



**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 (Firefighter)

Bureau: Fish and Wildlife Service - Bureau Wide

Classification Title: Range Technician

Organization Title: Crew/Engine Leader - S000021

Position Number: S000021 Series and Grade: GS-0455-06

**RECOMMENDATION FOR COVERAGE REVIEW:**

Primary rigorous coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested.

The primary duties of this position are: to personally apply prescribed burning and wildland fire control/extinguishment techniques to protect identified values and conserve and enhance habitat, and to serve as engine chief and/or direct the work of fire crews on the fire line. Personally engages in fighting range, forest, and other wildland fires for the U.S. Fish and Wildlife Service as well as on fires for which cooperative agreements exist between the Service and outside entities. Primary duties are directly connected with the control and extinguishment of fires. Duties are rigorous and employment is limited to young and physically vigorous individuals.

Daniel M. Ashe  
Chief, National Wildlife Refuge System, Dan Ashe

12.14.00  
Date

Marcia L. Scifres  
DOI Fire & Law Enforcement Team Leader, Marcia L. Scifres

12/14/2000  
Date

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

Wendell K. Sutton  
Wendell K. Sutton, Deputy Assistant Secretary, Human Resources

12/18/00  
Date

**POSITION DESCRIPTION** (Please Read Instruction on the Back)

-5000021

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

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	Range Technician	GS	455	06		
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)  
**Crew/Engine Leader**

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment  
**DEPARTMENT OF THE INTERIOR**

a. First Subdivision  
**U.S. Fish and Wildlife Service**

b. Second Subdivision  
**Region**

c. Third Subdivision

d. Fourth 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  
**U.S. OPM GEG for Aid & Tech Work in the Bio.Sci, dtd Dec 62**  
**GS 455, TS-111, Dec 91**

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.

Signature \_\_\_\_\_ Date \_\_\_\_\_

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)								
b. Supervisor								
c. Classifier	OK	10/4/12						

24. Remarks  
**FPL GS-06 Standard Position Description- Servicewide**

10/4/12 - Corrected FLSA to NE *cking*

Department of Interior, FLETC Retirement Team Specialist  
This position is approved as follows under SUSC 8336(c) and 8412(d):  
 Firefighter  Law Enforcement  
 Primary  Secondary/Administrative  
 Approval Date: **12/18/00**  
**Debra O. Summers** 12/07/00  
 Personnel Management Specialist

**Range Technician, GS-455-6, (Crew/Engine Leader)**

INTRODUCTION

This is a standardized position description, intended for use in the U.S. Fish and Wildlife Service. The primary duties of this position are: (1) to personally apply prescribed burning and wildland fire control/extinguishment techniques to protect identified values and conserve and enhance habitat, and (2) to serve as engine chief and/or direct the work of fire crews on the fire line. ~~This is a primary/vigorous wildland firefighter position.~~

MAJOR DUTIES

Firefighting/Lead (65-85% of Duty Hours):

Personally engages in fighting range, forest, and other wildland fires for the U.S. Fish and Wildlife Service (Service) as well as on fires for which cooperative agreements exist between the Service and outside entities, such as State, Federal, military, and local resource management organizations across the country. Prepares fire related reports and maps. Documents fire management efforts. Typically participates on numerous wildland fires and prescribed burns annually for the purpose of creating firebreaks, combating woody plants, and stimulating the propagation of diverse grasses, forests, and trees. May lead a group of no more than two full time employees in the performance of wildland firefighting work that is evaluated at GS-5, at its highest level instructing these employees in specific tasks and job techniques and giving on-the-job training to new employees.

Serves as Initial Attack Incident Commander on wildland fires, determining potential for ground and air access, laying out and organizing lines of attack, accessing potential for backburning and locating and constructing fire lines or fire trenches as appropriate, and ensuring availability of equipment, water, and supplies needed to carry out wildland fire suppression. Determines when refuge wildland fires require auxiliary firefighting crews and aerial support; dispatches fire crews; and provides onsite direction and support to crew members on the fire line.

Operates mobile firefighting equipment, e.g., tankers, backhoes, trenchers, fire boats, and engines (Driving a fire engine, tanker, or other vehicle with a gross weight of 26,000 pounds or more requires a commercial driver's license). Utilizes and maintains aerial fire ignition and suppression devices and equipment such as those using potassium permanganate pellets, gasoline gel caplets, terrain torches, and slurry buckets. Performs other minor related duties as needed, including acting on behalf of the supervisor during periods of absence.

Fire and Safety Training (15% of Duty Hours)

Provides basic fire and safety training to firefighting personnel, including personnel from cooperating Federal organizations, and/or Native American groups sponsored by the Service; develops and directs field training exercises; and works with others to present basic and advanced fire fighting training dealing with topics such as aerial fire ignition and the operation

and utilization of fire retardant equipment and supplies.

#### Fire Equipment Support ( Of Duty Hours)

Researches and orders specialized clothing, gear, spare parts, and equipment for fire-related activities.

#### OTHER DUTIES (0-20% of Duty Hours)

When not involved in fire related work, assists in project work such as road and trail maintenance, habitat manipulation, and miscellaneous equipment and facilities.

Provides practical technical support in range research efforts, in the marketing of the range resource; and in the scientific management, protection, and development of grasslands and other range resources.

#### Factor 1 - Knowledge Required by the Position

Practical knowledge of fire control methods and principles as they relate to range, and/or other wildland conservation and related resource management fields, and the skill to apply them in order to plan and safely conduct and contain prescribed burns, to extinguish wildland fire, and to solve technical problems with a wide range of conditions and unusual combinations of variables.

Understanding of the variables associated with wildland fire, e.g., air temperature, humidity, topography, wind velocity, and fuel types (such as chaparral, brush, resinous trees, and grasses) in order to select methods and modify approaches to fit a diversity of conditions and circumstances.

Understanding of the biological implications of fire management, revegetation, and Service policies and practices in order to carry out work in a manner consistent with Service objectives and requirements.

Ability to coordinate and direct firefighting efforts in order to determine auxiliary crew size required, to dispatch vehicles and personnel, and guide firefighting activities during the course of the fire and cleanup.

Knowledge of mobile and airborne firefighting equipment operation in order to plan and participate in land and aerial fire suppression efforts and to train others in the use of equipment in starting, controlling, and suppressing fires.

Skill in oral and written communication in order to coordinate cooperative firefighting activities and to provide classroom and field instruction in basic and advanced firefighting techniques; and to write activity reports.

Knowledge of administrative procedures in order to research and initiate requests to purchase firefighting equipment, supplies, and gear such as fire shelters, pumper parts, and fire and heat retardant clothing.

Thorough knowledge of safety and first aid procedures in order to ensure personal safety and the protection of others engaged in igniting and suppressing fires in a natural environment.

Knowledge of the methods and techniques of range conservation and related resource management fields.

Skill in performing basic or routine preventative maintenance on mobile firefighting vehicles, equipment, and communication devices to ensure operational readiness and to recommend or initiate repairs/replacements as appropriate.

Skill to operate a motor vehicle; must be able to obtain or maintain a motor vehicle operator's license; and, must have or be able to obtain and maintain a commercial operator's license to operate motor vehicles over 26,000 lbs. GVW

#### Factor 2 - Supervisory Controls

The supervisor assigns ongoing tasks and determines priorities. The supervisor and employee confer on approaches applicable to new assignments and unusual circumstances. The employee independently coordinates work efforts with outside parties and uses initiative in developing solutions to procedural problems such as the need to extend field time or obtain additional equipment and/or personnel. Work is typically reviewed for: consistency with safe and technically sound methods; the quality of decisions and judgment, the clarity of guidance which the employee provides, and the readiness of equipment and personnel under emergency conditions.

#### Factor 3 - Guidelines

There are numerous guidelines such as the National Fire Danger Rating System, burn plans and prescriptions, equipment manuals, and technical guides issued by the Service, the Department, and the Interagency Fire Management Center. The employee selects and adapts methods and approaches to meet field conditions and solve problems.

#### Factor 4 - Complexisty

Work entails a diversity of technical duties requiring a variety of methods and process. Precedented technical and procedural problems in planning and carrying out the work are resolved independently. The employee adjusts work methods to accommodate unusual combinations of conditions and broad collaborative activities. Judgment is applied in determining the applicability of procedures. Decisions made and actions taken under field conditions are typically urgent and occur under stressful emergency circumstances.

### Factor 5 - Scope and Effect

The primary purposes of the work are to carry out prescribed burn projects planned by the supervisor, to personally apply prescribed burning and wildland fire control/ extinguishment techniques to protect identified values and conserve and enhance habitat, and to plan and direct the work of fire crews on Service lands and in accordance with cooperative agreements. The work contributes to the perpetuation of habitat and enables others to safely conduct fire control activities.

### Factors 6 & 7 - Personal Contacts and Purpose of Contacts

Personal contacts are primarily with Service employees; with vendors; and with cooperating State, Federal, and local government personnel.

Contacts are made for the purpose of exchanging information, providing instruction, coordinating collaborative activities, requesting specialized fire management equipment and supplies, and solving problems.

### Factor 8 - Physical Demands

Firefighting is extremely arduous and hazardous. The work requires regular and protracted periods of strenuous physical exertion, including carrying heavy objects that may weigh up to about 50 pounds; walking over uneven, rocky, or swampy ground; climbing; bending; stooping; hacking through underbrush; and using heavy tools for long periods of time.

### Factor 9 - Work Environment

There is potential for burns, dehydration, and smoke inhalation. Work requires the use of specialized protective clothing and gear. The employee may conduct some activities from low flying aircraft and helicopters.

### Other Conditions:

- Must obtain and continuously meet requirements for a National Interagency Fire Qualification System (NIFQS) rating of firefighter.
- Must attain the prerequisite physical stamina and strength needed to perform rigorous duties and must demonstrate abilities at the prescribed level annually.
- Preemployment and random drug testing are required.
- Must be able to obtain and/or maintain a State motor vehicle operator's license.
- May require the incumbent to obtain and/or maintain a State commercial driver's license.