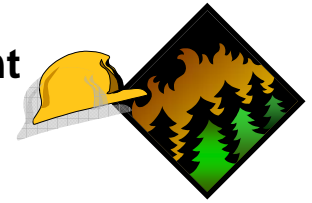


# Interagency Fire Program Management



Qualifications Standards and Guide  
[http://www.nifc.gov/training\\_qualifs/IFPM/ifpm.htm](http://www.nifc.gov/training_qualifs/IFPM/ifpm.htm)

Decision Paper  
November 15, 2004



## Temporary Hiring Under the IFPM Standard

### Issue:

With the implementation of the Interagency Fire Program Management Qualifications Standards and Guide (IFPM Standard) all temporary (seasonal) employees, as of October 1, 2004, must meet the minimum qualification standards of the IFPM Standard. In addition, all temporary employees (new or returning) are to be placed in the newly established interagency standard position descriptions that contain an amendment regarding the IFPM Standard minimum qualifications.



There is growing concern from managers that they will not be able to fill their temporary positions if the minimum qualifications standards as outlined in the IFPM Standard are used. There has not been sufficient time to ensure temporary senior firefighters have been given an opportunity to meet the NWCG Incident Management Qualifications. Permanent employees, in these same positions, have five (5) years to meet the qualification requirements.



### Resolution:

This decision delays the implementation of the IFPM Standard for temporary employees for one (1) year. This delay would apply across all agencies for the period of October 1, 2004, to October 1, 2005. Temporary employees hired under this delay provision would remain in their agencies' existing standard position description for the 2005 fire season.



### Scope:

This delay of IFPM implementation will apply to all temporary employees (new or returning) at the GS-05 and GS-06 levels. Effective dates will be October 1, 2004, to October 1, 2005.



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