



NATIONAL WILDFIRE COORDINATING GROUP

National Interagency Fire Center
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MEMORANDUM

Reference: NWCG#007-2011

To: NWCG Executive Board
NWCG Committee Chairs
Geographic Area Coordinating Group (GACG) Chairs

From: NWCG Chair *William Raage*

Date: June 13, 2011

Subject: Interagency Fire Program Management (IFPM) Currency Requirements

The Interagency Fire Program Management (IFPM) Standard identifies currency as a requirement for certain IFPM positions. The original intent of the Task Group that developed the IFPM Standard was to document that currency was defined as “current and qualified” (i.e. “red card” qualified). However, it has since been clarified per Office of Personnel Management (OPM) standards, that currency cannot be used as a selective factor because it does not meet the OPM’s definition of a selective factor (<http://www.opm.gov/qualifications/policy/ApplicationOfStds-06.asp>).

Therefore, NWCG is providing the following guidance to the federal bureaus on hiring procedures associated with IFPM positions. These guidelines have been developed by NWCG’s Operations and Workforce Development Committee’s IFPM subcommittee, comprised of wildland fire and Human Resources (HR) subject matter experts. The following points are intended to provide clarification for Human Resources (HR) and Fire Management regarding the term “currency”:

1. “Currency” will now be defined pursuant to the Wildland Fire Qualification System Guide (PMS 310-1).
2. Federal bureaus cannot use “currency” to screen out applicants. As long as applicants can produce documentation that they have obtained the IFPM competencies at some point (as validated by the Incident Qualifications and Currency System (IQCS) Master Record or equivalent documentation), they will meet the IFPM Selective Factors.

3. The hiring official can use “currency” as justification for selection. However, for Delegated Examining advertisements, currency cannot be a reason to pass over a person who is a qualifying veteran.
4. As indicated in the IFPM Standard, certain positions still require the employee to remain current and qualified (i.e. “red card” qualified). If an applicant is selected less “currency”, or an incumbent loses “currency”, the employee and management must develop a plan for regaining currency.

Federal bureaus should ensure distribution of this memorandum to their HR and wildland fire staff. Questions regarding this new interpretation of the IFPM standard should be directed to your agency’s IFPM contact.

cc: NWCG Program Management Unit
NWCG Budget Advisory Unit Chair
IFPM Subcommittee Chair
National IC/AC Council Chair