



United States Department of the Interior



BUREAU OF LAND MANAGEMENT

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In Reply Refer To:
9210 (CA943)P

EMS TRANSMISSION: 5/19/05
Instruction Memorandum No. **CA-2005-038**
Expires: 9/30/06

To: District Manager, CDD and All Field Office Managers
(*Attention - District/Regional and Field Office FMO's*)

From: DSD, Support Services

Subject: Interagency Fire Program Management Qualifications Standards and Guide
Implementation Assessment – Position Inventory

DD: 5/23/05

Purpose: This IM requests information on the Interagency Fire Program Management Implementation Qualifications Standards and Guide (IFPM Standard) as it relates to incumbents in affected positions.

In a memorandum to Fire Management Officers dated April 5, 2005, the National Fire and Aviation Executive Board (NFAEB) requested the IFPM Implementation Team to collect incumbent information in order to determine training needs and set priorities. Refer to Information Bulletin FA-IB-2005-040 for instructions in completing the IFPM Position Inventory (Attachment 1).

The purpose of the following information is to provide clarification related to implementation of IFPM and in completing the IFPM Position Inventory for the completion of the latest IFPM data request due June 3, 2005 to the National Office.

IFPM Complexity Ratings: The following is the complexity rating determined by each Region and District.

Northern California – High

Central California – High

California Desert District – Moderate

(*For CDD, a decision needs to be made by line officers to determine when the applicable IFPM position will either be a Technical or Professional position.*)

Position Crosswalk: The following is a crosswalk displaying which BLM California positions fall under one of the 14 IFPM positions. In some cases the Field Office or Region/District is displayed next to the CA BLM position. The purpose of this is to display which positions need to meet a minimum based on the Region/District complexity rating.

Geographic Area Fire Program Manager - Professional

State Fire Management Officer
Regional/District Fire Management Officer

Unit Fire Program Manager – Professional

Field Office Fire Management Officer

Wildland Fire Ops Spec - Professional

Fire Operations Specialist (NorCal Region)
Fire Operations Specialist (Bakersfield)
Fire Operations Specialist (Bishop)

Wildland Fire Ops Spec - Technical

Fire Operations Specialist (CDD)

Prescribed Fire/Fuels Spec - Professional

Field Office Fuels Management Specialist

Prescribed Fire/Fuels Spec - Technical

Field Office Fuels Management Specialist (CDD only)

Prevention/Education Spec - Professional

Field Office Risk Mitigation and Education Specialist
Field Office Prevention Specialist

Prevention/Education Spec - Technical

Field Office Risk Mitigation and Education Specialist (CDD only)
Field Office Prevention Specialist (CDD only)

Interagency Hotshot Superintendent - Technical

Interagency Hotshot Superintendent (2 positions)

Engine Module Supervisor - Technical

Type 3 Engine Captain
Type 6 Engine Captain (Type 4 in CA)

Supervisory Fire Engine Operator - Technical

Type 3 Engine Operator
Type 6 Engine Operator (Type 4 in CA)

Helicopter Manager - Technical

Helicopter Manager

Senior Firefighter - Technical

Squad Boss – IHC (3 positions per IHC)
Squad Boss – Helicopter (2 positions per)

Center Manager - Technical

SIFC Center Manager

IA Lead Dispatcher/Asst. Center Mgr - Technical

Assistant SIFC Center Manager
Assistant CCICC Center Manager
FICC Lead Dispatcher (2 positions)

Initial Attack Dispatcher - Tech

SIFC IA Dispatcher (1 position)
CCICC IA Dispatcher (1 position)
OVICC IA Dispatcher (2 positions)
FICC IA Dispatcher (5 positions)

Recommendations: The following recommendations and observations have been provided to assist in clarifying IFPM where applicable and possible.

- The 14 IFPM positions are not all inclusive of the fire program. Only crosswalk the current CA BLM fire positions that fall under each of these 14 positions.
 - See the proposed crosswalk above.
- When determining if a position falls under one of these 14 positions, look at what the position should be doing not what it is currently funded to do.
 - As an example, a light engine captain for this year only supervises 3 people since the engine is only funded for 5-day staffing (3 people hired). But under FPA, the assumption is that this engine would receive funding for 7-day staffing (5 people hired). Under the current situation, the light engine captain would not meet the qualification as an Engine Module Supervisor due to the number of personnel supervised, but related to IFPM and FPA, this position would qualify for the Engine Module Supervisor since the position is supervising four or more crew members.
 - For IFPM, treat all personnel/equipment as fully funded and staffed.
- It is the recommendation of the State Office to cover the two Regional FMOs and District FMO under the IFPM Geographic Area Fire Program Manager position for several reasons: 1) based on a review of the IFPM information, these positions don't fit well under the Unit Fire Program Manager position due to position complexities and the complexity ratings determined by the Regions and District; 2) in regards to a career ladder, it is an appropriate step between a Field Office and the State Office; 3) the qualifications and competencies appeared to be appropriate and attainable for these positions; and 4) in relation to complexity at the Geographic level, the Region/District would be low where the State FMO would be moderate to high.
- For California BLM, the IFPM Prevention and Education Specialist positions will include the Field Office Risk Mitigation and Education Specialist/Technician and the Field Office Prevention Specialist/Technician.
- Since the program complexity was developed at the Region/District level, there may be some positions at the Field Office level that will now require additional qualifications and competencies to meet the higher complexity rating.
 - Example – The complexity at the Region/District level has been determined to be high and there is a Mitigation Specialist position located in two Field Offices. Due to the complexity being high in the region, both field office positions need to meet the position qualifications and competencies at the high complexity rating level even though they may not be that complex of an office.

- A recommendation is to re-do the complexity rating process and focus at the Field Office level so that the position qualifications and competencies are appropriate to the level of complexity of the specific Field Office.

OR

- Document the rationale as to why a specific position will meet lower qualifications and competencies than the complexity rating dictates at the Region/District level.
- For each of the 14 IFPM positions, there is a **recommended** minimum grade level at each of the complexity rating levels. This is just a recommendation, not a requirement. All that is required under IFPM is that the personnel in the 14 positions meet the position qualifications and competencies for the complexity rating based on the Region/District that the position is associated with.
- CDD Only – for those positions that allow the choice between Professional and Technician, a line officer decision needs to be made as to which option will be selected.
- Professional versus Technician:
 - When a position is deemed Professional, the incumbent in that position is required under IFPM to meet the OPM GS-0401 and NWCG qualifications. There is a positive education requirement.
 - When a position is deemed Technical, the incumbent in that position is required under IFPM to meet the OPM GS-0455/0462 and NWCG qualifications.

Note: Line officers need to consult the IFPM when making decisions on whether a position is Technical or Professional. The IFPM, for example, designates some positions as Technical only (e.g., Helicopter Manager, Interagency Hotshot Superintendent), etc. In other cases, the IFPM indicates the position may be technical or professional depending upon the program complexities. The decision of making a position professional will depend upon program complexities, and the actual need for the contributions of academic learning to the performance of the job.

Timeframe: The above information has been developed to provide clarification for the implementation of the IFPM standards and in providing a consolidated data package due to the National Office on June 3, 2005. It is requested by the State Office that responses from the Field Offices be provided to James Newman by **May 23, 2005**. Use the attached spreadsheet provided by the National Office to provide your response.

If you have any questions, please contact James Newman, State Fire Planner at (916) 978-4635 or Ed Wehking, State Fire Management Officer at (916) 978-4431.

Signed by:
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Records Management

Attachment

1 - IFPM Position Inventory Spreadsheet (1 pg)