

INITIAL ATTACK DISPATCH CENTER - COMPLEXITIES

A dispatch center's complexity is determined by the program complexity of the units supported by that dispatch center. A unit's program complexity is computed following the Interagency Fire Program Management Qualifications Standards and Guide, Instructions and Guiding Principles for Complexity Descriptors. Basically, if the unit complexity is high, the dispatch center's complexity is high.

Only the Initial Attack Lead Dispatcher and the Center Manager positions are affected by the dispatch center's and unit's program complexity. Initial Attack Dispatchers are represented in all dispatch centers at each complexity level with the same knowledge, skill, and ability requirements. Minimum Qualifications Standards for Initial Attack Lead Dispatcher and Center Manager are not affected by program complexity.

HIGH COMPLEXITY

A high complexity dispatch center is an interagency dispatch center that supports more than one unit. At least one of the units has a high program complexity. These centers have a Center Manager. Normally there are at least two Initial Attack Lead Dispatchers or Assistant Center Managers representing the major agencies supported by the dispatch center.

MODERATE COMPLEXITY

A moderate complexity dispatch center is either:

1. An interagency dispatch center that supports more than one unit and at least one unit has a moderate program complexity, or
2. A single agency dispatch center and that unit has a high program complexity.

These centers have a Center Manager and an Initial Attack Lead Dispatcher or Assistant Center Manager. A single agency dispatch center may or may not have a Center Manager with the Initial Attack Lead Dispatcher supervising the center.

LOW COMPLEXITY

A low complexity dispatch center is either:

1. A single agency dispatch center supporting a single unit with low or moderate program complexity, or
2. A single agency dispatch office supporting a single unit with moderate or high program complexity, but the dispatch center orders through an interagency dispatch center to the geographic area coordination center.

These centers would not have a center manager. The Initial Attack Lead Dispatcher would supervise the center.

MINIMUM QUALIFICATION STANDARDS

CENTER MANAGER

This position can be established at either the professional or technical level, depending upon whether professional or technical knowledge is required. This, in turn, depends upon the structure which the position is established. If the position is established at the technical level, any professional duties would be handled by a separate, usually higher graded, professional position.

1. Basic OPM Requirements for this position

- Refer to the OPM Group Coverage Qualification Standard for Technical and Medical Support positions, OR
- The appropriate OPM Group Coverage Qualification Standard for this position and series

2. Specialized Experience

- a) DOI Bureaus: Refer to PB#: 07-13, December 04, 2007, Qualification Requirements for GS-0401 Fire Program Management

3. NWCG Incident Management Qualifications - Currency Required*

Primary Core Requirement	Secondary Core Requirement
EDSD	90 days of wildland firefighting experience

4. Additional required training as presented in the following courses, or agency equivalent:

- S-491 “National Fire Danger Rating System”

Common grade level at moderate complexity: GS-10

Common grade level at high complexity: GS-11

(Note: Actual grade level will depend on the duties and responsibilities of the position.)

Selective Factor Justifications

- The EDSD qualification provides the incumbent with a higher knowledge of standard fire dispatch procedures, predefined initial attack response zones, and operating guides used in ordering of overhead, crews, aircraft, equipment, and supplies for wildfire, prescribed fire, and other non-fire emergencies.
- The combination of EDSD, S-491, and previous wildland firefighting experience provide the incumbent with the knowledge and skill in planning and coordinating an initial attack

dispatch center by providing focused, responsible coverage during daily operations and emergency situations with other federal, state, tribal, county, and local cooperators.

- S-491 provides the incumbent with the training and ability to ensure that weather data from Weather Information Management Systems (WIMS) is accurately input.
- The S-491 course requires a number of pre-requisite courses, and is not always readily available in all geographic areas.

Employee Development Training – Employee should receive the following developmental training, (or agency equivalent) to fully achieve competencies:

- D-111 (formerly D-105) “Entry Level Dispatcher”
- D-110 “Dispatch Recorder”
- D-310 “Support Dispatcher”
- ICS-300 “Intermediate ICS”
- ICS-400 “Advanced ICS”
- ICS-401 “Multi-Agency Coordinating (MAC) Group”
- M-581, Fire Program Management- An Overview
- S-110 “Basic Wildland Fire Orientation”
- S-205 “Fire Operations in Urban Interface”
- S-260 “Fire Business Management Principles”
- S-270 “Basic Air Operations”
- S-290 “Intermediate Fire Behavior”
- Aviation acquisition/procurement
- Aviation capabilities & limitations
- Aviation dispatching
- Aviation management & coordination
- Aviation mishap reporting
- Aviation policy and regulations
- Aviation radio use
- Aviation transport of HAZMAT
- Crew resource management
- Flight payment document
- “Hazardous Material Awareness Program for Firefighters”
- Human factors in aviation
- Interagency aviation organizations
- Mission planning & flight request process
- Multi-media First Aid
- Risk management (aviation)
- “Weather Information Management System”

***Currency**

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>).

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.