



**Federal Buildings Personnel Training Act**  
Facility Manager - REVIEW AND COMMENT:

FMI: OPTIMIZING THE BUILT ENVIRONMENT



General Comment	Source(s)	Take Away
These Competencies are held/required for personnel in our organization, but they are not all held by ONE person, or one person at each of the 3 different "Levels". Instead, many personnel carry out these many roles.	NAVFAC	Based on this feedback and follow up meetings with DOD facility managers at the regional and installation levels, the Program to implement the FBPTA is being redeveloped to better align the core competencies with how Departments and Agencies operate "government-wide". There will no longer be levels broken down by grade for facilities managers. Core Competencies will be shown on an individual basis and arranged to reflect the requirements for a person performing that duty at the: <ul style="list-style-type: none"><li>• Agency/Department level</li><li>• Regional level</li><li>• Installation/Field Office level</li><li>• Cantonment Area/Campus level</li><li>• *Large facility (Pentagon, Reagan Center, Agency/Dept HQ etc)</li></ul> Each Agency/Departments will show that they have the personnel at each of the above levels that possess the required core competencies. The Agency/Dept will determine the competency to personnel ratio – (ex. a person at a Field Office could be designated as the individual that has x, y & z core competencies under O&M and a, b & c core competencies under Sustainability). The mixture of personnel and competencies will be up to the Agency/Dept to determine and demonstrate. It is anticipated that there will be GAPs in the existing workforce structure that will require personnel to pursue training within the industry or specialized training within the Federal government to close.
The Competencies seem to be developed on the assumption that a lone individual is responsible for managing or operating all or nearly all of the facility/systems in a single structure or complex.	NAVFAC	See above
Possibly the Competencies could be applied to an organization, not to individuals. Due to the way NAVFAC is structured and staffed, these Competencies are distributed throughout our facilities management team. Individuals may be responsible for specific Competencies, but due to the sheer size of our Areas of Responsibility, no one individual can be tasked with all the Competencies listed.	NAVFAC	See above
The verification method for each individual's competencies remains a concern throughout our organization.	NAVFAC	The initial method of verification for each individual's competencies will be through the validation methods that individuals have showing that they have completed, the courses, certifications,

		licenses, degrees and registrations that have been identified to demonstrate the core competency in question.
Some of the concepts are written as if they are fully developed, formalized and widely known, when they in fact are not, at least not in NAVFAC. Typical examples of this are <b><i>“business case for sustainability”, “integrated whole-systems analysis”, “strategic workplace strategy”, and “Knowledge Management System”.</i></b>	NAVFAC	Where applicable a full formal definition of the concepts will be given. We will revisit the concept to determine if it is vital to accomplishing the objectives of the FBPTA. If it is not, it will be deleted.
Limit the list of core competencies to those appearing the Federal Buildings Personnel Training Act (the Act); namely, (1) buildings operations & maintenance, (2) energy management, (3) sustainability, (4) water efficiency, (5) safety, and (6) building performance measures. This will allow the executive branch to more effectively report on its progress implementing the legislation. It also acknowledges that the Act has not and may not provide funding. <ul style="list-style-type: none"> <li>• Delete all core competencies and related knowledge, skills, abilities, and behaviors (KSABs) focused on areas other than the six core competencies named in the Act. That includes security and emergency management, contracting, occupant interface, leadership, regulatory compliance, project management, communication and teamwork, personnel management, and budget formulation and execution.</li> <li>• Reassign to the six core competencies named in the Act the KSABs from the life-cycle analysis and retrofit projects areas.</li> </ul>	DOE	The law states, “The core competencies identified shall include <b><i>competencies relating to</i></b> building operations and maintenance, energy management, sustainability, water efficiency, safety (including electrical safety), and building performance measures.” Through clarifying conversations with the sponsors of the bill that became the FBPTA, we know that it was not their intention to limit the core competencies to ONLY those spelled out by name. They understand that in order to <b><i>Operate</i></b> and <b><i>Manage</i></b> a Federal facility at any level or complexity, that <b><i>related</i></b> core competencies like Leadership, Project Management, Budgeting, Strategic Planning, and Occupant Interface must be included in order to successfully accomplish the objectives of the law. Given that, in redeveloping the program, we foresee simplifying and streamlining the current number and set of core competencies.
Explain that commensurate with the existing management structure, Departments may demonstrate compliance when in the aggregate across an agency, region, or site subject personnel have attained the KSABs. <ul style="list-style-type: none"> <li>• Individuals would not need to hold each and every KSAB.</li> <li>• Supervisors would select relevant KSABs for their employees.</li> <li>• Individuals would identify qualifications (experience, credentials, or training) that meet the assigned KSABs.</li> <li>• Agency coordinators would verify that each KSAB has been selected at least once among subject personnel.</li> </ul>	DOE	See the first Take away above
Clarify that subject personnel may meet the intent of KSABs through a combination of experience, credentials, and training verified by supervisors.	DOE	The ability and method for personnel to “meet the intent of KSABs through a combination of experience, credentials, and training verified by supervisors” has not been determined or developed at this time, but is a high priority program item.



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Rephrase KSABs into specific, measurable, actionable, realistic, and time-bound (where applicable) statements. <ul style="list-style-type: none"><li>• Avoid including KSABs that indicate knowledge of where to find or who to ask for more information.</li><li>• Define any oft repeated verbs that begin KSABs.</li><li>• Remove colloquialisms to reduce ambiguities.</li></ul>	DOE	We are fully verse in the development of SMART metrics and will make every attempt to insert them as recommended. We will be simplifying the CC as stated above. We will make every effort to define oft repeated verbs and to remove all colloquialisms.
Commit to preparing a compendium of facility management standards that would provide for each core competency and KSAB: <ul style="list-style-type: none"><li>• Objective(s)</li><li>• Requirements</li><li>• Examples of adequate “demonstration” of attainment</li><li>• Strategies to reach attainment</li></ul> <i>Note: Such a compendium would provide training and credential providers equal position as they compete for support from the federal facilities management community.</i>	DOE	This is a very valuable recommendation and we look forward to following up with DOE to enlist their partnership in creating this document. With DOE’s assistance, we commit to preparing this document.
Eliminate the pay bands that currently divide the KSABs into three groups. <ul style="list-style-type: none"><li>• Pay is level not only determined by responsibilities but is also subject to employing Agency, location of the command, and the command’s echelon level within its Department.</li><li>• Subject personnel may have responsibilities that span groups.</li><li>• No set of groups will encompass all pay schedules and grades engaged in facilities management.</li></ul>	DOE	Our Program reformulation is in direct response to this and identical recommendations and will accomplish what is behind the statements.
Prioritize those areas of buildings that have highest energy consumption and/or highest opportunity for significant improvement in energy consumption (Ex ICTE space)	Schneider Electric	We will create a KSA around this recommendation.
FBPTA core competencies appear to be comprehensive and meet most of the criteria set out in the FBPTA.	IFMA	Our reformulation will be far more aligned with the way IFMA trains personnel.
Core Competencies are based on the U.S. Federal System vice a Global Job Task Analysis (GJTA) survey across a very diverse range, geographically as well as type of facility	IFMA	Our reformulation will be far more aligned with the way IFMA trains personnel.
If this program if not properly funded the efforts made to put the program would be wasted and any energy savings that may be captured resulting from the training would be lost.	LLNL	We concur, but we anticipate no additional funding, and the likelihood of funding cuts, for the foreseeable future.



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COTR/Bldg, Mgrs. are not often trained in the operations and maintenance of the equipment within a facility. This tends to leads to improper maintenance practices and/ or inspections that will reduce the life of the equipment.	LLNL	We will address this in our reformulation of the core competencies.
Bldg. Mgrs often manage the asset from a procedural point only and not in conjunction with the operations and maintenance or hands on point. This is due to a lack of overall knowledge or training on the total operations and maintenance of facilities equipment.	LLNL	We will address this in our reformulation of the core competencies.
As employees move up in levels, the general knowledge in all areas appears to be more appropriate.	SFEP	Our reformulation should eliminate the reason for this comment.
Expand all acronyms	HHS-IHS	We will.
It is sometimes not clear if the intent is to address all aspects of facility management or only those related to energy/ water management and sustainability. If the latter is the case then some KSABs such as leadership, occupant interface, budget formulation, and personnel management could be scaled back.	HHS OFMP	We will address this in our reformulation of the core competencies.
Defining a competency in terms of knowledge of systems or practices will be hard to measure. Instead it may be better to define competency in terms of knowledge of an agency's policy on the system or practice. This will allow for differences between agencies and enable confirmation based upon completion of policy specific training at that agency	HHS OFMP	We will address this in our reformulation of the core competencies.
The words "Demonstrate understanding or demonstrate knowledge" imply that at some point this understanding or knowledge will need to be confirmed. Could this instead be addressed in terms of agency training programs for the position? For safety an example might be "demonstrate all required OSHA training for the position.	HHS OFMP	This is a valuable recommendation and will be used in our reformulation of the core competencies.
Many of the more qualitative skills are good, but will be very hard to measure.	HHS OFMP, DOE, NAVFAC etc	See above take away-s and we will address this in our reformulation of the core competencies.
Knowledge of BAS may not apply to many people in agency.	HHS OFMP	We will address this in our reformulation of the core competencies.
Recommend making FAC-P/PM at requirement under Project Management	HHS OFMP	The FAC-P/PM certification is a very good program, but we cannot "require" any certification, only recommend them. FAC-P/PM is already required for contracting officers working on facilities.

Level III competencies seem to relate more to a facilities program management position rather than a facility manager position.	HHS OFMP	A valid observation and this is part of what is driving the need for a Program reformulation.
Not every facility manager would be able to obtain a level III certification since it is so full of knowledge across a broad range of topics. Most people would not be able to experience all of this in their careers. This is more suited for a regional, divisional, or continental manger that oversees large numbers of projects.	IUOE	A valid observation and this is part of what is driving the need for a Program reformulation.
Not every facility would have 3 levels of FMs.	IUOE	A valid observation and this is part of what is driving the need for a Program reformulation.
Continuing education requirement would be valuable to help stationary engineers stay current with new technologies and best practices. Would need more detail on items such as # of hours.	IUOE	The Continuing Education Program required by the FBPTA will flow from the implementation of the core competencies and their subsequent update/improvement. The Cont Ed Program is a FY13 deliverable.
<b>Specific Comment</b>	<b>Source(s)</b>	<b>Take Away</b>
Demonstrate an understanding of where and how power consumption is concentrated in the building	Schneider Electric	Great addition – it will be appropriately added to the reformulation of the Core Competencies
Demonstrate ability to calculate and respond appropriately to established energy metrics such as Power Utilization Efficiency (PUE) <ul style="list-style-type: none"> <li>• Where and how to take measurements</li> <li>• How to interpret the data</li> <li>• How to explain the results to people in operations and upper management</li> <li>• How to develop an improvement strategy</li> <li>• Recommend and/or acquire certifications for specific skills</li> </ul>	Schneider Electric	Great addition – it will be appropriately added to the reformulation of the Core Competencies
LVL II – Bus – Personnel Management (a-d) and Budget (a-c, f) - These items are supervisory functions, and are often not performed or expected at GS12-13 level.	SFEP	The reformulation of the Program will address this issue.
Include a specific callout to lighting systems in item 6a on page 13 for the Level II competencies	Illuminating Engineering Society of N. A.	Lighting is a very important system and was left out by mistake. Great addition – it will be appropriately added to the reformulation of the Core Competencies
Facilities Engineering was not identified as a Core Comp, junior FMs are identified as engineers.	HHS IHS	The designations “Facility Manager, Building Operator, Energy Manager etc” will no longer be part of the program. The focus will



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		be on “core competencies” and their alignment with the level in the organization that is being addressed.
Add Project Management to Level I Technical	HHS IHS	The reformulation of the Program will address this issue.
Add Personnel Management to Level I Bus	HHS IHS	The reformulation of the Program will address this issue.
Add Budget Formulation to Level I Enterprise Knowledge	HHS IHS	The reformulation of the Program will address this issue.
Add Communication and Team Work to Level I Bus	HHS IHS	The reformulation of the Program will address this issue.
Change COTR TO COR	HHS IHS	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.
Add - Demonstrate knowledge of maintaining COR certification - Demonstrate the ability to assess technical requirements. needed to ensure delivery and quality of services/products. to Level I Contracting.	HHS IHS	Great recommendations – they will be appropriately addressed in the reformulation of the Core Competencies.
Add Knowledge of Agency-specific space management policies to Level I Behavior Occ interface.	HHS IHS	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.
Add Demonstrate the ability to develop and manage program budget to Level II Budget Formulation and Execution.	HHS IHS	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.
Add understanding historic resources and acting as a resource for Level I FM to Level II Regulatory/Statutory	HHS IHS	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.
Add the ability to advocate for funding to Level II Budget	HHS IHS	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.
Add demonstrate knowledge of the Guiding Principles for Federal Leadership in High Performance and Sustainable Buildings.	HHS OFMP	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.
a & b in Lvl I Life-cycle Analysis could be combined to simplify	HHS OFMP	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies
Lvl I - Regulatory/Statutory core competencies seem to address too broad a set of policies and suggest focusing on agency specific policies and regulations.	HHS OFMP	This will be appropriately addressed in the reformulation of the Core Competencies.
Lvl I O&M Continuous Retuning – change “low or no cost” to “in the most cost effective manner”.	HHS OFMP	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies
Suggest introducing – Demonstrate the ability to read utility meters in Lvl I Energy Management.	HHS OFMP	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies
Simplify Lvl II Water Efficiency first sentence to “Have knowledge of water management personnel at the local, regional and national levels”.	HHS OFMP	Great suggestion – Changed F
Add electrical and telecommunication systems to Lvl II Deep Retrofit a)	HHS OFMP	Great recommendation – it will be appropriately addressed in the reformulation of the Core Competencies.



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IT Systems is not usually FM responsibility in Lvl II Deep Retrofit a)	HHS OFMP	Clarified by adding “installation arrangement and energy requirements”
Recommend adding to Lvl I: <ul style="list-style-type: none"> <li>• Write clear, concise, and well organized documents</li> <li>• Speak in a clear, concise, and well organized manner (public and interpersonal)</li> <li>• Listen effectively and communicate understanding</li> </ul>	HHS OFMP	Great suggestion – added under leadership
In Lvl III, Retrofit/Refurbishment Projects, suggest we stay away from identifying concepts such as “global project management” that are not specifically required by law or regulation.	HHS OFMP	Changed to “or a global project management like system”
Lvl III Budget Formulation and Execution, “extensive knowledge” is too vague.	HHS OFMP	Vague terminology will be eliminated in the reformulation of the Core Competencies.
Lvl II O&M Building Systems c&d, some facility managers don’t have a mechanical background. For them to be asked to troubleshoot complex systems including HVAC, Fire and life safety systems is unrealistic. While some FMs might have these skills, they have unique work experience that isn’t always repeatable for every FM.	IOUE	The reformulation of the Program will address this issue.
Lvl II O&M Building Systems d), in order to troubleshoot, extensive real-world experience is needed. This implies a background as a stationary engineer first.	IOUE	The reformulation of the Program will address this issue.
Lvl II Safety, Security & Emergency Management c) Tests and drills are planned & conducted by the Emergency Management Department based on security environment / requirements and safety analysis report, SAR.	LLNL	The reformulation of the Program will address this issue.
Lvl II Safety, Security & Emergency Management g), Building security is managed and maintained by the LLNL Security Department. The manager is knowledgeable of the security requirements and the system operation.	LLNL	The reformulation of the Program will address this issue.
Lvl I, Behavior - Occupant Interface/ Relationship Management a), rarely does a manager interface with the media or press without prior orchestration with the Public Affairs Office (PAO). And then, generally, the PAO will brief the media/press with specific questions referred to the Facilities Manager. Again, Navy functions are segregated and not assigned to all individuals at any level in an organization.	NAVFAC	This will be eliminated in the reformulation of the core competencies.
Lvl I & II, Technical – O&M Continuous Retuning a), recommend definition of “strategic retuning plan” and “continuous retuning”	NAVFAC	Any “non-terms of art” will be defined as suggested.





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Lvl II, Technical – Project Management b), “separation of Duties” may need to be addressed so there is no violation with the Facility Manager getting involved in all aspects of procurement (e.g. initiating a requirement, selecting a contractor, and approving the work). This also appears on Page 23.	NAVFAC	The reformulation of the Program will address this issue.
Lvl II, Business – Contracting, on page 15, we believe that Competency #10 should include the requirement for understanding how to program, fund and initiate construction contracts related to sustainment, restoration and modernization of facilities. Although a Contracting Officer would award these types of contracts and private contractors would likely be responsible for contract execution on larger projects, a Level II Facility Manager should understand the process for accomplishing this level of work from programming for funding through contract execution.	NAVFAC	We will include this in the reformulation of the Program.
Lvl III Business – Personnel Management, on page 24, Competency #12 should include the requirement to actively participate in the selection process for Level II Facility Managers. For example, they should act as Selection Board Chairperson or Selecting Official when appropriate.	NAVFAC	We will include this in the reformulation of the Program.
Lvl I, Technical – O&M Continuous Retuning a) – <ul style="list-style-type: none"><li>• This is continuous retuning so I don’t understand why the failure scenario is here. Failure scenario may be better suited to O&amp;M Building Systems.</li><li>• To me, this requires knowledge of the Design Intent Document, commissioning report, set points, control sequences, etc. and then continuous operation, monitoring and adjustments to insure systems remain within their optimum operating parameters.</li><li>• A minimal level of BAS operational ability is required, especially for facilities where the facility manager is collateral duty (see general comments above). Something like review of set points, recognizing and addressing alarms, etc. may be appropriate.</li></ul>	USDA	Addressed in new version of CC.
Lvl I Business – Performance measures b) – seems this is more applicable to the continuous retuning discussion.	USDA	Addressed in new version of CC.
Lvl I Technical – Life-cycle Analysis b) - Should list the basic Federal reference for LCCA, NIST Handbook 135.	USDA	Will be addressed in the update of the CC.





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Lvl I Technical – Safety, Security, Emerg Mgmt a) - Since safety is such an important factor, consider a hard requirement for OSHA training – OSHA 10 or 30 as an example.	USDA	Addressed in new version of CC.
Lvl I Technical – Safety, Security, Emerg Mgmt - Add e – demonstrate knowledge of asbestos, lead paint and other hazardous material and how it impacts maintenance, repair and project work at the facility.	USDA	Addressed in new version of CC.
Lvl I Technical – Contracting a) - Provide a level for COTR requirements – I, II, or III. Suggest Level I.	USDA	Addressed in new version of CC.
Lvl I Technical – Contracting b) - More detailed knowledge of various O&M contracts is required – POCs, deliverables, contract periods/renewals.	USDA	Will be addressed in the update of the CC.
Lvl II Technical - O&M- Building Systems a-d) - Seems these core competencies are just as critical for the 7, 9,-11 facility personnel as well. Not sure why it was not included under their elements.	USDA	Addressed in new version of CC.
Lvl II Technical - Safety, Security, Emerg Mgmt e) - Should consider adding a requirement for OSHA training (maybe OSHA 30) in order to be qualified to conduct safety assessments and workplace training. Consider adding a requirement that requires knowledge of HAZMAT – asbestos, LBP, etc. – regarding requirements associated with development of asbestos and lead paint management plans, underground oil tank monitoring requirements, etc.	USDA	Will be addressed in the update of the CC.
Lvl II Business – Contracting - The knowledge of purchase orders, purchase cards, etc are as important at the 7,9-11 level as they are for the 12 and 13 level. For all levels should include COTR duties associated with O&M and recurring service contracts. Should also include the ability to re-write and improve O&M and recurring service contracts, including development of a Quality Assurance Surveillance Plan.	USDA	Will be addressed in the update of the CC.
Lvl III Technical – Life-cycle Analysis - Consider adding statement that describes the requirement to develop computer models per EPACT 2005 when developing capital projects. Similar requirements are mandated by EISA 2007 for solar water heating (30% of water heating energy should be provided by solar energy sources when cost effective).	USDA	Will be addressed in the update of the CC.



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Lvl I – O&M Building Systems - Separate building systems from operations i.e. pest control, landscape, waste management, etc. b. is operations not systems c. should be under a technology core competency.	FEA	Addressed in new version of CC.
Lvl I – O&M Continuous Retuning - <b>this should be about perpetual commissioning or balancing of the bldg. systems</b>	FEA	DOE term of art is continuous retuning. The training course developed by PNNL is called Continuous Retuning. Thus, we want to avoid confusion and maintain the name.
Lvl I Energy Management - add Demonstrate the ability to monitor energy usage and do root cause analysis of usage spikes or patterns	FEA	Addressed in new version of CC.
Lvl I – Life-cycle Analysis a) – move to Leadership, add <ul style="list-style-type: none"> <li>• Animal knowledge of the FCA process and benefit</li> <li>• Demonstrate how to utilize LCA in the decision making process of equipment replacement</li> </ul>	FEA	Addressed in new version of CC.
Lvl I Safety, Security, Emerg c) – add as well as how this info fits into the overarching ERP.	FEA	Addressed in new version of CC.
Lvl I Safety, Security, Emerg d) – needs more explanation.	FEA	Will be addressed in the update of the CC.
Lvl I Contracting – add: <ul style="list-style-type: none"> <li>• Demonstrate the ability to effectively govern/oversee a contract to ensure compliance and full value of the service or product being provided</li> <li>• Ability to create an effective SOW to deliver to the COTR to ensure proper procurement of a product or service</li> </ul>	FEA	Addressed in new version of CC.
Lvl I Performance Measures c) should be in Energy Management section and add: <ul style="list-style-type: none"> <li>• Ability to create effective SLAs with the service providers and GSA customers</li> </ul>	FEA	Addressed in new version of CC.
Lvl II – define BAS, MMS, CMMS	FEA	Addressed in new version of CC.
Lvl II – O&M Continuous Retuning – shouldn't commissioning (3 types) be covered here and the benefits of each?	FEA	Addressed in new version of CC.
Lvl III – O&M Bldg Systems – c) add and total cost of ownership TCO. Simplify sentence f).	FEA	Addressed in new version of CC.
i) Lvl III – Energy Mgmt j) – “Demonstrate an “enterprise level” of knowledge regarding how energy is used by your agency and/or the occupant’s of your facilities in that accomplishment of their mission and how to, conduct the	FEA	Addressed in new version of CC.



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analysis, and develop the implementation programs to optimized energy use based on that mission.” This sentence needs clarification and simplification.		



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Question	Source	Take Away/Proposed Response
The core competencies are very comprehensive and we wonder how they impact grade level determinations and what happens if someone who is currently a “facility manager”, can’t “pass” all of the required courses. Does this person get downgraded or removed from their position? How this potentially impacts staffing and grade levels needs to be considered?	SFEP	Answers will be addressed in detail via the forum on the website.
Will anyone be grandfathered in or will all “facility managers” be required to take all the training?	SFEP	A system is being developed to show competency but is not called grandfathering. This is still in development.
Will there be a timeframe for completing all the training requirements? They need to make sure sufficient time is allowed.	SFEP	June 14 2012 to June 14 2013
Will testing be required to prove “competency”?	SFEP	This is course and condition dependant and can't be answered in a single sentence or paragraph.
Who is defined as a “facility manager?” Are all technical personnel working in facilities management expected to be versed in all aspects of facility management? How, if at all, are subject matter experts included? For example, are Safety Specialists or Fire Protection Engineers considered facility managers requiring facility manager certification? If yes, recommend differentiating facility manager generalists from specialists. For example, a Safety Specialist or Fire Protection Engineer may have more knowledge in their subject matter, with less knowledge in other areas.	SFEP	Answers will be addressed in detail via the forum on the website.
Where do level 2 and 3 FM's positions reside? Is level 2 at the facility with the Jr. FM or at a separate location? What about the Level 3?	HHS-IHS	Level system no longer part of CC.
Will FAC P-PM certification be required for Level II Project Management?	HHS-IHS	Not at this time.
Various levels of existing certifications and licenses have not been specified (Ex PE) – why?	HHS-IHS	Will be covered in the Comp to Course, Cert etc...map.
What is meant by developing or implementing a carbon footprint for your facility?	HHS-IHS	Changed to developing or implementing the calculation of a “carbon footprint” for your facility(ies) using tools provided by the agency's subject mater experts
It is understood that the Law also applies to contractor personnel working in federal buildings. Some of the KSABs are not appropriate for contractors (such as performing COR functions). Will a separate set of competencies be required for	HHS OFMP	Yes.



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contractor personnel?		
In Lvl I Performance Measures, it is unclear what metrics are being referred to	HHS OFMP	Level system no longer part of CC.
In Lvl I Performance Measures (a-c), it seems that only metrics related to sustainability and energy/water management are being considered here. If so, should this instead be included in the technical section rather than in the business section. Are there other metrics beyond sustainability that should be addressed?	HHS OFMP	Level system no longer part of CC.
For Lvl I Regulatory/Statutory (a-e), will the requirement be different for contractor personnel?	HHS OFMP	Level system no longer part of CC.
The scope of Retrofit/Refurbishment Projects "Deep Retrofits" is unclear.	HHS OFMP IUOE	Explanation provided in new version CC.
Some leadership concepts are good, but are a bit too abstract, where does the line get drawn?	HHS OFMP	Answers will be addressed in detail via the forum on the website.
With the split into three distinct facility managers, each with different levels of knowledge and certifications, does GSA foresee having one of each level for a facility or some other mix?	IUOE	Level system no longer part of CC.
In Lvl I Leadership e), does GSA have a standard change management process across all federal facilities? In our experience, each facility has its own version.	IUOE	Level system no longer part of CC.
For a person to acquire a level II or a level III FM designation/certification how many of these competencies must be acquired?	IUOE	Level system no longer part of CC.
Lvl II Sustainability d), What is meant by Agency Scopes 1, 2, and 3?	IUOE	Level system no longer part of CC.
Where does GSA envision their facility managers coming from? In the private sector, many of them come from business backgrounds. They are good with budgets and billing and project management in general but don't have the backgrounds to understand the building systems – especially to a degree that would allow them to troubleshoot systems as suggested in the document. On the flip side, those that come up through the ranks of stationary engineering can have an excellent knowledge of the building systems but not have those other business skills. It might be easier, however, to teach the business skills to the stationary engineer than it is to	IUOE	Answers will be addressed in detail via the forum on the website.



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teach building skills to the person with only business training/experience.		
When will the conference or “Industry Symposium” regarding incorporation of Facilities Maintenance/Management contract employees be held?	NAVFAC	TBD
Lvl I, Behavior – Performance Measures, this competency will need to have metrics and data developed for the FMs to use this. Who will develop the metrics?	NAVFAC	Level system no longer part of CC.
Lvl II, Technical – Energy Management a), what is “state-of-the-art” knowledge? Acknowledging that full description cannot be provided in the CC, but possibly we can help develop that as needed.	NAVFAC	Answers will be addressed in detail via the forum on the website.
Lvl II Business – Personnel Management a), what is “mobile work”?	NAVFAC	Mobile work = tele-work = remote work = virtual work
Lvl III Technical – O&M – Building Systems d, e), what is “private money”?	NAVFAC	Level system no longer part of CC.
Some Agencies such as ours have a number of small, remote sites, where facility management functions are handled as a collateral duty. While those individuals may not possess the core competencies of a full time facility manager, it is still important that they understand the design intent and function of the facilities. How do we address this group of individuals?	USDA	New system designed to address this question.
Throughout the document the word “demonstrate” is used. For some of the elements this may be fairly straightforward with supporting documentation. But for a majority of them it would require significant dialogue or hands on demonstration for them to demonstrate the competency. What is the intent? What discretion will Agencies have to determine means to demonstrate a competency?	USDA	Yes agencies will have the discretion during the initial roll out of the program to determine "demonstration" and it will be part of the courses, certs...
The introduction contains a reference of the intent of the terms design and safety relative to facility manager's requirements; however, only design is explained. Can you provide a similar explanation for safety?	USDA	Safety will be thoroughly addressed in update.
Level I Facility Managers are GS 7, 9-11. What are	USDA	The system will evolve to answer this question, but no good answer at



***Federal Buildings Personnel Training Act***  
Facility Manager - REVIEW AND COMMENT:

**FMI:** OPTIMIZING THE BUILT ENVIRONMENT



comparable WG grades?		this time.
How do you envision them demonstrating “an understanding of the integrated team required to implement ‘continuous retuning’ and the ability to lead such a team.”		This requirement has been removed from the system.