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Route To:

Subject: Interagency Fire Program Management Qualification Standard and Guide
Implementation Update

To: Regional Foresters, Station Directors, Area Director, IITF Director, Deputy Chiefs
and WO Directors

The 1994 South Canyon Fire tragedy resulted in both the Interagency Fire Program Management (IFPM) and the Forest Service-Fire Program Management (FS-FPM) implementing established minimum qualification standards for key fire management personnel. These standards have enhanced the safety and professionalism of our firefighters. Both the IFPM and FS-FPM are comprised of four specific elements: (1) specialized experience; (2) National Wildfire Coordinating Group (NWCG) incident management qualifications; (3) specific required training; and (4) education for certain key fire management positions. For additional information on IFPM and FS-FPM, please refer to: <http://www.fs.fed.us/fire/management/ifpm/index.html>.

This workforce development program has confronted challenges and has required numerous changes since implementation in 2004. The Chief remains committed to the success of the IFPM and FS-FPM standards. We acknowledge and commend all fire managers and fire personnel who have embraced the Agency's goals for IFPM and FS-FPM and worked hard toward meeting the requirements of these programs.

In light of the fast approaching IFPM implementation deadline, this letter will clarify the application of the standard after October 1, 2010. FS-FPM standards will be fully implemented October 1, 2013.

Based on respondent data from the Interagency Qualification and Certification System, nearly all FS-IFPM incumbents meet the minimum qualification standards for their positions; however, approximately 10 percent of the affected Fire and Aviation Management (FAM) workforce has not attained standard. Only one more training year and one more fire season remain for the affected employees to attain the additional required training and NWCG Incident Management Qualifications for their IFPM position. As the implementation deadline approaches, fire management personnel should continue to work diligently to meet the requirements. Additionally, managers should be filling FAM vacancies strategically so candidates will be in compliance by the implementation deadline.

After the October 1, 2010, implementation deadline, the specialized experience, NWCG qualifications, and additional required training that make up the minimum qualification standards for each IFPM position will become Selective Placement Factors. Employees selected for an IFPM position after October 1, 2010, must meet the Selective Placement Factors to be eligible for that position.

Since implementation of IFPM in 2004, much discussion has taken place about the status of employees that lack the IFPM Standard required for their position on October 1, 2010. The numerous changes since implementation have resulted in careful consideration and consultation between the Deputy Chiefs for State and Private Forestry and Business Operations. We have determined that a FS employee not meeting their required selective placement factors by the October 1, 2010, deadline will not be



automatically removed from his/her position; however, a request for extension must be submitted by the employee's home unit to the respective Regional Forester within 60 days after the deadline (i.e. prior to December 1, 2010), see the enclosed Information Sheet.

As we continue to implement IFPM and FS-FPM, the Washington Office through the Regional IFPM leads will continue to monitor implementation and assist and/or clarify any questions or issues related to the direction in this letter. It must be emphasized that it is primarily the employee's responsibility and employee's supervisor to monitor progress and follow FS program direction for successful implementation of IFPM and FS-FPM. The goals of both programs will have a long lasting and beneficial effect on our fire management workforce and leadership for many generations.

Please contact your Regional IFPM Lead with questions. Refer to the FS-IFPM and FS-FPM website for your Regional IFPM Lead contact information:

<http://www.fs.fed.us/fire/management/ifpm/contacts.html>.

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