



United States  
Department of  
Agriculture

Forest  
Service

Washington  
Office

1400 Independence Avenue, SW  
Washington, DC 20250

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**File Code:** 5100

**Date:** June 28, 2005

**Route To:**

**Subject:** AD-4 Rate Exceptions for 2005

**To:** Regional Foresters, Station Directors, Area Director, IITF Director, WO Staff

The 2005 Administratively Determined (AD) Pay Plan for Emergency Workers was issued in March. The pay rates for AD positions did not change for 2005 and because all AD positions are being reviewed, we will not establish any new AD-4 Exception rates in 2005. The enclosed table shows the AD-4 Exception rates used in 2004 which are approved for 2005. All other AD-4 positions will be paid at the established rate of \$14.60 per hour.

Exception rates will only be applied within the Region/Area for which they are approved; however, if the AD travels to another Region/Area, the rate established at the point of hire will remain in effect regardless of the location of the incident. Hiring units will attach this letter to the Emergency Firefighter Time Sheet (OF-288) at the point of hire and fill in the new pay rate in Column A, Block 7. This letter will accompany the time sheet through final payment.

/s/ Larry Brosnan (for)  
TOM HARBOUR  
Director, Fire and Aviation Management

cc: Deborah Rigden, Tina Ledger, Emmy Ibison, Mary A Szymoniak



AD-4 Exception Rates for 2005

	Position Code	Position Title	AD-4 Exception Rate
Region 1		NONE	
Region 2		NONE	
Region 3		NONE	
Region 4		NONE	
Region 5	INCM	INCIDENT COMM. CTR. MGR.	\$25
	FOBS	FIELD OBSERVER	\$20
	BCMG	BASE CAMP MANAGER	\$20
	EQPM	EQUIPMENT MANAGER	\$20
	WEBM	WEBMASTER	\$30
	FOBS	FIELD OBSERVER	\$20
	ENGB	ENGINE BOSS	\$19
	STAM	STAGING AREA MGR	\$19
	WTOP	WATER TENDER OPERATOR	\$16
Region 6	ICT5	INCIDENT COMMANDER TYPE 5	\$20
	CRWB	CREW BOSS	\$20
	DOCL	DOCUMENTATION UNIT LEADER	\$20
	FOBS	FIELD OBSERVER	\$20
	BCMG	BASE CAMP MANAGER	\$20
	EQPM	EQUIPMENT MANAGER	\$20
Region 8	CRWB	CREW BOSS	\$20
Region 9	CRWB	CREW BOSS	\$22
Region 10		NONE	