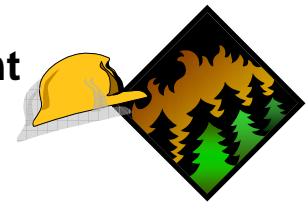


Interagency Fire Program Management

Qualifications Standards and Guide
<http://ifpm.nifc.gov>



Decision Paper #3 August 23, 2005



Subject: Temporary Hiring Under the IFPM Standard

Effective Date: This decision is effective August 23, 2005



Background:

On November 15, 2004 the National Fire and Aviation Executive Board (NFAEB) signed a decision paper delaying the implementation of the IFPM Standard for temporary employees (new or returning) at the GS-05 and GS-06 level. This was done based on a concern that fire managers would not be able to fill their temporary Senior Firefighter positions based on the NWCG Incident Management Qualifications as outlined in the IFPM Standard. That decision is scheduled to expire on October 1, 2005.



Subsequently the NFAEB signed Decision Paper #2 on January 20, 2005 stating that applicants into any of the 14 key fire management positions will have until October 1, 2009 to meet the NWCG qualifications and additional required training as outlined in the IFPM Standard. It also stated that all OPM requirements must be met at the time of hire. Employees hired after January 20, 2005 and before October 1, 2009 are required to sign a condition of employment stating that they will meet the NWCG qualifications and additional required training by October 1, 2009.



Temporary firefighters are a very important and significant portion of the workforce during the fire season.

Decision:

To ensure that fire management is able to fill these vital positions and to provide consistency in IFPM Implementation all temporary employees will have until October 1, 2009 to meet the NWCG Incident Management Qualifications and Additional Required Training as outlined in the IFPM Standard. However, all OPM requirements must be met at the time of hire. Temporary employees will not be required to sign a condition of employment. After October 1, 2009, all temporary employees must meet all of the Minimum Qualification Standards at the time of hire.



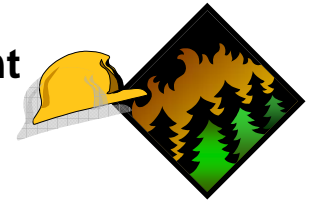
Scope:

This decision will apply to all temporary employees being hired into positions that are covered by the IFPM Standard. Effective dates will be August 23, 2005 to October 1, 2009.



Interagency Fire Program Management

Qualifications Standards and Guide
<http://ifpm.nifc.gov>



/s/ Lyle Carlile
Lyle Carlile, Fire Director
USDI, Bureau of Indian Affairs

/s/ Timothy M Murphy
Timothy M. Murphy, Deputy Director
USDI, Bureau of Land Management



/s/ Phil Street
Phil Street, Fire Director
USDI, Fish and Wildlife Service

/s/ Mike Wallace
For Edy Williams-Rhodes, Chief
Division of Fire & Aviation Management
USDI, National Park Service



/s/ Alice Forbes
For Tom Harbour, Director
Fire & Aviation Management
USDA, Forest Service

/s/ Don Artley
Don Artley
NASF Fire Director

