



**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS  
MANAGEMENT HANDBOOK**

**CHAPTER 10 – PERSONNEL**

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<b>New Document(s):</b>	5109.34_13.6	11 Pages
<b>Superseded Document(s):</b>	5109.34-2003-1 (5/2003) 13.6	18 Pages

**Digest:**

13.6 – Updates AD-5 Pay Plan for emergency workers.

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13.6 – Exhibit 01

Pay Plan for Emergency Workers (Casuals)  
Rates of Pay – Calendar Year 2004

**Rates for NRCG Technical Specialists (THSP)** The NWCG Incident Business Practices Working Team (IBPWT) establishes rates for most commonly used AD-1 through AD-5 positions. Geographic Area Coordination Groups may establish rates for positions not listed and publish the rates within this geographic area supplement. Rates for positions not published in this pay plan or in a geographic area supplement must be requested, justified, and approved in writing by the appropriate agency hiring official, not to exceed \$35.00 per hour. A written justification and approval must be attached to the casual's original time record (OF-288) for payment use and must be made a part of the incident record.

The Area Commander, Type I or Type 2, Incident Commander and Deputy Incident Commander positions are key positions and may be filled only by current agency employees. It is recommended that current agency employees also fill the following positions: Finance Section Chief, Procurement Unit Leader, Comp/Claims Unit Leader, and Injury Compensation Specialist and Claims Specialist.

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13.6 – Exhibit 01—Continued

*INCIDENT POSITION MATRIX*

Geographic Area Positions not listed in NWCG Pay Plan

ICS	POSITION TITLE	AD CLASS	AD RATE
THSP	STATE LIAISON	5	30
THSP	INFRARED COORDINATOR	5	29
THSP	FIRE BEHAVIOR/MAC LEVEL	5	32
THSP	PARACHUTE RIGGER	5	26
THSP	AIRSPACE COORD. SPECIALIST	5	25
THSP	REMOTE SENSING SPECIALIST	5	25
THSP	INTERNATIONAL FIRE LIAISON	5	33
THSP	EMPLOYEE RELATIONS SPECILIST	5	30
THSP	AVIATION TECHNICAL SPECIALIST	5	26
THSP	NRCG EQUIP/CONTRACT LIAISON	5	29
THSP	CACHE VAN DRIVER @ 1 TON OR >	3	
THSP	CACHE DRIVER @ 5 TON OR >	4	

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 Rates of Pay – Calendar year 2004

ICS MNE M ONIC	POSITION TITLE	EFF CLASS	EFF RATE
	<b>COMMAND</b>		
ACDR	AREA COMMANDER	5	\$25.71
REP	AGENCY REPRESENTATIVE	5	\$20.57
CARP	COUNTY AGENCY REPRESENTATIVE	5	\$18.00
<i>DPIC</i>	<i>DEPUTY INCIDENT COMMANDER</i>	5	\$22.29
FUMA	FIRE USE MANAGER	5	\$22.29
HRSP	HUMAN RESOURCE SPECIALIST	5	\$18.86
	<i>INCIDENT COMMANDER TYPE 1</i>	5	\$25.71
<i>ICT2</i>	<i>INCIDENT COMMANDER TYPE 2</i>	5	\$24.00
ICT3	INCIDENT COMMANDER TYPE 3	5	\$20.57
ICT4	INCIDENT COMMANDER TYPE 4	5	\$18.00
ICT5	INCIDENT COMMANDER TYPE 5 (IA)	4	\$12.50
IOF1	INFORMATION OFFICER TYPE 1	5	\$24.86
IOF2	INFORMATION OFFICER TYPE 2	5	\$22.29
IOF3	INFORMATION OFFICER TYPE 3	5	\$18.86
AIO	ASSISTANT INFORMATION OFFICER	4	\$12.50
LOFR	LIAISON OFFICER	5	\$22.29
SOF1	SAFETY OFFICER TYPE 1	5	\$24.86
SOF2	SAFETY OFFICER TYPE 2	5	\$22.29
SOF3	SAFETY OFFICER TYPE 3	5	\$18.86
ASO	ASSISTANT SAFETY OFFICER	4	\$12.50
	<b>FINANCE</b>		
	<i>CLAIMS SPECIALIST</i>	3	\$11.00
CMSY	COMMISSARY MANAGER	3	\$11.00
<i>COMP</i>	<i>COMP/CLAIMS UNIT LEADER</i>	5	\$20.57
COST	COST UNIT LEADER	5	\$20.57
EQTR	EQUIPMENT TIME RECORDER	3	\$11.00

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ICS MNEM ONIC	POSITION TITLE	EFF CLASS	EFF RATE
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	5	\$24.86
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	5	\$22.29
FSC3	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 3	3	\$18.86
INJR	INJURY COMP SPECIALIST	3	\$11.00
PROC	PROCUREMENT UNIT LEADER	5	\$20.57
PTRC	PERSONNEL TIME RECORDER	3	\$11.00
TIME	TIME UNIT LEADER	5	\$20.57
ABRO	AIRCRAFT BASE RADIO OPERATOR	3	\$11.00
ACAC	AREA COMMAND AVIATION COORDINATOR	5	\$24.86
AERO	AERIAL OBSERVER	5	\$18.00
AOBD	AIR OPERATIONS BRANCH DIRECTOR	5	\$22.29
ASGS	AIR SUPPORT GROUP SUPERVISOR	5	\$20.57
ATCO	AIR TANKER/FIXED WING COORDINATOR	5	\$20.57
ATGS	AIR TACTICAL GROUP SUPERVISOR	5	\$20.57
ATIM	AIRCRAFT TIME RECORDER	2	\$10.00
CREP	CREW REPRESENTATIVE	5	\$18.00
CRWB	CREW BOSS	4	\$12.50
DECK	DECK COORDINATOR	4	\$12.50
DIVS	DIVISION/GROUP SUPERVISOR	5	\$20.57
DOZ1	DOZER/TRACTOR-PLOW OPERATOR	4	\$12.50
DOZB	DOZER BOSS	4	\$12.50
ENGB	ENGINE BOSS	4	\$12.50
FALL	FALLER – CLASS C	5	\$20.57
FELB	FELLING BOSS	5	\$20.57

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FFT1	ADVANCED FIREFIGHTER (SQUAD BOSS, IHCM)	3	\$11.00
FFT2F	FIREFIGHTER (TYPE 2 CREWMEMBER)	2	\$10.00
FIRB	FIRING BOSS	5	\$18.00
FWBM	FIXED WING BASE MANAGER	5	\$18.86
FWPT	PARKING TENDER	4	\$12.50
HEB1	HELIBASE MANAGER TYPE 1	5	\$20.57
HEB2	HELIBASE MANAGER TYPE 2	5	\$18.00
HECM	HELICOPTER CREWMEMBER	3	\$10.00
HCWN	HELICOPTER MANAGER, CWN	5	\$18.00
HELB	HELICOPTER BOSS, SINGLE RESOURCE	5	\$18.00
HLCO	HELICOPTER COORDINATOR	5	\$18.86
LOAD	LOADMASTER	4	\$12.50
OPBD	OPERATIONS BRANCH DIRECTOR	5	\$22.29
OSC1	OPERATIONS SECTION CHIEF TYPE 1	5	\$24.86
OSC2	OPERATIONS SECTION CHIEF TYPE 2	5	\$22.29
OSC3	OPERATIONS SECTION CHIEF TYPE 3	5	\$18.86
RAMP	RAMP MANAGER HELIBASE	5	\$18.00
RAMP	RAMP MANAGER AIRTANKER	5	\$18.00
SEMG	SINGLE ENGINE A/T MANAGER	5	\$18.00
STAM	STAGING AREA MANAGER	4	\$12.50
STCR	STRIKE TEAM LEADER CREW (NFPA Fire Officer)	5	\$18.00
STDZ	STRIKE TEAM LEADER DOZER (NFPA Fire Officer)	5	\$18.00
STEN	STRIKE TEAM LEADER ENGINE (NFPA Fire Officer)	5	\$18.00
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW (NFPA Fire Officer)	5	\$18.00
STPS	STRUCTURAL PROTECTION SPECIALIST	5	\$18.86

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ICS MNEM ONIC	POSITION TITLE	EFF CLASS	EFF RATE
TFLD	TASK FORCE LEADER	5	\$18.00
THSP	SWAMPER	2	\$10.00
TOLC	TAKE-OFF AND LANDING COORDINATOR	5	\$18.00
TRPB	TRACTOR/PLOW BOSS	4	\$12.50
WHSP	WATER HANDLING SPECIALIST	5	\$18.00
ACPC	ASSISTANT AREA COMMANDER, PLANNING	5	\$24.86
DMOB	DEMOBE UNIT LEADER	5	\$20.57
DOCL	DOCUMENTATION UNIT LEADER	4	\$12.50
FBAN	FIRE BEHAVIOR ANALYST	5	\$20.57
FEMO	FIRE EFFECTS MONITOR	4	\$12.50
FINV	FIRE INVESTIGATOR	5	\$20.57
FLIR	FLIR OPERATOR	5	\$18.00
FOBS	FIELD OBSERVER	4	\$12.50
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	5	\$20.57
IMET	INCIDENT METEOROLOGIST	5	\$18.86
IRIN	INFRARED INTERPRETER	5	\$18.00
LTAN	LONG TERM FIRE ANALYST	5	\$18.00
PBOP	PROBEYE OPERATOR	5	\$18.00
PSC1	PLANNING SECTION CHIEF TYPE 1	5	\$24.86
PSC2	PLANNING SECTION CHIEF TYPE 2	5	\$22.29
PSC3	PLANNING SECTION CHIEF TYPE 3	5	\$18.86
RESC	RESOURCE CLERK	2	\$10.00
RESL	RESOURCE UNIT LEADER	5	\$20.57
SCKN	STATUS/CHECK IN RECORDER	2	\$10.00
SITL	SITUATION UNIT LEADER	5	\$20.57

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ICS MNEMONIC	POSITION TITLE	EFF CLASS	EFF RATE
TNSP	TRAINING SPECIALIST	5	\$18.00
WOBS	WEATHER OBSERVER	3	\$11.00
XEDO	XEDAR OPERATOR	5	\$18.00
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	5	\$24.86
BCMG	BASE CAMP MANAGER	4	\$12.50
CAMP	CAMP CREW MEMBER	1	\$8.50
CAMP	CAMP CREW SQUAD BOSS	2	\$10.00
CAMP	CAMP CREW BOSS	3	\$11.00
CASC	SUPPLY CLERK	2	\$10.00
CCOO	COMPUTER COORDINATOR	4	\$12.50
COML	COMMUNICATIONS UNIT LEADER	5	\$20.57
COMT	INCIDENT COMMUNICATION TECH	4	\$12.50
EMTB	EMERGENCY MEDICAL TECH BASIC	5	\$18.00
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	5	\$18.86
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	5	\$18.86
EQPM	EQUIPMENT MANAGER	4	\$12.50
FACL	FACILITIES UNIT LEADER	5	\$20.57
FDUL	FOOD UNIT LEADER	5	\$20.57
GSUL	GROUND SUPPORT UNIT LEADER	5	\$20.57
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	5	\$18.00
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	5	\$18.86
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	5	\$18.00
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	4	\$12.50
LSC1	LOGISTICS SECTION CHIEF TYPE 1	5	\$24.86

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ICS MNEM ONIC	POSITION TITLE	EFF CLASS	EFF RATE
LSC2	LOGISTICS SECTION CHIEF TYPE 2	5	\$22.29
LSC3	LOGISTICS SECTION CHIEF TYPE 3	5	\$18.86
MEDL	MEDICAL UNIT LEADER	5	\$20.57
ORDM	ORDERING MANAGER	3	\$11.00
RADO	RADIO OPERATOR	3	\$11.00
RCDM	RECEIVING AND DISTRIBUTION MANAGER	3	\$11.00
SECM	SECURITY MANAGER	4	\$12.50
SUBD	SUPPORT BRANCH DIRECTOR	5	\$22.29
SPUL	SUPPLY UNIT LEADER	5	\$20.57
SVBD	SERVICE BRANCH DIRECTOR	5	\$22.29
TESP	TOOL AND EQUIPMENT SPECIALIST	2	\$10.00
THSP	REGISTERED NURSE	5	\$26.57
ATBM	A/T BASE MANAGER	5	\$20.57
CAMP	KITCHEN/CAMP HELPER	1	\$8.50
CASE	CLERK	2	\$10.00
CDER	COMPUTER DATA ENTRY RECORDER	2	\$10.00
COOK1	COOK, HEAD CAMP	4	\$12.50
COOK2	COOK, HELPER	3	\$11.00
COOK2	COOK, HELPER, TRAINEE	2	\$10.00
CORD	COORDINATOR, EXPANDED DISPATCH	5	\$22.29
CTSP	COMPUTER TECHNICAL SPECIALIST	5	\$20.57
DRIVE	DRIVER, CDL REQUIRED	4	\$12.50
DRIV	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQ'D	3	\$11.00
DRIV	DRIVER, UP TO AND INCLUDING 1 TON	2	\$10.00
EDRC	DISPATCH RECORDER	2	\$10.00
EDSD	SUPPORT DISPATCHER	5	\$18.00
EDSP	SUPERVISORY DISPATCHER	5	\$18.86

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GMEC	MECHANIC (AUTOMOTIVE / HEAVY EQUIPMENT)	5	\$18.86
IADP	INITIAL ATTACK DISPATCHER	5	\$18.86
IACR	INCIDENT AGENCY CONTRACT REPRESENTATIVE	5	\$18.86
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	5	\$24.86
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	5	\$22.29
IBA3	INCIDENT BUSINESS ADVISOR, TYPE 3	5	\$18.86
LEIS	LAW ENFORCEMENT INVESTIGATION SPECIALIST	5	\$24.00
MCCO	MAC GROUP COORDINATOR	5	\$24.86
MXMS	MIXMASTER	5	\$18.00
PACK	PACKER	4	\$12.50
PREV	PREVENTION TECHNICIAN	2	\$10.00
SEC2	SECURITY SPECIALIST	2	\$10.00
SMEC	SMALL ENGINE MECHANIC	4	\$12.50
THSP	AGENCY CREW COORDINATOR	5	\$18.86
THSP	AIRCRAFT MECHANIC	5	\$24.86
THSP	AREA REPRESENTATIVE	5	\$22.29
THSP	BRANCH DIRECTOR, AREA COMMAND	5	\$24.86
THSP	BUYING TEAM MEMBER	4	\$12.50
THSP	FORKLIFT OPERATOR	2	\$10.00
THSP	GIS SPECIALIST	5	\$18.00
THSP	HAZARDOUS MATERIAL SPECIALIST	5	\$18.00
THSP	HEAVY EQUIPMENT OPERATOR	4	\$12.50
THSP	INSTRUCTOR (S300 COURSES AND BELOW)	5	\$20.57
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	5	\$22.29
THSP	LABORER	1	\$8.50
THSP	LEAD INSTRUCTOR (S300 COURSES AND BELOW)	5	\$22.29

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THSP	LEAD INSTRUCTOR (S400 COURSES AND ABOVE)	5	\$24.86
THSP	MESSENGER	1	\$8.50
THSP	MOBILIZATION CENTER COORDINATOR	5	\$22.29
THSP	PREVENTION TEAM LEADER	5	\$18.86
THSP	PREVENTION TEAM MEMBER	4	\$12.50
THSP	PRINCIPLE ADVISOR (FEMA)	5	\$18.86
THSP	STATE LIAISON	5	\$25.71
THSP	TOOL ATTENDANT	1	\$8.50
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	2	\$10.00
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE WORKER)	3	\$11.00
RXB1	RXBURN BOSS TYPE 1	5	\$22.29
RXB2	RXBURN BOSS TYPE 2	5	\$20.57
RXB3	RXBURN BOSS TYPE 3	5	\$18.00