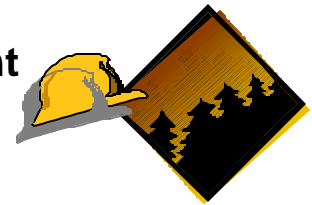


Interagency Fire Program Management



Qualifications Standards and Guide
http://www.nifc.gov/training_qualifs/IFPM/ifpm.htm

Decision Paper#2 January 20, 2005



Subject: National Wildfire Coordinating Group (NWCG) Qualifications and Additional Required Training

Effective Date: This decision is effective from January 20, 2005 to October 1, 2009.

Background:

The IFPM Standard defines minimum qualification standards for each of the 14 key positions. These standards include: Office of Personnel Management (OPM) Qualification Standard Requirements; Specialized Experience Requirements; NWCG Incident Management Qualifications; and Additional Required Training.



With the implementation of the IFPM Standard, incumbents have until October 1, 2009 to meet the minimum qualification standards for their position. The IFPM Implementation Plan states that applicants are required to meet the minimum qualification standards when they are hired. At this time it is unclear how these IFPM requirements may affect recruitment and hiring into key fire management positions. There is growing concern from fire managers that these requirements will hinder their efforts to fill vacant key fire management positions.



Decision:

Applicants will have until October 1, 2009 to meet the NWCG qualifications and additional required training for their position as outlined in the IFPM Standard. All OPM requirements must be met at the time of hire.



For multi-grade announcements the NWCG qualifications and additional required training will be the full performance level (FPL) qualifications as outlined in the IFPM Standard. For those positions announced as multi-grade, the hiring official has the option to hire either at FPL or less. If an applicant is hired at less than FPL, they will be placed into the lower grade under an existing position description (PD) and can be promoted when OPM requirements are met. However, this individual must meet the NWCG qualifications and additional required training for their IFPM position by October 1, 2009.



Scope:

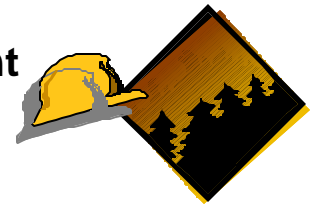
This decision is specific to the NWCG qualifications and additional required training and applies to all employees hired into the 14 key fire management positions identified in the IFPM Standard and collateral duty employees.



Monitoring:

Each agency will collect data on an annual basis (minimum) to monitor employee progress toward meeting the NWCG qualification and additional required training.

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Decision Paper #2
January 20, 2005



s/Lyle Carlile

s/Timothy M. Murphy



Lyle Carlile
BIA Fire Director

Timothy M. Murphy
BLM Fire and Aviation
Deputy Director



s/Phil Street

s/Sue Vap, Acting

Phil Street
USFWS Fire Director

Edy Williams-Rhodes
NPS Chief, Division of Fire and Aviation
Management



s/Neal Hitchcock for

s/Sue Vap for

Tom Harbor
USDA-FS Director of Fire and
Aviation Management

Don Artley
NASF Fire Director

