



File Code: 6150-1

Date: May 30, 2006

Route To:

Subject: Results of Review of Engine Captain Positions

To: Regional Foresters

I recently directed the Human Capital Management (HCM) staff to convene a small team of classification specialists and fire management subject matter experts from the Bureau of Land Management (BLM) and the Forest Service to review the classification of Supervisory Forestry Technician (Engine Captain) positions at the GS-08 level. In early April, the team reviewed both the supervisory and non-supervisory work of GS-08 Engine Captain positions, and expanded their findings to encompass all engine types. I have accepted their determination that the GS-08 grade level is supportable for an Engine Captain of a Type III or IV engine in areas with the added complexities of wildland-urban interface, including proximity of high-value improvements, and regular and recurring all-hazard incidents and frequent interagency jurisdictional issues and coordination requirements, and that the GS-07 grade level is supportable for all engine types when these complexities are not present.

It is important to note that the difference in grade does not represent a difference in the Agency's performance expectations for knowledge, skills and abilities of an Engine Captain; they are the same for all Engine Captains, regardless of engine type. This is particularly salient as it supports our mobile forces concept for fire suppression, use, and support.

The interagency classification team will be developing an interagency position description for a GS-08 Engine Captain within the next few months. In the meantime, new Agency Position Files (APFs) in Avue have been established by the HCM Staff for your use. See enclosure for classification guidance and the list of APF's.

Where it is determined that upgrades to encumbered positions are warranted, you are authorized to proceed with non-competitive promotions based on a reclassification study of this work. Where it is determined that existing grade levels are correct, it will be necessary to reassign employees to new position descriptions; however, we are asking that you hold off on reassignments until the interagency position descriptions have been developed. As a reminder, in accordance with CFR 511.704(a) (4), an employee whose position is upgraded is not entitled to back pay.

Questions may be directed to Joan Shelly, HR Specialist (Classification) at (215) 257-3190 or via e-mail to jmshelly@fs.fed.us.

/s/ Dale N. Bosworth

DALE N. BOSWORTH

Chief

Enclosure

cc: Michael Bunten



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