



File Code: 5100

Date: November 13, 2013

Route To:

Subject: Forest Service Fire Program Management (FS-FPM) Implementation Update

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

On October 1, 2008, the Forest Service initiated implementation of the Forest Service Fire Program Management (FS-FPM) as an Agency addendum to Interagency Fire Program Management (IFPM). IFPM was completely implemented on October 1, 2010 and has been successful in ensuring that incumbents and new hires meet the minimum qualification standards required for their fire management positions. FS-FPM is scheduled to be completely implemented on October 1, 2013, following a five year implementation period.

The Forest Service remains committed to the goals of IFPM and FS-FPM, and the Washington Office Fire and Aviation Management (WO-FAM) staff has been monitoring implementation progress since 2004. Periodically, modifications to IFPM implementation procedures and requirements have been necessary, including: the development and release of FS-FPM in 2008; restructuring of the IFPM minimum qualification standards in 2009; re-classification of occupational series for key managerial positions to the GS-0301 series in 2011; and inclusion of an aviation qualification pathway for key fire positions in 2012.

In 2013 the Washington Office convened a review team comprised of Subject Matter Experts from National Forests, Regional Offices, and the Washington Office to review the minimum qualification requirements contained within FS-FPM to ensure that these qualifications are still current, pertinent, and attainable for the workforce. The review team developed several recommendations that were then vetted by the field, FAM Staff at the national and regional levels, and representatives from the National Federation of Federal Employees Forest Service Council (NFFE-FSC). After consultation with senior fire leadership comprised of Regional Foresters and Regional Fire Directors, the following modifications to the FS-FPM minimum qualification standards have been implemented effective October 1, 2013:

1. The deadline for implementation of FS-FPM has not changed, and was October 1, 2013. On that date all incumbents are required to meet the FS-FPM minimum qualification standards as selective placement factors, and all new hires are required to meet the FS-FPM requirements as a condition of hire. Unqualified FS-FPM incumbents with mitigating circumstances should refer to Step 9 of Section XI in the FS-FPM Implementation Plan to request an extension. **The deadline for employees to request an extension is December 2, 2013.**



2. The Forest Service IFPM/FS-FPM Crosswalk has been updated to incorporate the following changes to the selective placement factors that went into effect on October 1, 2013:
 - a. Low complexity District/Zone AFMO (DZAFMO-L): CRWB, ENGB, HMGB, or HEQB –and- ICT4
 - b. District Fuels Specialist (DFAFM-P): RXB2 –and- ENGB, CRWB, HMGB, FELD or HEQB
 - c. District Fuels AFMO (DFAFM-T): RXB2 –and- ENGB, CRWB, HMGB, FELD or HEQB
 - d. District Fuels Technician (DFTEC): FFT1 –and- ICT5
 - e. High Complexity Handcrew Supervisor (FT2CS): CRWB –and- ICT5
 - f. High Complexity Assistant Handcrew Supervisor (FT2CA): FFT1 –and- ICT5
 - g. Moderate Complexity Handcrew Supervisor (FIAML): FFT1 –and- ICT5

The updated Forest Service IFPM/FS-FPM Crosswalk and updated FS-FPM Implementation Plan are posted for reference on the Forest Service IFPM/FS-FPM website at <http://www.fs.fed.us/fire/management/ifpm/index.html>.

On October 1, 2013, the Open Continuous Registers (OCR) for FS-FPM vacancies was revised to incorporate the FS-FPM minimum qualification standards as selective placement factors. Following this change, all applicants for an FS-FPM position must possess the specified NWCG qualifications and required training (if applicable) to be eligible for that position.

For questions or additional information, please contact your Regional IFPM Lead (<http://www.fs.fed.us/fire/management/ifpm/contacts.html>) or Evans Kuo, National FAM Qualifications and Standards Program Lead at 208-387-5974 or ekuo@fs.fed.us. Thank you for your diligence in implementing FS-FPM.

/s/ James E. Hubbard
JAMES E. HUBBARD
Deputy Chief, State and Private Forestry

cc: Frank Guzman, Jill M McCurdy, Lisa Renken, Evans Kuo