



United States
Office of Personnel Management

Fire Protection and Prevention Series

GS-0081

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Additional Available Guidance

See [Digest of Significant Classification Decisions & Opinions, Vol. 18](#) for use of mixed grade rule in evaluating driver/operator positions; crediting "fill-in" time; crediting elements of Factor 4 to fire chief positions; identifying "typical" supervisory positions; and using the "assistant chief" concept for nonsupervisory positions.

Workforce Compensation and Performance Service
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Fire Protection and Prevention Series

GS-0081

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SERIES DEFINITION

This series covers positions that supervise or perform work to control and extinguish fires, rescue persons endangered by fire, and reduce or eliminate potential fire hazards. It also covers fire service positions that control hazardous materials incidents; train personnel in fire protection and prevention; operate fire communications equipment; develop and implement fire protection and prevention plans, procedures, and standards; and advise on improvements to structures for better fire prevention. Positions in this series require a knowledge of firefighting and fire prevention theory and techniques, a knowledge of fixed and mobile firefighting equipment operation; and/or the ability to plan, direct, or carry out fire protection and prevention programs and operations.

This standard supersedes the standard for this series issued in April 1978.

EXCLUSIONS

1. Classify positions in the [Security Guard Series, GS-0085](#), when the primary requirement is guarding Government buildings and property, and are incidentally required to identify obvious fire hazards, locate and report fires, and activate emergency firefighting procedures.
2. Classify positions that include fire control, suppression, and related duties incident to forestry or range management work in the [Forestry Technician Series, GS-0462](#), or in the [Range Technician Series, GS-0455](#).
3. Classify positions that require a professional engineering background in the appropriate professional engineering series, such as the [Fire Protection Engineering Series, GS-0804](#).
4. Classify positions that include operating fire communications equipment but not requiring specialized knowledge of firefighting techniques, equipment, and procedures in series such as the [Telephone Operating Series, GS-0382](#), the [General Communications Series, GS-0392](#), or the [Dispatching Series, GS-2151](#).
5. Classify positions where safety program management is paramount and fire protection and prevention is only one of several major areas of responsibility in the [Safety Management Series, GS-0018](#).
6. Classify positions where skill in providing medical care is the paramount requirement to the appropriate series in the [Medical Group, GS-0600](#).

TITLES AND SPECIALIZATIONS

The following titles and specializations are established for this series:

Firefighter is the title for nonsupervisory positions engaged in all firefighting operations.

Fire Protection Inspector is the title for positions involved in preventing fires by physically inspecting a variety of facilities to detect and reduce or eliminate the hazards that cause fires.

Fire Protection Specialist is the title for two basic types of positions:

Type A -- Staff positions with responsibility for developing plans, procedures, and standards for implementation at a number of operating fire departments in an organizational or geographical area.

Type B -- Positions within an operating fire department with full-time staff responsibility for one phase of the total fire protection and prevention program. For example, an individual working full time in developing and implementing training programs for all personnel of the fire department, with no direct line supervisory responsibility.

Fire Chief identifies positions charged with the responsibility for the management and supervision of fire protection and fire prevention programs for one or more installations.

Firefighter and Fire Protection Inspector positions that meet the criteria for Work Leader as defined in the Work Leader Grade-Evaluation Guide are identified by prefixing the word "Lead" to the basic title.

Positions, with the exception of fire chief, that meet the criteria of the appropriate guidance for supervisory positions are identified by prefixing the word "Supervisory" to the basic title.

HAZARDOUS NATURE OF FIREFIGHTING

There is no such thing as a "safe" fire or hazardous materials incident. While most are kept under control, all fires have the potential of causing physical harm to persons and property. Firefighters are regularly exposed to a variety of dangerous situations such as fires that are out of control, toxic spills, or possible explosions.

Hazards encountered by firefighters include the potential for --

- burns, dehydration and other effects of heat, smoke inhalation, heavy protective clothing, falling materials, or explosions;
- exposure to toxic materials and bacteriological or viral agents;
- physical injury and sensory damage from firefighting activities and noise levels;
- dealing with victims of fire in varying states of fright, panic, and injury, or participating in mob or riot control; and/or
- operating or riding on fire trucks at high speeds under adverse conditions, or flying in aircraft to reach crash sites or fires in outlying areas.

These hazards make demands on the knowledge and judgment used by firefighters and on their physical ability to cope with the conditions. Firefighters must be prepared to avoid unnecessary dangers and to deal effectively with hazardous situations when they are encountered. The knowledges, skills, and abilities required to deal with hazards of the kind typically encountered in the occupation have been considered in the evaluation criteria in this standard.

ORGANIZATION OF THE STANDARD

The grade-level criteria for the Fire Protection and Prevention Series are in two parts. This is to facilitate the presentation and application of grade-level criteria that are different for supervisory and nonsupervisory positions.

Part I is presented in three sections as follows:

Description of Positions -- This section describes the duties and responsibilities common to each of the typical supervisory positions found in Federal fire departments, i.e., fire chief, assistant chief, and station chief. This section also describes duties and responsibilities of the typical work leader, e.g., crew chief.

Classification of Fire Chief Positions -- This section defines and describes in degrees of difficulty the four criteria and a grade conversion chart for fire chief positions. The criteria are defined as: Nature and Variety of Fire Hazards, Potential Fire Severity, Scope of Supervisory Responsibility, and Fire Program Management.

Classification of Supervisory and Lead Firefighter Positions -- This section provides guidelines for the classification of those positions.

Part II of the standard provides grade-level criteria for nonsupervisory Firefighter and Fire Protection Inspector positions, grades GS-3 through GS-8.

Fire protection specialist positions are relatively few in number and vary widely in the duties and responsibilities assigned. Type A fire protection specialist positions may require the same technical knowledges as required for fire chief positions, but not an equivalent level of authority and responsibility. Use the grade-level criteria provided in this standard as guidance in the evaluation of these positions. Other standards measuring abilities in organizational or management analysis may be appropriate for some positions. In some cases, consider additional comparisons with the standards for appropriate engineering and engineering technician positions. Evaluate type B positions with classification standards for related occupations. Select the standards relating to the type of assignment in which the position is involved (e.g., evaluate the training position referred to in the "Title and Specialization" section by reference to the [Grade Level Guide for Instructional Work](#)).

Classify positions which involve communications equipment operation, in addition to fighting fires, by using this standard and other standards as appropriate.

DEFINITION OF TERMS

Air moves -- includes take-off, landing, and touch-and-go.

Fuel -- any compound used for propulsion, or heating, or that will support combustion.

Motorized Firefighting Equipment -- pumper trucks, crash trucks, aerial ladder trucks, fireboats, or the equivalent in difficulty of operation.

Shift -- that part of the force of a fire department that is on duty for a specified number of hours.

PART I -- FIRE CHIEF, SUPERVISORY, AND LEAD FIREFIGHTER POSITIONS

SECTION I -- DESCRIPTIONS OF TYPICAL POSITIONS

Fire Chief

Fire chiefs are responsible for the overall management and supervision of the fire protection and fire prevention programs for a Federal installation, including tenant activities and smaller installations under their jurisdiction. They develop, coordinate, and implement programs, policies, regulations, and procedures and serve as technical advisors to management on all matters pertaining to fire protection and prevention. In arson cases they advise law enforcement officials and provide testimony in judicial proceedings. They exercise full supervisory responsibility for a firefighting and fire protection inspection force.

Assistant Chief

Assistant chief positions are organized in a number of ways depending upon local requirements. Typical examples are as follows:

- a full deputy chief;
- in charge of firefighting, or fire prevention, or training activities on a shift;
- in charge of overall fire program management for inspections, training, hazardous material handling or other programs.

Station Chief

Station chief positions are typically found at larger installations with three or more stations when the fire chief and assistant chief are unable to provide immediate oversight and direction of day-to-day activities. Each station typically has two or more crews on a shift. If there are only two stations, the assistant chief may supervise one station either by frequent visits or by being physically located there. Where there are only one or two stations, or a subordinate station has two crews or less, a crew chief or similar position may be delegated with responsibility for the direction of day-to-day activities.

Crew Chief

A crew chief is a work leader responsible for directing and participating in the work of the crew of one piece of motorized fire fighting equipment. Typically, the crew chief performs the following:

1. Directs the crew in firefighting activities, working from specific orders from higher level supervisors at the scene. Frequently serves as prime rescuer in crash/rescue operations.
2. Directs and participates in practice drills and training classes for the assigned crew.
3. Directs the crew in fire protection inspection functions.
4. Assigns crew members to station maintenance work, such as cleaning equipment.
5. Prepares reports for supervisor concerning fire runs, training, inspection, or other topics.
6. Takes charge of all firefighting activities at the scene of a fire in the absence of the supervisor.

SECTION II -- CLASSIFICATION OF FIRE CHIEF POSITIONS

Four major variables directly affect the technical difficulty and the degree of responsibility of fire chief positions. They are:

1. the prevalence of various types of conditions contributing to the potential for fires;
2. the severity of fires resulting from these conditions if not quickly controlled or extinguished;
3. the scope of supervisory responsibility as reflected in the size of the fire force necessary to cope effectively with these conditions; and
4. the presence of added aspects of fire program management.

The kind and combination of work situations found in individual Fire Chief positions vary greatly. The examples of work situations included at each factor level illustrate the concept of the level of difficulty. The final grade-level determination should be made by use of sound classification judgment based on comparisons with the characteristics and examples provided for each of the factors.

Factor 1 -- Nature and variety of fire hazards

The type and variety of fire hazards at an installation directly affect the difficulty of establishing and maintaining effective fire protection and prevention programs. The differences in difficulty are reflected in: (1) the need for variation and adaptation of agency guidelines in establishing programs, (2) the frequency and extent to which the programs must be revised to meet changing conditions, and (3) the degree to which management requirements are complicated by other factors. Complicating factors include, for example:

- numerous requests for services other than emergency firefighting;
- continuing personal contacts with top level officials to sell the program objectives;
- keeping up with changing conditions; and
- ensuring compliance with established regulations and procedures.

Degree A

Facilities at the installation are principally administrative and residential (one story offices, barracks, dormitories, etc.). Fire hazards are mainly conditions such as excess trash accumulation, electrical fires caused by household appliances or other similar electrical equipment, or improper use of common flammable liquids. Conditions of a more hazardous nature are few in number and safety precautions can be readily taken (e.g., use and storage of oxygen in a hospital). Necessity for special planning, standby services or other special preventive measures is infrequent.

Degree B

The overall conditions at installations typical of Degree B are such that fire could occur with more frequency than with installations typical of Degree A. Revision of prevention and protection programs is required only infrequently, as the types of hazards are relatively constant with occasional changes in the location of these hazards. Standby services and other protective and preventive measures requiring changes in daily work schedules occur with some frequency. Standard prevention and protection procedures and methods are normally suitable for handling the hazardous conditions typical of this level.

Situations of the following types are characteristic of Degree B:

1. A substantial amount and variety of combustible or valuable materials, supplies, and equipment are stored and/or used, e.g., hemp, rubber, chemical, electronic data processing equipment, electronic simulators or training equipment, or other valuable equipment.

2. A variety of shops (machine shops, paint shops, carpenter shops) present some work situations with partially uncontrollable hazardous conditions, such as welding in unprotected areas, machining and grinding magnesium, and painting in an insufficiently ventilated area.
3. Airfield activities involve a moderate number of air moves, e. g., 100-200, by skilled pilots. There are only a few training flights which involve higher than normal crash or fire potential. Aircraft normally carry passengers or cargo with relatively low fire potential. Hazards are primarily fuel fires resulting from crashes and engine and wheel fires which must be controlled quickly to avoid spread to fuel and cargo or passenger compartments.
4. Large numbers of people are present whose physical or mental condition substantially increase the probability of fires occurring. These include, for example, a hospital with 200 beds where hazards include smoking in bed and other protected areas by patients in physically weakened condition, or possession of matches by neuropsychiatric patients, many of whom are allowed to move freely throughout the buildings and grounds.

Degree C

The quantity and types of hazardous conditions are such that the expectancy of fire or toxic materials release is high. The nature and location of these hazards are subject to frequent change, requiring regular alteration both in the overall prevention and protection programs and in the day-to-day operating procedures. Extensive pre-planning and special protective services are necessary to cope with the highly hazardous conditions.

Situations of the following types are characteristic of Degree C:

1. Industrial or mission related operations characterized by --
 - (a) Large shops engaged in industrial or maintenance and repair activities. Many shops cannot be adequately protected by fire prevention techniques or require innovative prevention methods because of the basically hazardous nature of the operation. They are involved in activities such as production of explosive materials and use of highly toxic or flammable liquids and gases, major overhaul and repair of tracked vehicles, aircraft and rockets, or extensive ship construction and repair.
 - (b) Active piers, usually servicing several ships concurrently. Most carry cargoes of high fire potential, such as munitions, fuels, and gases, or hazardous materials such as nuclear weapons, volatile chemicals, and fuels.
 - (c) Storage and movement of large quantities of highly flammable or explosive materials, such as gasoline and other fuels, conventional and nuclear explosives, or chemicals.

- (d) Extensive timber resources subject to fires from troop training exercises, munitions testing, or drought. Terrain features require special coordination in fire suppression such as air dropping fire retardants and water or the deployment of large numbers of workers.
2. Air traffic and support operations are characterized by --
- (a) Armed military tactical aircraft.
 - (b) A large quantity of fuel aboard aircraft (e.g., 50,000 pounds) or in storage (e.g., 1,000,000 gallons).
 - (c) A large number of air moves (e.g., 250 daily) of aircraft with normal crash or fire potential, or a moderate number (e.g., 100-200) involving pilot training or other air moves with high crash or fire potential.
 - (d) A large aircraft rework facility, extensive flightline repair work, or hot pit refueling.
3. Research activities characterized by --
- (a) Items and materials which have a great capacity for producing fire or explosion (e.g., specialty chemicals, exotic fuels, ordnance, etc.).
 - (b) Materials which are novel or yield hazardous by-products requiring special fire prevention and firefighting procedures and equipment.
 - (c) Materials or processes for which the exact nature and extent of potential fires or explosions is unknown. The effective materials and techniques for preventing and extinguishing fires are not known with certainty and special liaison is required with research officials to cope with hazards without improperly interfering with the project goals and methodology.

Degree D

Degree D is characterized by installations having a wide variety of operations. Each type of operation presents different and unusually difficult problems in the types and variety of hazardous conditions to be handled. Many of the hazards are unique, requiring specialized knowledges and originality in devising new methods of protection and prevention. Fire department coordination with technical specialists is needed to design and formulate procedures for the operational control of fire prone equipment and materials. Planning must ensure the timely completion of projects, many of which have national significance, while still providing the maximum safety possible. Extensive training must be provided for firefighters and other employees of the installation in preventive and protective techniques.

Often, installations having the characteristics typical of Degree D include a combination of the three major types of operations, i.e., industrial, airfield, and research; or other situations that substantially exceed Degree C in overall difficulty and complexity.

Characteristics typical of Degree D include the following:

1. Major programs involving the construction, flight test, and evaluation of experimental aircraft, rockets and/or missiles and their component systems, as well as experimental fuels, propellants, oxidizers, munitions, and/or chemicals.
2. A large number of flights (e.g., 400 daily) of experimental and conventional aircraft.
3. Frequent modification during the test program of already unique systems, requiring constant awareness of changes, revising rescue techniques, and retraining crews to use special firefighting tools and equipment.
4. Production, storage, or movement of a large quantity of exotic or conventional fuels, explosives, chemicals, or other highly unstable materials.
5. Major problems in balancing regular services with standby services at many locations at once, involving different and unrelated hazards and a variety of firefighting skills and equipment.

Factor 2 -- Potential severity of fires

This factor measures the degree to which the probability of fires or emergency incidents becoming large and widespread influences the complexity of the protection and prevention programs. In many cases, the same characteristics that create the potential for fires (see Factor 1) also increase the possibility that the fires will be large and destructive. For example, large-scale aircraft operations are characterized by a high potential for fires, and the presence of large amounts of fuel and explosives also increases the likelihood that the fires, once started, will become severe.

The two factors are not always directly related, however. For example, the storage of explosives creates a high potential for fire or explosion. However, explosives are normally stored in small quantities in specially designed, isolated bunkers or other facilities. Hence, it is not likely that any fire will spread beyond the immediate vicinity. Conversely, administrative activities conducted in old, wooden frame buildings present a relatively low fire potential, but if a fire did start, there is a good possibility that it would spread rapidly and grow in major proportions.

Several elements contribute to the probable occurrence of large and destructive fires at an installation. These include:

1. The type and condition of the structures to be protected, including the degree of fire resistance of the structure and the availability of fixed protection systems.
2. The extent of the facilities to be protected, including the number and proximity of buildings, the type of aircraft, and the number and types of persons to be protected.
3. The presence of materials which, in addition to increasing the probability of fire, also tend to spread the fire more readily, such as flammable liquids or explosives.

The potential severity imposes additional problems on the fire chief's job, such as different requirements as to the type, number, and placement of firefighting facilities, equipment, and personnel; and the need for specialized fire prevention and detection methods and techniques.

Four degrees of this factor are described below:

Degree A

1. Installations are typically small (e.g., 50-100 buildings) and buildings are principally single story, fire resistant or have full sprinkler systems, and are sufficiently spaced in uncongested areas.
2. Hazardous operations are performed in areas affording maximum protection from spread of fire, and storage of materials of the type contributing to severe fires is minimal or limited to remote or fully protected areas.
3. Air moves consist of helicopters and small aircraft.
4. In the event of fire, damage to property would be relatively minor and there is only a small possibility that it would spread to other areas so as to endanger many lives.

Degree B

1. A moderate number of buildings (e.g., 400), a significant number of which are multistoried (3 or more floors). Most of the larger buildings are fire resistant in construction, with the more hazardous areas protected by sprinkler systems. Many of the smaller buildings are of wooden or other nonresistant construction or are not sprinkler protected, although the contents are of considerable value and importance.
2. Airfield activities, which involve primarily passenger and cargo type aircraft, require constant standby during hours of operation to minimize hazard to large numbers of passengers, and to

prevent potential spread to other aircraft or structures through run-off of burning fuel or by explosion.

3. There are large numbers of persons (e.g., 200 hospital patients) whose physical or mental condition limits their ability to protect themselves in the event of a fire.
4. Standby and other protective measures are required with some frequency for hazardous operations.
5. Storage facilities have large areas containing significant quantities of piled and stocked combustible materials.

Degree C

1. A large installation (e.g., 750 buildings, 10,000 employees of which 4,000 are housed on the grounds in barracks and individual dwellings) with predominantly large, multistoried buildings, piers, and marine railways clustered in congested areas. Many of the buildings are of nonresistant construction and are either not protected by fixed systems or the systems are inadequate for the highly hazardous conditions present.
2. Industrial and research activities have a high potential for fire and toxic materials release with great potential for destruction of life or property. These include: production and testing of toxic agents, explosives, and propellants; storage of large volumes of fuels, nuclear weapons, etc.; or testing jet engines after repair.
3. Airfield operations involve aircraft with large quantities of fuel, conventional and nuclear weapons, and other materials that have the potential to explode within seconds after a fire starts. These conditions involve risk to the lives of many people in the vicinity as well as other aircraft and airfield structures of great value.
4. A very large number of persons (e.g., 500 or more hospital patients) whose physical or mental condition severely limits their ability to protect themselves in the event of a fire. In addition, a significant number of these people are in secured areas (e. g., neuropsychiatric patients on locked wards) and/or are likely to become confused and uncooperative. Extensive planning is necessary to evacuate those endangered by fire to avoid danger to many lives and to facilitate firefighting.
5. Extensive wildland areas that are mountainous or subject to high prevailing winds causing fast moving fires that quickly cover large areas. The installation has many small, widely dispersed, flammable structures housing valuable equipment. Fire roads and fire breaks are planned, constructed and maintained for access, firefighting, and evacuation.

Degree D

1. The installation is very large in size (e.g., 1,500 buildings, 20,000 employees, 8,000 housed in barracks and individual dwellings). Buildings are multi-storied, or nonresistant construction, and fire hazards are such that normal fixed protection systems are mostly inadequate to control fires for any length of time. This requires extensive preventive programs as well as the design and installation of detection and protection systems devised or adapted specifically for the particular fire hazard encountered.
2. Industrial areas are large and highly congested and have many activities of an extremely high fire prone nature. There is also a likelihood of air crashes in the industrial area, caused by the large number of experimental aircraft being tested.
3. There are numerous movements of fuels, explosives, and chemicals through congested areas.
4. Equipment or facilities are extensive, having heavy electric power requirements, under floor electric power connections, and environmental control systems. Mainframe computers, high voltage equipment, or sophisticated electronic installations make the use of water either dangerous or undesirable. The equipment may be used in secure classrooms or research facilities where inert gas fire suppression systems can threaten students or workers.

Factor 3 -- Scope of supervisory responsibility

The degree to which the scope of supervisory responsibility affects the difficulty and responsibility of fire chief positions is measured by: (a) the level of supervision exercised, and (b) the physical dispersion of the workforce.

There are two levels of supervision exercised.

Level 1: The fire chief--

- Plans work schedules to evenly distribute work and to meet deadlines or emergency situations.
- Changes schedules because of temporary higher work loads or temporary personnel losses.
- Coordinates with other installation offices on priorities and procedures.
- Recommends the replacement or maintenance of equipment.
- Reports on workload and expected vacancies.

- Assigns firefighters to positions and structures assignments to provide experience and training; directs on-the-job training; advises on performance requirements; and evaluates the performance of work assigned.
- Explains work requirements; provides for training on difficult or new equipment; and solves technical problems.

Level 2: The fire chief--

- Reorganizes work to increase effectiveness, productivity, and job satisfaction.
- Justifies substantial changes to staffing levels, budgets, priorities, and/or services.
- Estimates budget requirements and departmental capabilities.
- Assigns work and reassigns subordinates based on special qualifications, departmental capabilities, or resources.
- Sets performance standards and devises written instructions or procedures for nonroutine work.
- Implements the installations personnel management policies.
- Prepares formal personnel actions, selecting, promoting, and disciplining employees.
- Receives formal grievances and develops training plans.

Physical Dispersion

The physical dispersion of the employees supervised by the fire chief is the second consideration for evaluating this factor. This consideration can be measured by the number of fire stations for which the fire chief has management responsibility.

If the fire chief has one station, but has three or more crews on each shift, count the station as two stations. This applies when there is only one station.

Evaluation of Factor 3

Determine which level of supervision is appropriate then count the number of fire stations managed. Use the following chart to assign an overall Degree for Factor 3, Scope of Supervisory Responsibility.

LEVEL OF SUPERVISION EXERCISED

| Number of Fire Stations | Level 1 Degree | Level 2 Degree |
|--------------------------------|-----------------------|-----------------------|
| 1 | A | A |
| 2 | A | B |
| 3 | B | C |
| 4 or more | C | D |

Factor 4 -- Fire Program Management

Fire chiefs have significant responsibilities for Fire Program Management not covered under the previous three factors. In some environments, these responsibilities predominate the day-to-day work of the fire chief. In other environments the work is managed through key subordinates.

1. Ongoing training programs are particularly intense due to new or changing requirements. For example:
 - Emphasis on hazardous materials incident control may require significant additional training of firefighters on the appropriate response to numerous chemical hazards or the setting up of a special hazardous materials response team.
 - Recurring proficiency drills are required to build confidence, supplement fire ground supervision, and assure effective response.
 - Numerous aircraft transit the airfield requiring continuing firefighter training on egress from numerous airframe configurations.
 - The overall training program may have difficulty or significance such that one or more subordinates will be assigned full-time responsibility for training matters.
2. The fire chief manages a program that actively and systematically pursues client participation in fire prevention. For example, fire program personnel or the fire chief hold meetings with installation supervisors and unit commanders to recruit and determine the special services of numerous unit personnel. Unit personnel in a variety of work environments monitor and exercise day-to-day responsibilities for fire safety and fire prevention practices. Fire program personnel regularly schedule safety orientations for new employees or tenants, or systematically teach client groups fire safety, e.g., teaching children household fire safety practices.

3. The fire chief manages a program concerned with upgrading installed fire protection systems. The installation has a continuing large scale building or facility renovation program requiring significant attention to the approval of construction plans and monitoring phases of construction throughout the installation. The fire chief is responsible for the proper number and placement of exits, sophisticated alarm and fire suppression systems, and technical features such as automatically closing doors and ventilation flow in stair wells and airshafts. At times, one or more subordinates will be assigned full-time responsibilities for attending planning meetings, coordinating construction approvals, or monitoring construction. However, the fire chief retains control and ultimate approval authority.
4. The fire chief is responsible for negotiating mutual aid agreements to protect remote sites on the installation and/or to assist local communities.
 - Mutual aid agreements are arranged with three or more Federal or local fire departments.
 - Some mutual aid requirements are particularly fluid, necessitating frequent updates or reassessments.
 - The fire chief assesses the capability of other fire departments to provide the required services.
5. The fire chief manages a program involving active participation in arson investigations or in determining the specific cause of fires. The chief directs or assists investigators, personally conducts the investigations, and/or testifies as an expert witness in judicial proceedings concerning fires on the installation or in the surrounding community.
6. The fire chief manages an active hazardous materials protection and control program. A variety of hazardous materials are used in several different installation operations. Extensive contingency plans for containment and evacuation must be devised and coordinated with client organizations and support groups such as investigators, police, guards, and evacuation units. The fire department deploys a vehicle with specialized equipment and continually replaces protective gear, absorptive materials, chemical neutralizers, and other expended equipment.
7. The fire chief has significant, additional responsibilities not directly related to fires or hazardous materials containment. For example, managing a motor vehicle or transportation operation (in addition to firefighting equipment) or an extensive ambulance or emergency medical service.

Evaluation of Factor 4

Use the following chart to assign an overall Degree for *Factor 4, Added Aspects of Fire Program Management*.

| | |
|----------|----------------------------------|
| Degree A | No additional aspects |
| Degree B | One or two additional aspects |
| Degree C | Three or four additional aspects |
| Degree D | Five or more additional aspects |

Grade-Level Determinations

Grade-level conversion table for fire chief positions:

Procedures for using the table:

- a. Establish the most nearly appropriate degree levels for each of the four factors by reference to the criteria.
- b. In some positions, significant duties and responsibilities discussed in this standard may be limited or exceeded. The final grade assigned should be adjusted to reflect such differences.
- c. Choose a grade level by making a reasonable match with the combinations shown. The table represents typical combinations. Classify atypical, positions, using position classification principles.

| Conversion of Fire Chief Positions | | | | |
|---|---------------|----------|----------|----------|
| Grade | Factor | | | |
| | 1 | 2 | 3 | 4 |
| GS-7 | A | A | A | A |
| GS-9 | A | B | A | A |
| | B | B | A | A |
| GS-11 | B | A | B | B |
| | B | C | A | B |
| | C | B | B | B |
| GS-12 | C | B | A | C |
| | C | C | B | B |
| | C | C | C | B |
| GS-13 | C | C | C | C |
| | D | C | C | C |
| | D | D | B | C |
| | D | D | D | C |

SECTION III -- CLASSIFICATION OF SUPERVISORY AND LEAD FIREFIGHTER POSITIONS

Positions such as assistant chief, station chief, and crew chief may be determined to be either "Supervisory" or "Work Leader." This determination must be based on the nature of the duties and responsibilities and not the organizational title of the position.

Supervisory Positions

In order to be a "Supervisory" position, the incumbent must be performing "supervisory" functions. [See the appropriate guidance for establishing supervisory positions.](#) Grade levels are determined by the following guidance for typical positions, or other appropriate criteria.

Work Leader Positions

Work Leaders are *nonsupervisory* positions, the duties of which are to direct and lead employees in accomplishing the work of the unit. Such positions are classified according to the criteria provided in the [Work Leader Grade-Evaluation Guide](#) or other criteria as appropriate.

Assistant Chief Positions

The difficulty and responsibility of assistant chief positions are best measured by comparison with the level of the fire chief position and their relative status within the organizational structure. Assistant chief positions are normally classified two grades below the grade of the fire chief. An assistant chief position which has the duties and responsibilities of a full deputy for all matters and fully shares in the overall technical and administrative management of the fire department on all shifts may be classified one grade below the fire chief when that level best reflects the overall responsibility of the position.

Station Chief Positions

Station chief positions are normally one grade above the crew chiefs at their stations. However, a station chief at a very large installation where the station is in a remote location, and the nature of the fire hazards and potential severity is high, and/or a station chief with four or more crews, where a higher level line supervisor is not on the shift, may be classified two grades above the crew chiefs.

Crew Chief

Crew chief positions are normally classified one grade above the highest level of nonsupervisory work in the crew led.

PART II -- NONSUPERVISORY FIREFIGHTER AND FIRE PROTECTION INSPECTOR POSITIONS

FIREFIGHTER, GS-0081-03

GS-3 assignments include training intended to develop firefighting skills and knowledge in preparation for the more difficult assignments at higher levels.

Typically, GS-3 firefighter training assignments include formalized classroom study, on-the-job instruction, and practice drills and demonstrations concerning standard firefighting and rescue procedures and techniques and fire prevention practices. Training includes general theory and methods appropriate to all types of firefighting and specialized procedures and techniques required at the installation. Examples of areas of training are: structural and shipboard fires, aircraft firefighting and rescue, fires involving unusual hazards, and fundamental principles of fire protection inspection.

During the initial stages of training the GS-3 firefighter participates in actual firefighting under immediate supervision of a higher grade firefighter. As training progresses, the employee performs most of the routine tasks with less supervision and assists higher grade firefighters with more difficult tasks, such as salvage and overhaul, or rescue operations.

Firefighters at this and higher levels:

1. Perform strenuous physical activities such as lifting heavy firefighting equipment, climbing standard and aerial ladders, and lifting and carrying people and equipment for rescue and salvage.
2. Use and maintain firefighting equipment.
3. Apply the theories necessary for effective firefighting and equipment operation and the techniques of fighting fires.
4. Apply the specialized techniques required for particular hazards involved at the installation.
5. Apply basic first aid.

FIREFIGHTER, GS-0081-04

GS-4 firefighter positions are typically concerned with structural and/or airfield firefighting of low to moderate difficulty.

By comparison, GS-3 assignments are of a trainee nature and are performed under close supervision with detailed instructions, particularly as to the more difficult duties. GS-4 firefighters typically provide fire protection for buildings, shops, warehouses, fuel and explosives storage areas, piers, and a variety of other structures and facilities. Some GS-4 firefighters perform airfield crash-rescue and firefighting involving small aircraft and helicopters. At this level, aircraft are characterized by standard design features with few modifications that affect the difficulty of rescue or fighting fires. They carry small numbers of passengers (e. g., 10), and relatively small quantities of fuel or other materials that create problems in controlling the spread of fire to other aircraft or facilities.

The following types of firefighting tasks are illustrative of GS-4 assignments:

- Performs pre-fire planning by physically going through structures to become familiar with the layout, nature and location of particular hazards, and the location of fixed protection systems.
- Controls and extinguishes fires, operates hose lines, makes forced entries, ventilates structures, performs or assists in rescue operations including the administration of first aid to injured victims, and performs salvage and overhaul. Uses a variety of hand tools, hydraulic tools, and portable fire extinguishers.
- Enters crashed and/or burning aircraft to free or rescue personnel. Uses hand tools to make forced entry when necessary. Disconnects batteries and plugs ruptured fuel and hydraulic lines to reduce danger of explosion.
- Performs standby detail on crash trucks during normal periods of flying activity and for special circumstances such as air movements involving medical patients (medevacs).

FIREFIGHTER, GS-0081-05

FIRE PROTECTION INSPECTOR, GS-0081-05

This level includes two kinds of positions: (A) firefighters at installations where the facilities, equipment, and operating activities present complex and hazardous firefighting situations (e.g., Degree C in Part I), and (B) fire protection inspectors at installations with a low to moderate degree of fire hazard and severity (Degree A and B in Part I).

A. *Firefighter, GS-0081-05*

The following types of firefighting tasks are typical of GS-5 assignments:

- Provides fire protection at a research activity engaged in the production and testing of experimental fuels, explosives, gases, or chemicals. The firefighter must utilize a constantly updated knowledge of the nature and location of the various research activities, the fire characteristics of the unique materials being tested, and the proper firefighting, rescue and decontamination methods and extinguishing agents to use. The firefighter uses a variety of special protective gear in situations where poisonous gases, radioactive materials, or, hazardous biological products are involved.
- Performs crash/rescue and firefighting duties at airfields handling predominantly large or complex aircraft (e.g., fighters, bombers, cargo, passenger, etc.). Such aircraft carry large volumes of fuel, conventional and sometimes nuclear weapons, and/or highly flammable or explosive cargo. In rescuing pilots and fighting fires does the following:
 - a. Directs water through turrets and handlines to cool weapons and ammunition during rescue.
 - b. Operates or deactivates specialized mechanisms and systems such as hatch or canopy release mechanisms, ejection seat mechanisms, or oxygen supply systems. Sometimes uses special tools developed for the particular mechanism.
 - c. Performs standby duty during aircraft fueling and defueling, engine maintenance and testing, welding and burning on fueled and/or armed aircraft, or ammunition handling.
 - d. Maintains constant awareness of the frequent changes in cockpit design, ordnance placement, and cabin layouts to determine how they affect the difficulty of rescue and fighting fires.
- Fights fires in an installation environment equivalent to that described in [Degree C of Factors 1 and 2, Part I](#).
- Engages in specialized fire program missions such as hazardous materials containment and control. The firefighter trains for and is proficient in toxic or dangerous materials containment requiring fully protective clothing and subsequent decontamination procedures.

- Assists the injured by applying knowledge and training for such purposes as immobilizing for safe transport, using direct pressure and tourniquets to stop bleeding, checking the windpipe for obstructions, performing cardio-pulmonary resuscitation, or providing other assistance at a comparable level of difficulty. At this level, employees do not administer drugs either orally or by injection.

NOTE: For positions above the GS-5 level, evaluate the difficulty of performing emergency medical functions and the level of responsibility exercised by using appropriate criteria in the [Medical Group GS-0600](#).

B. Fire Protection Inspector, GS-0081-05

Inspectors at this level perform inspection tasks at installations where the nature of hazards and the potential severity are typically at a low to moderate degree ([Degree A to B of Factors 1 and 2 in part I of this standard](#)). In their day-to-day inspection duties, they work alone and normally make recommendations to operating officials for correcting hazards without reference to superiors.

The following fire protection inspection tasks are typical of GS-5 assignments.

- Inspects warehouses, shops, hospitals, offices, and living quarters for violations of fire regulations and for conditions contributing to serious fire hazards. Inspects electrical systems and equipment, the storage of a wide variety of flammable materials in warehouses, the storage and use of oxygen and other compressed gases in hospitals, or painting and welding operations in areas where a certain degree of hazard is unavoidable.
- Inspects new construction for inclusion of appropriate fire prevention materials and equipment. The inspector recommends additions such as fire doors and walls, fixed suppression systems, etc., in new or existing structures.
- Checks fixed protection systems and equipment for proper placement. Inspectors perform tests and minor maintenance and repair to ensure operational condition.
- Participates in preliminary investigations into causes of fires by inspecting damaged areas and interviewing witnesses. Inspectors may appear as witnesses before courts or boards of inquiry.

Fire protection inspectors at this level must:

- Apply the codes of the National Fire Protection Association as well as agency and activity regulations and procedures.
- Detect and determine proper corrective action for the moderately complex hazards found at the installation.
- Discuss findings with operating officials to obtain compliance with recommended actions.
- Write complete, accurate inspection reports.

FIREFIGHTER, GS-0081-06

Firefighters at this level:

- Combat fires or rescue personnel on board ships where conditions create very difficult and dangerous situations. These include:
 - a. small passages that restrict movement while wearing protective clothing and breathing equipment;
 - b. small compartments with low ceilings;
 - c. the proximity of aviation fuel on hangar decks or ammunition in magazines or at gun mounts;
 - d. movement through gas filled tankage areas or past hot metal bulkheads;
 - e. the proximity of massed electrical cables; or
 - f. the proximity of high pressure steam lines.

The ships may be loading, unloading, or under repair. Such conditions may add additional hazards such as open hatches, cluttered decks, power supply interruptions, unstored paint and volatile cleaning fluids. These hazards are often encountered below decks in dark, confined, and unventilated areas.

- Drive and operate firefighting vehicles of significant complexity (e.g., pumpers, aerial ladder trucks, crash-rescue trucks, etc.).

- a. Drives vehicle to scene of fire following predetermined route, or selecting alternate route when necessary. Positions vehicle considering factors such as wind direction, sources of water, hazards from falling structures, location of armaments on aircraft, etc.
- b. Operates pumps, foam generators, boom and groundsweep nozzles, and other similar equipment. Determines proper pressures for the distances to be pumped and the number of lines being used. Applies principles of hydraulics as they pertain to water flow friction and friction loss. When operating a crash truck, maneuvers vehicle to keep the fire in optimum range while ensuring that backflash will not occur. Maintains a constant awareness of water levels in self-contained tanks and warns handline and rescue personnel when tanks are close to running dry.
- c. Assists in training other firefighters in the skills of driving and operating the equipment.

FIRE PROTECTION INSPECTOR, GS-0081-06

This level includes fire protection inspector positions at installations where the degree of hazard and severity are moderate ([Degree B](#)) but where there is no resident position of fire chief. It also includes positions in training for Fire Protection Inspector, GS- 7, or positions where the inspections are more difficult than those typical of the GS-5 level, but less difficult than those typical of the GS-7 level.

Some Fire Protection Inspectors, GS-6 are assigned to installations where there is no resident position of fire chief, as fire protection is normally furnished by municipal or other fire departments. The types and variety of fire hazards and the potential fire severity encountered are the same as at the GS-5 level. However, the GS-6 fire prevention inspector works under the administrative supervision of an installation official having little or no background in fire prevention. The inspector receives technical guidance from higher headquarters or from a fire chief of another activity through periodic visits and reviews of reports.

FIRE PROTECTION INSPECTOR, GS-0081-07

GS-7 fire protection inspectors are responsible for areas of an installation characterized by equipment, materials, and operations involving hazards that are difficult to recognize and, once identified, require advanced, sometimes innovative methods to reduce or eliminate them ([see levels C and D of Factors 1 and 2 in part I for examples of hazards](#)). They adapt accepted fire protection techniques for application to potential hazards in highly specialized and technical operations. They must be especially alert to new or unusual types of combustibles or other

hazardous materials and recognize conditions of high fire expectancy and severity. When these are noted, GS-7 inspectors question operating personnel as to their identification. They search technical manuals, fire codes, or trade reference books to ascertain the fire characteristics. They determine measures to reduce or eliminate the potential for fire or explosion.

Many of the recommendations made by inspectors at this level are controversial in terms of their effect on the time and operating requirements of the programs and projects involved. Inspectors are expected to maintain relationships with operating officials such that only very difficult or controversial cases need be referred to superiors for final disposition.

In addition to those discussed above, the following are some duties and responsibilities of Fire Protection Inspectors, GS-7:

- Reviews plans for new construction and alteration and extension of existing structures. Recommends changes and additions to ensure compliance with fire prevention and protection requirements.
- Inspects and corrects deficiencies in a variety of fixed fire protection systems, many of which are complex and/or designed for the specific operations and hazardous conditions. Examples include Carbon Dioxide Cascade Systems, Halon Total Flood Systems, Heat Rise Detection Systems, and Interlock Systems.
- Has a thorough familiarity with the layout and contents of buildings, locations of fire protection systems, and other similar characteristics of the installation.
- Knows the recognized standards covering fire prevention techniques and procedures; agency and installation manuals, rules, and regulations; and local, State, and Federal fire prevention ordinances and building codes.
- Occasionally participates with fire prevention or safety engineers in studying fire prevention problems.
- Adapts standard fire prevention practices and procedures to local requirements.
- Uses tact and firmness in dealing with all levels of management in gaining acceptance of good fire prevention practices.

FIRE PROTECTION INSPECTOR, GS-0081-08

In addition to performing very difficult fire inspection work, inspectors at this level conduct an information program and secure client involvement in fire prevention, detection, and suppression.

They emphasize pertinent fire prevention topics, develop prevention messages from actual fire incidents, and interact with a wide variety of employees and others in all aspects of fire prevention. They coordinate established fire watch programs with designated building, facility, or installation program representatives (e.g., fire marshals) and teach school children about home fire prevention and emergency procedures. They develop materials, provide situational and classroom training in installation fire prevention activities, and address a variety of client groups in fire program methods and goals.