



National Fire and Aviation Executive Board

January 21, 2005

To: Fire Management Officers and Human Resource Management Officers

From: National Fire and Aviation Executive Board

Subject: Interagency Fire Program Management Decision

The attached decision paper (dated January 20, 2005) identifies newly adopted hiring procedures for single and multi-grade positions covered under the Interagency Fire Program Management Qualifications Standard and Guide (IFPM Standard). This decision is specific to the National Wildfire Coordinating Group (NWCG) qualifications and additional required training as outlined in the IFPM Standard. All Office of Personnel Management (OPM) requirements must be met at the time of hire.

The National Fire and Aviation Executive Board (NFAEB) has made this adjustment to the IFPM Implementation Plan (dated October 1, 2004) in order to provide the same qualification timeframe for both incumbents and applicants. **This does not negate any additional requirements set forth in the IFPM Standard.** The requirements must be met by all fire management personnel in the 14 key fire management positions and those positions that share sufficient collateral duties.

It is important for supervisors and employees to meet all IFPM requirements no later than October 1, 2009. Each agency will collect data on an annual basis to monitor employee progress toward meeting the NWCG qualifications and additional required training. Work is underway to include the IFPM Standard in the Incident Qualifications and Certification System (IQCS). This will provide a tool for managers to use in the annual monitoring process. IQCS will also provide a list of training needs and course management, an individual development planning tool, and specialized reports on the progress of individuals, units, and agencies. Information will be distributed when these enhancements are made to the System.

The NFAEB fully supports the transition to the IFPM Standard and will continue to be responsible for decisions and implementation actions. If you have questions, please review the information on the IFPM website (http://www.nifc.gov/training_qual/IFPM/ifpm.htm) or contact the agency fire management or human resource management representative through supervisory channels.

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