United States Department of the Interior
OFFICE OF THE SECRETARY
Washington, DC 20240

APR 2 5 2005

PERSONNEL BULLETIN NO. 05-02

SUBJECT: 2005 Administratively Determined Pay Plan for Emergency Workers (Casuals)

Attached is the 2005 Administratively Determined Pay Plan for Emergency Workers. It replaces all previously approved plans. This plan authorizes and provides direction relative to the hiring of emergency workers. It is forwarded for implementation and will expire December 31, 2005.

All offices hiring under this authority should adhere to the provisions of this pay plan.

The rates for 2005 did not change from 2004. In response to the comments received on the draft 2005 plan, we are delaying the establishment of new pay classes and associated rates until an independent review is completed.

The Incident Position Matrix (attached) was updated to include positions that were established in 2004.

Changes to the verbiage for 2005 are listed below. The corresponding paragraphs in the text of the plan are identified by parentheses.

- Clarifies that this authority may be utilized for Federal Emergency Management Agency (FEMA) mission assignments (A3).
- Requires use of standard rates established by the Incident Business Practices Working Team (IBPWT) for commonly used positions. Requires approval of rates for positions not established in this pay plan. Removes the provision, which allows Geographic Areas to assign rates and instructs the areas to furnish documentation to the IBPWT to establish the rate for the position on a nation-wide basis (B).
- Adds a statement that if no documentation establishing a new or interim rate is provided, payment will be made at the AD-1 rate. (B)
- Changes direction on how exceptions to the AD-4 rate are processed. (B2)
- Changes direction to be consistent at all pay levels where a casual's pay will be set at the point of hire and will not change based upon the location of the incident. (B4)
- Adds Security Specialist Level 1 or Level 2, and Buying Team Member to the list of key positions that may be filled only by current agency employees. (B5)
- Adds "This authority cannot be used to circumvent other hiring authorities such as temporary 1039 appointments or career seasonal appointments". (D6)

- Clarifies that annual refresher courses and travel to and from training is included within the 80 hour training limit, regardless of agency. (D6)

- Removes the provision for up to 120 hours of training for specialized positions when State or federal licensing and or certification requirements exist. (D6)

- Adds "To meet mission assignments issued by the Federal Emergency Management Agency (FEMA)" to required situations for hire. (D11)

- Removes the provision for paying the rate at point of hire or the rate at the location of the incident, whichever is higher. (E12)

- Clarifies that casuals working away from the point of hire must be given enough on-shift time (travel, ordered standby, and actual work) to total 8 compensable hours for that calendar day. This 8-hour guarantee does not apply to the first and last day of work. (E12d)

- Clarifies that casuals assigned to an incident at their point of hire are not entitled to guaranteed hours on days off. This is considered off-shift time and is non-compensable. (E12e)

- Clarifies that casuals working at the point of hire are not guaranteed 8 hours each calendar day. (E12e)

- Removes the provision to process casual payments at demobilization site. (E13)

- Adds "The hiring agency/unit is responsible to issue authorization to travel and to process claims for travel expense reimbursement." (E16)

- Adds language advising agencies to adhere to their policy on hiring of relatives as casuals. (E20)

- Changes the way positions are classified and rates are established (F1).

- Removes the direction authorizing agency administrators to equate positions to benchmark jobs and adds information on how positions are classified.(F)

Kathleen J.H. Wheeler

Kathleen J.H. Wheeler
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Attachment

Effective Date: April 25, 2005 Expiration Date: December 31, 2005

PAY PLAN FOR EMERGENCY WORKERS (CASUALS)

A. PREAMBLE. Pursuant to 5 U.S.C. 5102(c)(19), 7 U.S.C. 2225 and 2226, and 43 U.S.C. 1469, there is hereby established, effective April 18, 2005, the following Administratively Determined (AD) Pay Plan, which replaces and supersedes previously approved plans. In the event there is an emergency in progress on the effective date of this pay plan, the emergency workers (casuals) on that emergency shall be paid under the provisions of the AD pay plan in effect at the start of the emergency. This pay plan applies wherever and whenever it becomes necessary to hire persons:

1. To cope with a sudden and unexpected emergency caused by a fire, or extreme fire potential, flood, storm, or any other emergency that threatens damage to federally protected property unless brought under immediate control.

2. To provide emergency assistance to State Foresters under formalized cooperative agreements (see paragraph D).

3. To meet mission assignments issued by the Federal Emergency Management Agency (FEMA).

Such hiring is of uncertain or purely temporary duration, and shall be terminated when other employment methods can be initiated. This plan can be used for suppression operations and suppression for resource benefit.

This pay plan is complete within itself. Therefore, for any hiring under this plan, the provisions herein take precedence over any other policies or regulations that may be prescribed elsewhere.

B. RATES OF PAY. The National Wildfire Coordinating Group (NWCG) Incident Business Practices Working Team (IBPWT) establishes rates for most commonly used AD-1 through AD-5 positions. Geographic Area Coordinating Groups (or designated agency representatives) may request rates for positions not published in this pay plan. Rates for positions not published in this pay plan must be approved by the IBPWT.

The agency hiring official will submit, through normal agency channels, a description of duties and justification to the Chair of the IBPWT, who will facilitate the position review process in order to establish a rate. Enough information must be provided to determine the specific duties and complexity level of the proposed position. This process could take anywhere from a few days to weeks to complete.

If a unit has an immediate need and would like to request an exception, they may forward their request, through normal agency channels, to their respective agency Fire Director (or a designee) for consideration and/or approval. Exceptions must be reviewed, approved and forwarded by a designated Geographic Area or Regional representative (i.e. GACC Coordinator, Regional Fire Director, etc). Enough information must be provided to determine the specific duties and

complexity level of the proposed position. (Note: The approved exception rate will only be valid for the duration of the current incident. It is expected that the position will be submitted through the review process to establish a permanent rate.)

The approval must be attached to the casual's Single Resource Casual Hire Information Form and original time record (OF-288) for payment use and must be made a part of the incident record. If no documentation establishing a new or interim rate is provided, payment will be made at the AD-1 rate.

1. Rates per hour for AD-1 through AD-4

Classification	48 Contiguous States	Alaska	Hawaii
1	$9.96	$14.56	$11.88
2	$11.68	$16.60	$14.84
3	$12.84	$18.24	$16.28
4	$14.60	$20.44	$19.40

2. AD-4 Exception Rate. If the scope of a current emergency warrants obtaining the services of individuals whose experience qualifies them to supervise or direct an operation, or to render a special service that exceeds the scope of an AD-4 position, such as leader of a group of AD-4's, the hiring unit may request an Exception Rate. The hiring unit may also request an Exception Rate to hire individuals for an AD-4 position when the local prevailing wage for the particular skill or skills of the AD-4 position so far exceeds the rates in the preceding paragraph B1 as to make it impossible to recruit individuals for the AD-4 position. An Exception Rate will not be applied to AD-1, AD-2, AD-3, and AD-5 positions.

If a unit has an immediate need and would like to request an Exception Rate, they may forward their request, through normal channels, to their respective agency Fire Director (or designee) for consideration and/or approval. Exception Rate requests must be reviewed, approved and forwarded by a designated Geographic Area or Regional representative (i.e. GACC Coordinator, Regional Fire Director, etc.). The approved Exception Rate will only be valid for the duration of the current incident unless approval is obtained and documented in a Geographic Area Supplement.

The approval must be attached to the casual's Single Resource Casual Hire Information Form and original time record (OF-288) for payment use and must be made a part of the incident record. If no documentation establishing an Exception Rate is provided, payment will be made at the AD-4 rate.

3. If the casual is assigned to a different position qualification (as documented on the Crew Time Report, SF-261), adjust the pay rate to the appropriate rate for that position and document in the Remarks block of Form OF-288.

4. The rate will be established at the point of hire and documented on the OF-288 or the Single Resource Casual Hire Information Form. The rate established at the point of hire will remain in effect regardless of the location of the incident.

5. The Area Commander, Type 1 or Type 2 Incident Commander, Type 1 or Type 2 Deputy Incident Commander, Security Specialist Level 1 or Level 2, and Buying Team Member are key positions and may be filled only by current agency employees.

6. Consideration of Hazardous Nature of Work. The hazardous nature of the work was considered in establishing the grade levels for these positions. Therefore, no additional pay is authorized for hazardous duty.

C. DESCRIPTION OF AREAS TO WHICH RATES ARE APPLICABLE.

1. The 48 contiguous States and the following areas and jurisdictions:

Caroline Islands	Virgin Islands
Guam	Puerto Rico
Mariana Islands	Other Caribbean Islands
Marshall Islands	
America Samoa	
Other Pacific Islands	

2. Alaska (Statewide).

3. Hawaii (Statewide).

D. REQUIRED SITUATIONS FOR HIRE. Hiring of emergency personnel may be made according to the provisions of this pay plan when any of the following situations exists:

1. To fight an ongoing fire.

2. To hire personnel during unusually dry periods or when fire danger is very high to extreme (Class 4 or 5), or when fuel or weather conditions are such that fires can readily ignite, spread rapidly, and do substantial damage, and when risks of fire occurrence are high (for example, severity authority, prevention team activation). Examples of high risks occur when the preceding conditions exist and when:

   a. Unusual lightning activity is present or is predicted;

   b. Incendiary outbreaks occur; or

   c. An unusually large number of people are in the area (opening day of hunting season, fishing season, 4th of July, or Labor Day weekend, for example).

3. To provide support to an ongoing incident, including post-incident administration (for example, dispatch, warehouse/cache workers, payment team members, administrative support and reviews). Post-incident administration normally should not exceed 90 days.

4. To place additional firefighters on standby for expected dispatch somewhere in the area.

5. To temporarily replace members of fire suppression crews or fire management personnel who are currently on fires.

6. To allow personnel to attend emergency incident training in preparation for emergency incident situations. In most cases this should not exceed a total of 80 hours per calendar year. This authority cannot be used to circumvent other hiring authorities such as temporary 1039 appointments or career seasonal appointments. The 80 hour limit includes but is not limited to:

a. Required annual refresher courses.

b. Travel to and from the training.

7. To allow personnel to instruct emergency incident training when all other methods of hiring and contracting instructors have been exhausted; not to exceed a total of 120 hours per year for a qualified individual to prepare, instruct, and issue certificates for required courses for emergency incident situations as noted in paragraph 6.

8. To cope with floods, storms, or any other emergency that threatens damage to federally protected property unless brought under immediate control.

9. To carry out emergency stabilization work where there is an immediate danger of loss of life or property or when prompt remedial action is essential before potentially damaging climatic events occur.

10. During a transition period, not to exceed 90 days, following a natural emergency to develop plans and manage an emergency stabilization effort until regular employees can handle the situation or until other employment methods can be initiated.

11. To meet mission assignments issued by the Federal Emergency Management Agency (FEMA).

12. To hire casuals for prescribed fire projects authorized by Congressional funding within the Wildland Fire Operations account. This does not include Mechanical or Chemical Reduction Projects. The term of hire is restricted to no greater than the period beginning 24 hours prior to planned ignition and extending through 24 hours after the perimeter is secured. This pay plan is to be used to provide temporary support due to the unpredictable nature of prescribed fire activities, and may not be used to circumvent normal hiring and contracting procedures.

E. CONDITIONS OF HIRE.

1. This pay plan applies only to those casual hires that are recruited for the sole purpose of dealing with an immediate fire emergency, extreme fire potential, or other emergency.

2. This pay plan may be used to supplement regular personnel assigned to prescribed fire projects. The term of hire is restricted to no greater than 300 hours per **calendar** year per person for prescribed fire projects.

3. The host agency is responsible for hiring and paying under this pay plan for prescribed fire projects.

4. Under no conditions may active members of the Armed Forces be hired.

5. Federal retirees may be hired under this plan without a reduction in annuity (Comp.Gen. B-139682, June 19, 1959).

6. Casuals hired under this plan must meet minimum physical fitness standards and security and training requirements as established by agency policy. Hiring units shall use the Single Resource Casual Hire Information Form, casual hiring information forms, per agency policy. In addition, casuals are required to complete a Health Screening Questionnaire (Form FS-5100-31) for certain positions prior to being hired.

7. Casuals in positions that require special certification or license (emergency medical technicians, drivers, instructors, and so forth) must meet the requirements of the State where the incident is located.

8. The Immigration Reform and Control Act of 1986 (8 U.S.C. 1324A) requires employers to hire only individuals who are eligible to work in the United States. This law also requires that the Immigration and Naturalization Service (INS) Form I-9 be completed within 3 business days of the appointment. Those units who establish and train organized crews should complete INS Form I-9 as soon as crews are organized to eliminate the need for verification at incidents. The appropriately delegated position on the hiring unit or the designee is responsible for verifying the eligibility of any casuals hired.

9. The Agency Administrator or the designee has the final authority to accept or reject any person hired under this plan.

10. To work under this plan requires a social security number for United States citizens or an individual taxpayer identification number for non-United States citizens. Furnish casuals a notice of mandatory social security number disclosure at the time of hire.

11. The salary rate shown for each classification is the rate per hour to be paid for all the service required of the casual hire. Premium compensation shall not be paid for service in excess of 8 hours per day or 40 hours per week or for night, Sunday, or holiday work (7 U.S.C. 2226).

12. The hiring period begins at the point and the time an individual is available for hire at the request of an agency representative. It ends at the time the casual hire is returned to the point of hire or is no longer available.

a. All hours worked under this pay plan must be recorded as either on-shift or off-shift. All on-shift time is compensable; all off-shift time is non-compensable.

b. On-shift includes time spent in travel from and return to the point of hire and related waiting time; other travel necessary for the performance of

work, such as from fire camp to fire line or between fire camps; ordered standby; and actual work. (See Interagency Incident Business Management Handbook (IIBMH), Chapter 10.)

c. Off-shift includes:

(1) Time allowed for sleeping and eating when personnel are free from assigned duty and

(2) Other periods when personnel are free from duty and are not in an ordered standby status. Ordered standby occurs when, at the direction of the agency representative, a casual hire is held in a specific location fully outfitted and ready for immediate assignment.

d. Casuals working away from the point of hire must be given enough on-shift time (travel, ordered standby, and actual work) to total 8 compensable hours for that calendar day. This 8-hour guarantee does not apply to the first and last day of work.

e. Casuals assigned to an incident at their point of hire are not entitled to guaranteed hours on days off. This is considered off-shift time and is non-compensable. Casuals working at the point of hire are not guaranteed 8 hours each calendar day.

f. The minimum compensable time allowance for each work period is 2 hours. Thereafter, compute time in multiples of 15 minutes.

g. Casuals who deviate from the normal travel route home are considered "no longer available" and are not entitled to travel time home nor to transportation provided by the Government from the point the travel deviation occurs. The travel deviation must be documented and attached to the casual's original time record (Form OF-288) for use by the payment unit. This documentation shall also be made a part of the incident record.

13. All transportation required from point of hire until return to point of hire shall be at Government expense. When a casual is released for cause or quits without good reason, pay shall be stopped at the time services are terminated; the Agency Administrator may allow the casual return transportation at Government expense to the point of hire.

14. Meal periods during which a casual is free of duty in connection with an assigned job are not considered compensable work time. In situations where a casual cannot be relieved from work and must remain at the post of duty, count a meal period as time worked for which compensation shall be allowed. Compensable meal breaks shall be documented on Crew Time Reports (Form SF-261). (See IIBMH, Chapter 10.)

15. When casuals do not receive adequate food or lodging, they shall be in pay status the entire time they are working, sleeping, or eating. Adequate food is defined as: meals ready to eat, sack lunches, military type rations, and hot can or similar meals. Adequate lodging is

described as: a sleeping bag (paper or cloth) or a blanket or equivalent covering to provide protection from the elements for sleeping.

16. Whenever deemed practical and necessary by the agency representative, furnish subsistence and lodging at Government expense for casuals under this plan. If the Government cannot provide subsistence for a casual, reimbursement should be made through the agency travel process, following current Agency Travel Regulations. The hiring agency/unit is responsible to issue authorization to travel and to process claims for travel expense reimbursement.

17. Casuals under this pay plan are not entitled to earn or to be granted annual or sick leave, or to be covered under the Federal Employees' Group Life Insurance Act (5 U.S.C. 87), Civil Service Retirement Act (5 U.S.C. 83), Federal Employees' Retirement System (5 U.S.C. 84), Federal Insurance Contributions Act (26 U.S.C. 3121(b) (6) (C)), or the Federal Employees' Health Benefits Act (5 U.S.C. 89). However, the Federal Employees' Compensation Act (5 U.S.C. 81) does cover casuals.

Under the provisions of 5 U.S.C. 8501, Federal agencies do not report wages earned to State offices for unemployment compensation purposes. The services performed by an individual on a temporary basis in case of fire, storm, earthquake, flood, or similar emergency are not considered as performing Federal service for the purpose of reporting wages for unemployment compensation benefits. Casuals may furnish statements of earnings to State Unemployment Offices on their own behalf.

18. Federal and State taxes shall be withheld from salary payments. Each casual shall present IRS Form W-4 and W-5, if applicable, at the time of initial hire. If the casual fails to submit a W-4, taxes shall be withheld at the single with no exemption rate. IRS Form W-2 shall be issued to the casual at the end of the year in which reported wages are earned. State taxes shall be withheld for the State, in which the casual is hired, unless the casual requests withholding for another State and submits the appropriate State forms.

19. Casuals under this pay plan cannot supervise, hire, order, or recommend payments that in any way affect a company or contractor that the casual has ownership or employment with, or perform any other financial responsibilities to, or for, the company or contractor on an incident. If such working conditions exist on an incident or other workplace, the casual must immediately disclose their relationship with the company or contractor to the Agency Administrator, Incident Business Advisor (IBA), or Finance/Administration Section Chief for immediate action.

20. Hiring units shall adhere to agency specific policy on the hiring of relatives as casuals.

F. **POSITION CLASSIFICATIONS**.

1. Rates are determined according to the job performed. Length of service and/or additional qualifications are not used to determine pay rate. Occasional or infrequent duties at a higher level do not justify a change in the pay rate.

2. When casuals work as trainees, they shall be paid one AD rate lower than the full performance AD rate. For example: a fire line squad boss trainee would be paid at the AD-2 rate. At the AD-5 rate a trainee shall be paid at a rate $3.00 less than the full performance rate, but not less than the AD-4 rate.

3. When casuals attend emergency incident training to qualify for another position they shall be paid one AD rate lower than the full performance rate. If the full performance level is at an AD-5 rate, the trainee shall be paid at a rate $3.00 less than the full performance rate, but not less than the AD-4 rate.

4. When casuals attend refresher training, they shall be paid at their current position qualification rate.

5. The following Incident Position Matrix outlines the national standard rates prescribed for positions commonly utilized in the Incident Command System structure.

INCIDENT POSITION MATRIX
(Correlating Positions in AD Pay Plan
Rates 1-5 with Incident Command System (ICS))

Note: The ICS position code identifiers are in the left column.

ICS	POSITION TITLE	AD CLASS	AD-5 RATE ($)
	COMMAND		
AREP	AGENCY REPRESENTATIVE	5	24
ICT3	INCIDENT COMMANDER TYPE 3	5	24
ICT4	INCIDENT COMMANDER TYPE 4	5	21
ICT5	INCIDENT COMMANDER TYPE 5	4	
IOF1	INFORMATION OFFICER TYPE 1	5	29
IOF2	INFORMATION OFFICER TYPE 2	5	26
IOF3	INFORMATION OFFICER TYPE 3	5	21
LOFR	LIAISON OFFICER	5	26
SOF1	SAFETY OFFICER TYPE 1	5	29
SOF2	SAFETY OFFICER TYPE 2	5	26
SOF3	SAFETY OFFICER TYPE 3	5	21
THSP	ASSISTANT SAFETY OFFICER	4	
THSP	ASSISTANT INFORMATION OFFICER	4	
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	FINANCE		
CLMS	CLAIMS SPECIALIST	3	
CMSY	COMMISSARY MANAGER	3	
COMP	COMP/CLAIMS UNIT LEADER	5	24

COST	COST UNIT LEADER	5	24
EQTR	EQUIPMENT TIME RECORDER	2	
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	5	29
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	5	26
INJR	COMP FOR INJURY SPECIALIST	3	
PROC	PROCUREMENT UNIT LEADER	5	24
PTRC	PERSONNEL TIME RECORDER	2	
TIME	TIME UNIT LEADER	5	24
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	OPERATIONS		
ABRO	AIRCRAFT BASE RADIO OPERATOR	3	
ACAC	AREA COMMAND AVIATION COORDINATOR	5	29
AERO	AERIAL OBSERVER	5	21
AOBD	AIR OPERATIONS BRANCH DIRECTOR	5	26
THSP	AIR SPACE COORDINATOR	5	22
ASGS	AIR SUPPORT GROUP SUPERVISOR	5	24
ATCO	AIR TANKER/FIXED WING COORDINATOR	5	24
ATGS	AIR TACTICAL GROUP SUPERVISOR	5	24
THSP	AIR TACTICAL SUPERVISOR – attached to ASM1	5	26
ATIM	AIRCRAFT TIME RECORDER	2	
CREP	CREW REPRESENTATIVE	5	21
CRWB	CREW BOSS	4	
DECK	DECK COORDINATOR	4	
DIVS	DIVISION/GROUP SUPERVISOR	5	24
DOZ1	DOZER OPERATOR	4	
DOZB	DOZER BOSS	4	
ENGB	ENGINE BOSS	4	
ENOP	ENGINE OPERATOR	3	
FALA	FALLER CLASS A (UP TO 12" DBH)	3	
FALB	FALLER CLASS B (UP TO 24" DBH)	4	
FALC	FALLER CLASS C (EQUAL TO OR GREATER THAN 24" DBH)	5	24
FELB	FELLING BOSS	5	21
FFT1	ADVANCED FIREFIGHTER (SQUADBOSS)	3	
FFT2	FIREFIGHTER (TYPE 2 CREWMEMBER)	2	
THSP	FIRE LOOKOUT	2	
FIRB	FIRING BOSS	5	21
FWBM	FIXED WING BASE MANAGER	5	22
FWPT	PARKING TENDER	4	
HCWN	HELICOPTER MANAGER, CWN	5	21
HEB1	HELIBASE MANAGER TYPE 1	5	24
HEB2	HELIBASE MANAGER TYPE 2	5	21
HECM	HELICOPTER CREWMEMBER	3	

HELB	HELICOPTER BOSS, SINGLE RESOURCE	5	21
HLCO	HELICOPTER COORDINATOR	5	22
LOAD	LOADMASTER	4	
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	OPERATIONS (continued)		
MAFA	MAFFS LIAISON OFFICER ASSISTANT (AMLO)	5	26
MAFF	MAFFS LIAISON OFFICER (MLO)	5	30
OPBD	OPERATIONS BRANCH DIRECTOR	5	26
OSC1	OPERATIONS SECTION CHIEF TYPE 1	5	29
OSC2	OPERATIONS SECTION CHIEF TYPE 2	5	26
PCSP	PARACARGO SPECIALIST	4	
RAMP	RAMP MANAGER HELIBASE	5	21
RAMP	RAMP MANAGER AIRTANKER	5	21
SECO	SEAT COORDINATOR	5	29
SEMG	SINGLE ENGINE A/T MANAGER	5	21
STAM	STAGING AREA MANAGER	4	
STCR	STRIKE TEAM LEADER CREW	5	21
STDZ	STRIKE TEAM LEADER DOZER	5	21
STEN	STRIKE TEAM LEADER ENGINE	5	21
STLM	STRIKE TEAM LEADER MILITARY	5	21
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW	5	21
STPS	STRUCTURAL PROTECTION SPECIALIST	5	22
TFLD	TASK FORCE LEADER	5	21
THSP	SWAMPER	2	
TOLC	TAKE-OFF AND LANDING COORDINATOR	4	
TRPB	TRACTOR/PLOW BOSS	4	
WHSP	WATER HANDLING SPECIALIST	5	21
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	PLANNING		
ACPC	ASSISTANT AREA COMMANDER, PLANNING	5	29
DMOB	DEMOB UNIT LEADER	5	24
DOCL	DOCUMENTATION UNIT LEADER	4	
DPRO	DISPLAY PROCESSOR	1	
FBAN	FIRE BEHAVIOR ANALYST	5	24
FEMO	FIRE EFFECTS MONITOR	4	
FLIR	FLIR OPERATOR	5	21
FOBS	FIELD OBSERVER	4	
HRSP	HUMAN RESOURCE SPECIALIST	5	22

IARR	INTERAGENCY RESOURCE REPRESENTATIVE	5	24
IMET	INCIDENT METEOROLOGIST	5	22
IRIN	INFRARED INTERPRETER	5	21
LTAN	LONG TERM FIRE ANALYST	5	21
PBOP	PROBEYE OPERATOR	5	21
PSC1	PLANNING SECTION CHIEF TYPE 1	5	29
PSC2	PLANNING SECTION CHIEF TYPE 2	5	26
RESC	RESOURCE CLERK	2	
RESL	RESOURCES UNIT LEADER	5	24
SCKN	STATUS/CHECK IN RECORDER	2	
SITL	SITUATION UNIT LEADER	5	24
TNSP	TRAINING SPECIALIST	5	21
WOBS	WEATHER OBSERVER	3	
XEDO	XEDAR OPERATOR	5	21
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	LOGISTICS		
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	5	29
BCMG	BASE CAMP MANAGER	4	
CAMP	CAMP CREW MEMBER	1	
CAMP	CAMP CREW SQUAD BOSS	2	
CAMP	CAMP CREW BOSS	3	
CASC	SUPPLY CLERK	2	
CCOO	COMPUTER COORDINATOR	4	
CDSP	CACHE DEMOB SPECIALIST	5	24
COML	COMMUNICATIONS UNIT LEADER	5	24
COMT	INCIDENT COMMUNICATIONS TECHNICIAN	4	
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	5	22
EMTB	EMERGENCY MEDICAL TECHNICIAN BASIC	5	21
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	5	22
EQPM	EQUIPMENT MANAGER	4	
FACL	FACILITIES UNIT LEADER	5	24
FDUL	FOOD UNIT LEADER	5	24
GSUL	GROUND SUPPORT UNIT LEADER	5	24
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	5	21
IMSM	INCIDENT MEDICAL SPECIALIST	5	22

	MANAGER		
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	5	21
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	4	
LSC1	LOGISTICS SECTION CHIEF TYPE 1	5	29
LSC2	LOGISTICS SECTION CHIEF TYPE 2	5	26
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	LOGISTICS (continued)		
MEDL	MEDICAL UNIT LEADER	5	24
ORDM	ORDERING MANAGER	3	
RADO	RADIO OPERATOR	3	
RCDM	RECEIVING AND DISTRIBUTION MANAGER	3	
SECM	SECURITY MANAGER	4	
SUBD	SUPPORT BRANCH DIRECTOR	5	26
SPUL	SUPPLY UNIT LEADER	5	24
SVBD	SERVICE BRANCH DIRECTOR	5	26
TESP	TOOL AND EQUIPMENT SPECIALIST	2	
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	COORDINATION AND SUPPORT		
ATBM	A/T BASE MANAGER	5	24
CAMP	KITCHEN/CAMP HELPER	1	
CASC	CLERK	2	
CDER	COMPUTER DATA ENTRY RECORDER	2	
COOK	COOK, HEAD CAMP	4	
CORD	COORDINATOR, EXPANDED DISPATCH	5	26
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	5	22
CTSP	COMPUTER TECHNICAL SPECIALIST	5	24
DRIV	DRIVER, CDL REQUIRED	4	
DRIV	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQUIRED	3	
DRIV	DRIVER, UP TO AND INCLUDING 1 TON	2	
EDRC	DISPATCH RECORDER	2	
EDSD	SUPPORT DISPATCHER	5	21
EDSP	SUPERVISORY DISPATCHER	5	22
FOTO	PHOTOGRAPHER	5	21
FUEL	FUELING SPECIALIST	3	
GMEC	MECHANIC (AUTOMOTIVE/HEAVY EQUIPMENT)	5	22

IACR	INCIDENT AGENCY CONTRACT REPRESENTATIVE	5	22
IADP	INITIAL ATTACK DISPATCHER	5	22
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	COORDINATION AND SUPPORT (continued)		
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	5	29
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	5	26
MCCO	MAC GROUP COORDINATOR	5	29
MXMS	MIXMASTER	5	21
PACK	PACKER	4	
PREV	PREVENTION TECHNICIAN	2	
PUMP	PUMP OPERATOR	3	
SECG	SECURITY GUARD	3	
SMEC	SMALL ENGINE MECHANIC	4	
THSP	AGENCY CREW COORDINATOR	5	22
THSP	AIRCRAFT MECHANIC	5	29
THSP	AREA REPRESENTATIVE	5	26
THSP	BRANCH DIRECTOR, AREA COMMAND	5	29
THSP	CACHE FIELD COORDINATOR	5	21
THSP	FORKLIFT OPERATOR	2	
THSP	GIS SPECIALIST	5	21
THSP	HAZARDOUS MATERIAL SPECIALIST	5	21
THSP	HEAVY EQUIPMENT OPERATOR	4	
THSP	INSTRUCTOR (S300 COURSES AND BELOW)	5	24
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	5	26
THSP	LABORER	1	
THSP	LEAD INSTRUCTOR (S300 COURSES AND BELOW)	5	26
THSP	LEAD INSTRUCTOR (S400 COURSES AND ABOVE)	5	29
THSP	MESSENGER	1	
THSP	MOBILIZATION CENTER COORDINATOR	5	26
THSP	PAYMENT TEAM MEMBER	4	
THSP	PREVENTION TEAM LEADER	5	22
THSP	PREVENTION TEAM MEMBER	4	
THSP	PRINCIPAL ADVISOR (FEMA)	5	22
THSP	RESOURCE ADVISOR	5	24
THSP	RETARDANT WORK LEADER	3	
THSP	RETARDANT WORKER	2	
THSP	TOOL ATTENDANT	1	
THSP	VEHICLE DISPATCHER	3	
ICS	**POSITION TITLE**	**AD**	**AD-5**

		CLASS	RATE ($)
	COORDINATION AND SUPPORT (continued)		
VIDO	VIDEO OPERATOR	3	
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	2	
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE LDR	3	
ICS	**POSITION TITLE**	**AD CLASS**	**AD-5 RATE ($)**
	PRESCRIBED FIRE: DOI PAY PLAN ONLY		
RXB1	RX BURN BOSS TYPE 1	5	26
RXB2	RX BURN BOSS TYPE 2	5	24
RXB3	RX BURN BOSS TYPE 3	5	21
RXM1	RX FIRE MANAGER TYPE 1	5	29
RXM2	RX FIRE MANAGER TYPE 2	5	26