



United States Department of the Interior



BUREAU OF LAND MANAGEMENT

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EMS TRANSMISSION: 10/26/05
Instruction Memorandum No. **CA-2006-004**
Expires 9/30/07

To: Field Office Managers, CDD District Manager
Atten: Regional/Field Office Fire Management Officers

From: State Director

Subject: IFPM Complexity Analysis for Field Office Fire Programs

Since the implementation of the Interagency Fire Program Management Standards (IFPM) in October of 2004, California has instituted the required fire management complexity ratings at the Regional level, which made sense under our fire management organizational structure. I have now determined, an additional analysis is necessary in order to capture a true representation of the fire management complexities at the Field Office level. The subsequent analysis needs to be initiated in order to accurately reflect and identify our fire position complexities at the Field Office level.

For a better understanding of the discrepancy as it relates to the Field Office level versus the Regional level please reference Chapter 6, page 6-3 of the IFPM manual: "Determination of program complexity in turn determines the complexity of the Fire Program Manager's position (and resultant grade, competencies, etc.). It does NOT necessarily determine the complexity of subordinate positions that have variable complexity, such as Prescribed Fire/Fuels Specialists, Fire Prevention and Education Specialists, and Operations Specialists. Those complexities (and resultant grade, competencies, etc.) are determined by the relative complexity of that sub-program within the overall fire Management program."

Each Field Office Fire Management Officer, in conjunction with their appropriate staffs, must complete a complexity analysis of their individual fire management units. **Please submit your reports to the State Office, Branch of Fire and Aviation, by COB on November 11, 2005.** Plan to present this analysis at our post-season Fire and Aviation meeting on November 16, 2005.

Attached you'll find the Excel spread sheets to be completed with some introduction and instructions to help you complete the process. Any questions regarding the process can be directed to Paul Bannister at (916) 978-4437.

Signed by:
Mike Pool
State Director

Authenticated by:
Richard A. Erickson
Records Management

Attachments

Attachment 1 – Instructions and Guiding Principles for Use of the Complexity Descriptors
(10 pgs)

Attachment 2 – Excel Spreadsheet (2 pgs)

Attachment 3 – Complexity Rating for Program Management (34 pgs)

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