrently advertise a position in the 0462 and 0401 series.
- In 2008, the FS-FPM Implementation Plan and Forest Service National Standard Position Description Crosswalk were finalized and posted to the Forest Service Fire and Aviation Management website: <http://www.fs.fed.us/fire/management/ifpm/index.html>. The Implementation Plan is to be in effect between Oct 1, 2008 and Oct 1, 2013 and has been continuously updated to reflect changes to IFPM and Forest Service interim direction on the 0401 series.
- On September 29, 2008 NWCG released IFPM Decision Paper #4 that summarized a number of changes to IFPM that are in effect:
 - Deadline for IFPM implementation was extended from Oct 1, 2009 to Oct 1, 2010.
 - NWCG Incident Management Qualification and Additional Required Training standards were adjusted for seven of the IFPM positions based on feedback from the field.
 - Removal of Prevention and Mitigation Specialists from IFPM. (Note: The Forest Service followed suit and removed Prevention and Mitigation Specialists from FS-FPM.)
 - Allow the IFPM National and Geographic Fire Program Manager (NFPM and GFPM) role to be delegated to a member of the Washington Office or Regional Office FAM staff.
 - Clarified that the seven Command and General Staff positions recognized by IFPM Standard are ICT1/ICT2, PIO, SOF, OSC, LSC, PSC, and FSC for application in the GFPM and NFPM standard.
- On May 29, 2009 the Chief issued a letter providing interim direction regarding the 0401 Fire Management Specialist series until a longer term solution is developed that addresses the concerns raised by the Office of the Inspector General (OIG) Management Alert.
<http://www.fs.fed.us/fire/management/ifpm/documents/ltr-chief-direction.pdf>
<http://www.fs.fed.us/fire/management/ifpm/documents/ltr-chief-direction-enclosure.pdf>
- In 2009, the IFPM Standard and the FS-FPM addendum were added to the revised FSH 5109.17, Chapter 40, and will be codified in the 2010 handbook update.

After the IFPM Implementation Deadline October 1, 2010

Forest Service employees that do not meet the selective placement factors required for their current position on October 1, 2010 must meet the following conditions within 60 days following the IFPM implementation deadline:

1. The unqualified employee's Unit will be required to submit a justification to the Regional Forester within 60 days following the implementation deadline outlining the circumstances why the employee was unable to attain the IFPM Standard for their position.
2. The Unit will provide a copy of the employee's Individual Development Plan identifying the appropriate steps that will be taken by the employee and supervisor to meet the IFPM Standard.
3. The Unit will provide a reasonable estimation of the time that it will take the employee to attain the full IFPM Standard; the time must not exceed one year (twelve months).
4. The Unit will identify an individual (i.e. supervisor) on the local unit that will mentor and monitor the employee's development.
5. The Unit and servicing Human Resources office will develop an employee/management agreement to attain the IFPM Standard for their position in the agreed upon time. This agreement will require employee signature.
6. Failure to comply with the above requirements will be grounds for removal from the current position. Additional direction clarifying the process for requesting extensions will be issued once it is finalized.

If an affected position becomes vacant after Oct 1, 2010, the position must be filled with an applicant that meets the selective placement factors for that IFPM position.

If an unqualified incumbent is allowed to remain in their position after October 1, 2010, it should be noted that they will only be eligible to apply for other IFPM fire and aviation management positions for which they meet the selective placement factors that go into effect on that date (see Forest Service IFPM Crosswalk).

The same requirements will apply to FS-FPM, but will correspond to the FS-FPM implementation deadline of October 1, 2013.

As the implementation deadline approaches, additional direction from the Washington Office will be forthcoming on the process to request and approve extensions.