



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement
Under
5 USC 8336(c) and 8412(d)

☒ Approved under the Civil Service Retirement System, 5 USC 8336(c)

☒ Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Primary-Rigorous (FF)

Bureau: Bureau of Land Management – Bureau Wide

Classification Title: Range/Forestry Technician (Fire)

Organization Title: Helitack Squad Boss

Position Number: F169 Series and Grade: GS-455/462-06/07

RECOMMENDATION FOR COVERAGE REVIEW:

Primary-rigorous coverage under both CSRS and FERS is recommended for this position.

The primary purpose of the position is to manage a highly mobile aerial delivery firefighting squad that utilized helicopters to rapidly attack wildfires in varied terrain and fuels. The position requires knowledge of fire management and operation strategies, tactics, and suppression methods used in containment and control of wildland fires.

The duties of this position are so rigorous that employment opportunities are limited to young and physically vigorous individuals who must meet established medical standards and physical qualification requirements.



Toni Orth, Accountability Program Analyst

5/19/09
Date



Timothy Murphy, Deputy Assistant Director (NIFC)

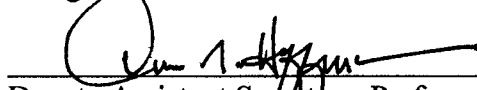
5-5-09
Date



Michael Gillmore, Supervisory Program Analyst, DOI

6/1/09
Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement and retroactive to the classification date of 04/28/09. Approval is by DOI Secretary's Designee:



Deputy Assistant Secretary, Performance, Accountability and Human Resources

6/3/09
Date

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
F169

2. Reason for Submission ☐ Redescription ☐ Reestablishment Explanation (Show any positions replaced)	3. Service ☒ New ☐ Hdqtrs ☒ Field ☐ Other	4. Employing Office Location	5. Duty Station	6. OPM Certification No.
7. Fair Labor Standards Act ☐ Exempt ☒ Nonexempt		8. Financial Statements Required ☐ Executive Personnel Financial Disclosure ☐ Employment and Financial Interest		9. Subject to IA Action ☒ Yes ☐ No
10. Position Status ☒ Competitive ☐ Excepted (Specify in Remarks) ☐ SES (Gen.) ☐ SES (CR)		11. Position Is ☐ Supervisory ☐ Managerial ☒ Neither		12. Sensitivity ☒ 1--Non-Sensitive ☐ 3--Critical ☐ 2--Noncritical Sensitive ☐ 4--Special Sensitive
13. Competitive Level Code				
14. Agency Use				

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review	Range/Forestry Technician (Fire)	GS	455/462	07	DR	04/28/09
d. First Level Review						
e. Recommended by Supervisor or Initiating Office	Range/Forestry Technician (Fire)	GS	455/462	07		

16. Organizational Title of Position (if different from official title) Helitack Squad Boss	17. Name of Employee (if vacant, specify)
--	---

18. Department, Agency, or Establishment Department of the Interior	c. Third Subdivision
a. First Subdivision Bureau of Land Management	d. Fourth Subdivision
b. Second Subdivision	e. Fifth Subdivision

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.	Signature of Employee (optional)
--	----------------------------------

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that	this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.
---	--

a. Typed Name and Title of Immediate Supervisor	b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)
Signature _____ Date _____	Signature _____ Date _____

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.	22. Position Classification Standards Used in Classifying/Grading Position GS-0455, GS-0462, Aid and Technical Work in the Biological Sciences Series, GS-0400 TS-111 (12/91)
--	---

Typed Name and Title of Official Taking Action Don Roberts Human Resources Specialist (Classification)	Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.
Sign _____ Digitally signed by Don Roberts DN: cn=Don Roberts Location: Branch of Position Classification Date: 2009.04.28 12:55:18 -06'00'	Date 04/28/09

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)								
b. Supervisor								
c. Classifier								
24. Remarks Department of the Interior, FLERT Specialist This PD has been approved as follows under 5 USC 8336(d) and 8412(d) Firefighter Primary Law Enforcement Secondary Administrative Sec/Supvy Approval Date June 3, 2009								

25. Description of Major Duties and Responsibilities (See Attached)

NSN 7540-00-634-4265

Previous Edition Usable

5008-106

OF 8 (Rev. 1-85)
U.S. Office of Personnel Management
FPM Chapter 295

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT		
3. ORGANIZATIONAL LOCATION AS SHOWN ON CURRENT DESCRIPTION; AS HEREBY AMENDED			
a. _____	d. _____		
b. _____	e. _____		
c. _____			
4. CSC TITLE AND BUREAU POSITION NO. F169 Range/Forestry Technician (Fire) Helitack Squad Boss	SCHEDULE GS	SERIES 455/462	GRADE 06
_ SAME AS PRESENT; AMENDED FOR: CSC TITLE, POS. NO., SERIES, ☒ GRADE OTHER			

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED IN THIS AMENDMENT.	6. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED. <i>Sandy Trupp</i> 4/30/09 (Signature of Official Exercising Classification Authority) Title HR Specialist Date
Signature & Title of Supervisor Date	

7. DESCRIBE BRIEFLY, BUT IN FULL. THE REASONS FOR CHANGES CHECKED ABOVE, AND THE ADDITIONS, DELETIONS, OR OTHER REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

This position is being restructured to the lower GS-06 grade indicated above to permit planned training and progression in the duties and responsibilities set forth in the attached full performance GS-07 level position description.

The general scope of duties as described will be assigned. However, individual assignments will be selected to develop and refine knowledge and skills. They will typically combine productive work with on-going training and instruction as appropriate and will relate to the objectives of attaining full performance on the job.

Supervision received initially will be relatively close with guidance and instruction being provided as needed and work reviewed, at the discretion of the supervisor, during progress and/or upon completion.

Nonexempt

Bui Oanh

Department of the Interior, FLERT Specialist

This PD has been approved as follows under 5 USC 8336(c) and 8412(d)

☒ Firefighter ☒ Law Enforcement

☒ Primary ☒ Secondary/Administrative ☐ Sec/Supvy

Approval Date June 3, 2009

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

INTRODUCTION

This is a standard wildland fire management position description intended for use in the Bureau of Land Management. Incumbent serves as a Helitack Squad Manager, and Type 4 or 5 Incident Commander providing oversight and leadership to fire suppression activities. Incumbent is actively engaging in and provides oversight to wildland fire suppression operations.

This is an arduous/rigorous position and subject to medical screening and work capacity testing at the arduous level.

This is a drug testing designated position (TDP) under the Department of the Interior Drug-Free Workplace Program for DOI employees.

Prior experience in wildland fire helicopter operations is a requirement of this position.

Incumbent must possess a valid state driver's license.

Incumbent must at minimum be certified as a Helicopter Manager (HELM) and Type 4 Incident Commander (ICT4).

MAJOR DUTIES

FIRE SUPPRESSION OPERATIONS 60%

The incumbent manages a highly mobile aerial delivered firefighting squad that utilizes exclusive use contracted helicopters to rapidly attack wildfires in varied terrain and fuels. Works in adverse conditions located in remote wilderness areas, desert regions, and urban interface locations. A significant amount of incumbents work is in support of suppression operations at temporary bases located throughout the nation. Due to the nature of wildland fire suppression efforts, the incident command and helicopter management duties described below are normally performed simultaneously.

Incident Command and Suppression of Wildland Fire Incidents :

Serves as a Type 4 (ICT4) or Type 5 (ICT5) Incident Commander, managing resources that vary from single resource to multiple resource task forces or strike teams. Crew numbers can vary from three up to forty firefighters depending on suppression complexities. Incumbent ensures that suppression operations remain within the scope and capability of the existing resources. Ensures safety and welfare for all assigned personnel in adverse/remote working conditions. Plans/implements wilderness survival tactics as necessary.

Directs firefighters in the initial and extended attack phase of wildland fire suppression operations. The incumbent and squad are often the first responders. Incumbent must assess aerial/ground fire situations, analyzing conditions, developing/implementing control

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

strategies/tactics, deploying/assigning personnel/equipment, and directing helicopter operations including water drops and support missions. Communicates incident information to fire dispatch offices and other resources. Orders additional suppression resources as needed. Works in conjunction with other crews, heavy equipment, fire engines and other aircraft.

Provides instructions for, and participates in, direct suppression of fire, direct and indirect fire line construction, hot spotting, backfiring/burnout, aerial ignition, water delivery systems and application, tree and brush felling and removal, blackline and mop-up operations, gridding and patrol based on current and accepted methods. Responsible for completing fire line safety and tactical briefings, fire size-up, fire reports and fire personnel performance evaluations.

Observes, corrects, and evaluates squad skills. Provides specific, in depth protocols of fire behavior characteristics, safety regulations, and work procedures. Ensures that all squad members are qualified for their assigned activities.

Utilizes Information Technology (IT) systems to gather, and disseminate fire information, utilizing items such as; Two-way radios, Global Positioning Systems (GPS), satellite telephones, portable laptop computers, and mobile weather stations.

Operates a variety of motor vehicles to transport equipment, supplies, and crew members.

Helicopter Management and Operations:

Incumbent is responsible for planning, scheduling, directing and resolving problems associated with remote helicopter operations in order to meet fire suppression and/or other resource objectives.

Incumbent is responsible for proper site selection/construction of remote helicopter landing areas that meet agency safety specifications and guidelines, assigns work accordingly to squad members to accomplish that task. May provide or oversee the acquisition and placement of wind indicators, fire extinguishers, landing area markers, fueling areas, helicopter marshalling, personnel and cargo organization, pilot and passenger briefings. Communicates with pilots through radio and/or hand signals.

Plans and prepares for the use of external helicopter loads, water buckets, and rigging. Performs ground hover hook-ups to the helicopter. Ensures proper utilization and configuration of specially designed and manufactured equipment.

Gives oral and written operational briefings to private vendor pilots, crew members, passengers, incident personnel, management, interagency cooperators and other personnel outlining mission parameters/conditions and safety considerations. Plans, directs, and participates in the loading/unloading of helicopters with firefighting personnel and equipment. Ensures load manifests and aircraft weight and balance calculations are accurate to meet helicopter weight limitations and safety guidelines.

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

Serves as aerial observer and navigator in the helicopter providing fire detection, fire locating, fire size-up, directing ground forces to the fire, ordering additional resources and communicating with fire dispatch on mission status.

Responsibilities include helitack/rappel, reconnaissance, survey, search and rescue, bucket/tank, external load, aerial ignition, seeding, etc. Incumbent ensures that procedures and equipment used are within Agency, Departmental, FAA, DOT, NTSB regulations and other applicable approved agency and interagency operations guidebooks.

Uses various/dissimilar aircraft radios and Global Positioning Systems (GPS) to accomplish flight following, coordination of resources, navigation and mapping, to locate fires or other points on the ground.

Identifies aerial and ground hazards; briefs crew members, pilots and drivers. Conducts risk analysis and implements risk mitigation measures. Completes SAFECOM reports for hazards, unsafe acts, maintenance deficiencies, airspace conflicts, and events or circumstances which affects or could affect the safety of aircraft operations. May suspend all operations until hazardous situations are mitigated and risks have been assessed.

Incumbent may hold a position on a helicopter rappel crew with duties including; participation/instruction of rappel training, oversight/inspection of life bearing rappel equipment (rappel ropes, rappel harness, decent device, helicopter rappel anchors, cargo letdown equipment, etc), and accurate equipment tracking/documentation of the life bearing equipment. Utilizes specialized rappel equipment for aerial insertion into remote fire areas and locations.

May be certified to function as Helibase Manager, Helicopter Rappeller, Helicopter Rappel Spotter, Helitorch Manager, Mixmaster, Helitorch Module Member, Plastic Sphere Dispenser Operator, Ignition Specialist, Deck Coordinator, Airbase Radio Operator, Take-off and Landing Coordinator, Helicopter Coordinator and other specialty positions per qualifications.

CONTRACT ADMINISTRATION 30%

Serves as a Contract Officer's Representative (COR) or Project Inspector (PI) on Exclusive Use, Call-When-Needed helicopter contracts and Aircraft Rental Agreements. Serves as a designated COR or PI performing day to day administrative duties as delegated by the Contracting Officer (CO) or Contract Officers Representative (COR). Completes flight invoices daily diaries, and all related/required contract administration documentation. Serves as liaison between the contractor, the local Fire Staff and the CO or COR in ensuring that all contract requirements are being met and helps with conflict resolution at the lowest level. Monitors contract performance and provides recommendations on final contractor performance evaluations. Evaluations are utilized by CO's in future best value contract award decisions.

Monitors, verifies and documents aircraft use, completes daily flight invoices and prepares cost summaries on a daily or project basis. (Helicopter contracts annually expend in excess of \$300,000 in programmed funds)

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

Completes Contract Daily Diary to document contract equipment and personnel assigned, daily activities and any contractual non-compliance or problems. Plans, coordinates, and supervises aircraft operations according to DOI/BLM policy. Monitors and records aircraft use, pilot flight and duty time, aircraft flight time, fuel truck activity and turbine engine power checks. Reviews aircraft logbook entries to ensure that appropriate aircraft maintenance is performed, documented, and relayed to agency maintenance personnel.

Ensures that all Agency, Department, FAA, NTSB, DOT, OSHA safety regulations and policy are strictly enforced for helicopter, suppression and project activities. Ensures that subordinates and contractors utilize required standard safety procedures and equipment in all operations.

ADDITIONAL DUTIES 10%

Training: Provides formal/informal training to squad members/other personnel in specific tasks and techniques associated with helicopter and fire suppression operations. Utilizes on-the-job training and simulation-based training as form of instruction. Instructs, the use of hand and power tools, hoses, chemicals, hydraulic systems, aircraft operations and specialized helicopter associated equipment.

Will be required to perform formal on-the-job safety training. Based on previous training and experience presents formal training courses to agency employees, interagency employees, cooperators, and vendor personnel in helicopter safety, proper loading/unloading of personnel and cargo, external load/longline operations, bucket/tank operations, etc.

Implements a safety training program in compliance with applicable requirements. Is responsible for ensuring that work conditions conform to agency safety programs. Identifies and corrects safety system discrepancies and provides feedback to the Helitack Supervisor. Instructs employees on safety requirements of assignments, reviews and reports work loss incidents in accordance with Agency and OWCP regulations. Identifies corrective measures for violations of the Occupational Safety and Health Act standards in the workplace.

Preparedness: Ensures squad is prepared for assignments by instructing readiness drills and equipment inspections to meet rapid mobilization requirements set by the Helitack Supervisor.

Provides oversight for inventory, service and maintenance of firefighting tools and equipment, support vehicles and helicopter support equipment and accessories, aerial ignition equipment, helicopter rappel equipment, personal protective equipment.

Provides logistical support to the program. Identifies and maintains specific equipment stocking levels for fire preparedness. Knowledge of procurement protocols utilizing the National Fire Cache System and local ordering procedures.

Prescribed fire: Implements, assists, or provides support in prescribed fire operations. Incumbent may develop burn plans, lead and/or assist with on the ground implementation to accomplish agency goals and resource management objectives.

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

Project work: May perform hazardous fuel reduction projects such as; thinning, cutting, and piling vegetation through the use of mechanical tools i.e. chainsaws. Incumbent is responsible for the quality of work; safe production of work; and supervision of the squad until task completion. Reviews Job Hazard Analysis (JHA) and safety protocols with squad prior to engaging in project.

Assists supervisor on the implementation and evaluation of Employee Performance Appraisal Plans (EPAP). Finds ways to improve production or increase the quality of work directed. Helps to create an environment which respects, appreciates and accepts the contributions and perspectives of all employees. Supports and implements EEO and Civil Rights policies, requirements and objectives

FACTORS

Factor 1, Knowledge Required by the Position

Level 1-4 550 Points

Specialized practical knowledge and experience in strategies, tactics, and suppression methods used in containment and control of wildland fires is required in order to effectively direct squad members and assigned fire resources in fire suppression and helicopter operation efforts. Knowledge is also applied to analyze rapidly changing fire behavior and environment, determine when/if additional forces may be needed or determine when circumstances warrant withdrawal of the squad to safe location.

Demonstrated knowledge of stressful and adverse operating conditions, in order to implement a safe working environment for firefighting personnel when presented with extreme environmental conditions, long work hours, heavy workloads, and emergency situations, Knowledge of standard first aid procedures and survival techniques sufficient to perform preliminary first aid and triage as necessary.

Extensive knowledge of fire behavior including causes of fire, influence of temperature, humidity, wind, topography, slope, fuel moisture conditions, and fuel type in order to know where to attack the fire, build fire line and where to be positioned to safely manage and command a wildland fire incident.

Knowledge of fire terminology to communicate critical incident information to dispatch/communication centers, firefighters and other attached firefighting resources.

Thorough knowledge of the various helicopter models and capabilities, limitations, flight characteristics, aerodynamics and mountain flying techniques to safely and efficiently execute helicopter operations as required in the Interagency Helicopter Operations Guide (IHOG). Knowledge of helicopter accessory equipment capabilities and use to safely and efficiently conduct fire suppression, fire use and resource helicopter missions.

Technical knowledge of specific and unique interagency and DOI federal helicopter contracts, specifications and administrative requirements in order to monitor compliance, resolve conflicts,

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

complete flight invoices and related and required documentation when performing Project Inspector (PI) and Helicopter Manager duties.

Knowledge of Agency, Department, FAA, DOT, and interagency aviation policy, operational guidelines and safe practices as they relate to fire suppression, fire use and resource helicopter activities and helicopter flight planning.

Skill in the use of hand/power tools such as Pulaskis, shovels, McLeod's, chainsaws, portable pumps, firing devices (drip torch, fusees) to build fireline, suppress wildland fire, control prescribed fires, and to perform other non-fire related duties necessary to complete assigned project

Knowledge of the structure and function of the Department of the Interior and the Department of Agriculture, United States Forest Service, sufficient to determine how they interact on an interagency basis.. Knowledge of agency and interagency qualifications, position task book requirements, and certification standards and procedures adopted by the National Wildfire Coordinating Group (NWCG).

Knowledge of appropriate act requirements to include the Equal Opportunity Act, Civil Rights Act, Age Discrimination in Employment Act, Rehabilitation Act, 29 CFR 1604.11(a) Sexual Harassment sufficient to function within a diverse workforce

Knowledge and experience in methods and techniques to facilitate formal and informal training sessions to subordinates, other agency personnel, and non agency personnel including contractors and volunteers.

Skill in instructing personnel by providing on-the-job training that teaches proper and safe techniques, applications, methods, procedures, terminology, and principles of aerial firefighting and helicopter operations.

Oral and written communication skills in order to effectively interact with people at all levels, internal and external to the organization, including the public.

Ability to perform basic computer technology skills such as word processing, electronic mail, Internet use, and specialized fire information databases and programs.

Factor 2, Supervisory Controls

Level 2-3 275 Points

The supervisor provides direction on the priorities, objectives, and deadline. Supervisor may provide further guidance for new assignments or unusual or unprecedented situations.

The incumbent identifies the work to be done to fulfill requirements, objectives, and plans and carries out assignments independently, coordinating work efforts with outside parties. The incumbent also exercises initiative in developing his/her own solution to common technical and procedural problems such as changes in priorities, need for extended field time, need for additional equipment or personnel, and other such comparable issues. Incumbent seeks direction or decision from higher authority on the course to follow when encountering significant technical

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

or procedural problems with work, e.g., when project objectives appear to substantially exceed available equipment and staffing capacities or when technical issues new to the organization are encountered. In such instances, the incumbent may be expected to develop proposals, typically with supporting justification, for resolving the problem.

Completed work is reviewed for technical soundness in resolving problems encountered, e.g., success in (a) meeting deadlines, (b) developing solutions to problems encountered, (c) executing the work in accordance with agency policy and accepted scientific practices, (d) producing projects and administering operations which are both technically accurate and complete in terms of such criteria as the users needs, the projects objectives, and the established requirements of the organization. These reviews emphasize the quality of judgment used by the incumbent in resolving technical and administrative problems noted in reports or identified by those with whom the incumbent interacted. Accuracy of the data produced, quality of observations made, and the sufficiency of steps employed in planning and executing the work assigned are customarily accepted without detailed review.

Factor 3, Guidelines

Level 3-2 125 Points

Written guidelines exists but are not limited to: Bureau and Department manuals and policy, Federal Aviation Regulations, Health and Safety Code, interagency handbooks, Interagency Helicopter Operations Guide, Interagency Aerial Ignition Guide, DOT regulation, Fireline Handbook, aircraft flight manuals and logbooks, helicopter contracts and other agency and interagency guidebooks specific to fire. Aviation and fire policy and guidelines are constantly changing, in a state of revision or in conflict with other agency regulation.

The incumbent is expected to use sound and rapid judgment in selecting interpreting and applying existing guidelines to complex technical situations which are often emergency in nature and continually changing and lack precedent.

Incumbent must recognize when guidance is non-existent or unknown; stop operations and seek advice of supervisor or higher qualified individuals.

Factor 4 – Complexity

Level 4-3 150 Points

In managing remote fire suppression and helicopter operations, incumbent must consider: squad and helicopter safety; resource capabilities; priorities; terrain; heavy fuel loads; multiple fire situations; extreme burning conditions; multiple guidelines and procedures, to determine appropriate action. Incident and operational complexities must be continually reassessed to ensure the appropriate strategies are being implemented. Frequent critical independent decisions, under time sensitive and emergency conditions are required.

Incumbent must weigh economics, resource safety and efficiency in managing fire suppression and helicopter management efforts and priorities. A constantly changing atmosphere of conditions, priorities and resource limitations exists.

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

The technical expertise incumbent provides is applied to specialized and unique situations such as helicopter external load operations and aerial ignition missions.

Precedent technical and procedural problems encountered are independently resolved.

Incumbent must understand the interrelationships between the CO, COR, Contracting Officer's Technical Representative (CORT) and the PI on an interagency basis. Incumbent must ensure compliance with contract technical requirements, DOI Aviation Management/USFS technical contract support, safety, accident prevention and reporting requirement, substitute/replacement of equipment and personnel, billing and invoice submissions, modification documentation, claims and disputes and contractor evaluation.

Factor 5 – Scope and Effect

Level 5-3 150 Points

The work involves directing specialized resources in the accomplishment of a variety of critical fire suppression activities as well as resolving unique operational problems. Rapid and effective initial attack prevents fires from becoming larger and more costly. Incumbent's actions have a significant impact on fire suppression operations and the efficiency and effectiveness of the fire and aviation management program.

Factor 6 & 7, Personal Contacts and Purpose of Contacts

Level 2-B 75 Points

Personal contacts are with employees in agency, inside and outside of the immediate organizations, e.g., personnel from higher level organizational units, resource personnel from State or local government units, other Federal agencies and helicopter contractor personnel, and vendor pilots. Personal contacts may be with the general public, private landowners, cooperators, or business persons. The contacts are usually established in a moderately structured setting.

The purpose of personal contacts is to: plan schedule, direct and coordinate work efforts; ensure safety requirements are being met; ensure adherence to laws, rules, contract provisions; promote cost containment; discuss inspected work and contract requirements; discuss technical requirements and resolve problems; interpret data obtained and explain its purpose and significance; or reach agreement on operating problems.

Factor 8, Physical Demands

Level 8-3 50 Points

Arduous: Duties involve rigorous fieldwork requiring above average physical performance, endurance and superior conditioning. Work requires prolonged standing, walking over uneven ground, and reoccurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar strenuous activities requiring at least average agility and dexterity. Incumbent is subject to medical examination and must pass the work capacity test for arduous/rigorous positions.

Duties include demands for strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Operations of some specialized fire equipment

Range/Forestry Technician (Fire), GS-455/462-07, (Helitack Squad Boss)

can place extended physical stress on incumbent during fire activities.

Factor 9, Work Environment

Level 9-3 50 Points

The work environment involves high risks with regular and recurring exposure to potentially dangerous situations or unusual environmental stress where high risk factors exist which cannot be reasonably controlled. For example, working at great heights under extreme weather conditions, or working closely with toxins or dangerous pests or animals such as poisonous snakes, where safety precautions cannot completely eliminate the danger.

The work is primarily performed outdoors at remote locations, airstrips, helibases, unimproved helispots, and fireline locations in forest and desert environments in steep terrain, sometimes at high elevation, where surfaces may be extremely uneven, rocky, or covered by vegetation. Temperatures commonly exceed 100 degrees F and fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise and falling and rolling material. Personnel must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstance. Incumbent is subject to frequent exposure to low-level flight, low flying and hovering aircraft. Incumbent may be required to live in backcountry camps for extended periods of time. The hazardous nature of the job requires that protective clothing be worn (hard hat, gloves, boots, flame resistant clothing and other personal protective equipment). Work requires travel by light fixed-wing or rotor-wing aircraft.

GS-7 (1355-1600)

Total Points=1425