



National Fire and Aviation Executive Board

Memorandum

To: Agency Administrators and Fire Program Managers

From: National Fire and Aviation Executive Board

Date: September 27, 2007

Subject: Modification of Position Competencies Requirement

This month the National Fire and Aviation Executive Board (NFAEB) made the decision to modify the use of position competencies within the Interagency Fire Program Management Qualifications System (IFPM). NFAEB has tasked the IFPM Implementation Team to modify the Interagency Fire Program Management Qualifications Guide to reflect this policy change.

Prior to this modification, employees were not required to demonstrate “**all the defined competencies**” upon initial selection, but were “**required**” to achieve **all indicated competencies before being considered** for the full-performance level or within three (3) years of meeting the minimum qualification standards for IFPM. This modification to the IFPM Guide will change the competencies from a requirement to achieve full performance levels, to guidance for use by the employee and supervisor for employee development and program management.

This modification in the requirement and intent of competencies, as identified above, is effective immediately. NFAEB is tasking the IFPM Implementation Team to review other aspects of IFPM based upon lessons learned over the first three (3) years of this program. Additional modifications may be coming in the future.

Please contact your IFPM Implementation Team representative if you have questions concerning this program modification.



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