



United States Department of the Interior

BUREAU OF INDIAN AFFAIRS

Washington, DC 20240

April 6, 2021

Memorandum

To: All Regional Directors
Attention: Forestry/Fire Management

From: Director, Bureau of Indian Affairs

A handwritten signature in black ink, appearing to read "Darryl LaCounte".

Subject: Workforce Transformation Initiative

Our current and future workforces are as essential, unique, and vital to our tribal communities as ecosystem and cultural health. BIA 90 IAM Chapter 4 embraces Workforce Development and training: “Funding is authorized in these program areas for required planning activities, projects, supplemental funding requests, positions, crews, and employee development and training” and “developing strategy and guidelines for recruiting, retaining, and training a fuels management workforce”.

The Office of Wildland Fire Management enacted a Workforce Transformation Initiative to increase the capacity of permanent firefighters for a year-round Federal workforce to meet the demands of longer, larger, costlier, and more complex wildfires and advance active vegetation management.

1. Workforce development vs job training: Workforce development focuses on an individual's ability to grow their skills and develop tools for building long-term success; Job training is to provide competency in specific job-related functional areas.
2. Workforce development and job competency training standards for Fuels staff in the Forestry Technician 462 series GS-3 through GS-9 working 22 or more pay periods will consist of at least: a) 200 hours of career development and position competency training and b) implementation of reading, writing and math evaluations and develop specifically designed plans to advance each staff member skills and abilities.
3. The BIA Director of Fuels Management will evaluate and may adapt current administrative and budgetary policy, guidelines, and procedures to fully integrate Workforce Development and training into the BIA Fuels program.

If you have any questions or need assistance with this matter, please contact, J “Mark” Jackson, Director, Fuels Management, at (208) 387-5041 or at james.jackson@bia.gov.

Fuels Crew (solely fuels funded) Configurations

Fully Fuels Funded Crews Only						
Crew size 5	Crew size 10	Crew size 20	Position Title	GS Grade	Standard PD #	Pay Periods
0	1	1	Forestry Technician	GS 8/9	FDI220B/A	26
1	1	2	Forestry Technician (Fire)	GS 6/7	FDI207B/A	26
1	1	2	Forestry Technician (Fire)	GS 6	FDI0206	26
1	2	2 to 4	Forestry Tech/Senior Wildland Firefighter	GS 5	FDI0205	26
1 or 2	3 to 5	11 to 13	Forestry Tech/Wildland Firefighter	GS 4	FDI0204	22
0-1	0-2	0-2	Forestry Aid	GS 3	FDI0203	22

Monitoring modules (solely fuels funded) Configurations
 Monitoring modules staff size is dependent on program complexity and need.

Fully Fuels Funded Monitoring Module Only				
Crew size 3	Position Title	GS Grade	Standard PD #	Pay Periods
1	Forestry Technician (Fire) Monitor	GS 6/7	FDI218B/A	26
1	Forestry Tech/Senior Wildland Firefighter Monitor	GS 5	FDI0205	26
1	Forestry Tech/Wildland Firefighter	GS 4	FDI0204	22