



**FOREST SERVICE HANDBOOK
NORTHERN REGION (REGION 1)
MISSOULA, MT**

FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK

CHAPTER 10 - PERSONNEL

Supplement No.: 5109.34-2007-2

Effective Date: May 28, 2007

Duration: This supplement is effective until superseded or removed.

Approved: */s/ Kathleen A. McAllister for:*
THOMAS L. TIDWELL
Regional Forester

/s/ Thomas A. Corbin
THOMAS A. CORBIN
Chair, NRCG

Date Approved: May 25, 2007

Posting Instructions: Supplements are numbered consecutively by Handbook number and calendar year. Post by document; remove the entire document and replace it with this supplement. Retain this transmittal as the first page(s) of this document. The last supplement to this Handbook was 5109.34-2007-1, zero code.

New Document	5109.34_13.6_exhibit_1	9 Pages
Superseded Document(s) by Issuance Number and Effective Date	5109.34-2006-2 (June 29, 2006)	8 Pages

Digest:

13.6 – Updated to match WO interim directive 5109.34-2007-1.

Updates Montana Department of Natural Resources and Conservation EFF Rates.

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 01

Pay Plan for Emergency Workers (Casuals)
Rates of Pay – Calendar Year 2007

The National Wildfire Coordinating Group (NWCG) Incident Business Practices Working Team (IBPWT) establishes rates for most commonly used positions. Please refer to Interim Directive No. 5109.34-2007-1 for all AD rates and AD processes.

Geographic Areas do not have the authority to change the AD rates established by NWCG. However there are some positions in the THSP category that are not listed. Instructions on how to establish the rates for these positions is written in Section F. Position Classification, Number 7. Exception Positions.

NRCG has set the rates for Technical Specialists not listed in the Incident Positions Matrix and are warranted for this Geographic Area. Listed below are the positions and rates NRCG has established:

THSP Exception Position 3	NRCG EQUIPMENT INSPECTOR	AD-F
THSP Exception Position 4	LEAD NRCG EQUIPMENT INSPECTOR	AD-I
THSP Exception Position 4	CONTRACT ADMIN. TECH. SPECIALIST	AD-I

For payment purposes, when completing the OF-288 (Firefighter Time Record) the position code will be recorded as a “THSP” (example: THSP – Exception Position 3)

NRCG has developed the brief description of duties, which is required for audit purposes. This description has been sent to the AD Payment Center for each of the positions listed. Units will still be required to include the job description with the Single Resource Casual Hire Form. The job descriptions for each of the above positions will be posted on the NRCG Business committee web site.

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
 CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14
 Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
 Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
	COMMAND		
ACDR	AREA COMMANDER	EFF-M	\$35.11
AREP	AGENCY REPRESENTATIVE	EFF-K	\$24.63
CFAD	COUNTY FIRE ADVISOR	EFF-J	\$22.42
DPIC	DEPUTY INCIDENT COMMANDER	EFF-K	\$24.63
ICT1	INCIDENT COMMANDER TYPE 1	EFF-M	\$35.11
ICT2	INCIDENT COMMANDER TYPE 2	EFF-K	\$24.63
ICT3	INCIDENT COMMANDER TYPE 3	EFF-J	\$22.42
ICT4	INCIDENT COMMANDER TYPE 4	EFF-F	\$15.05
ICT5	INCIDENT COMMANDER TYPE 5 (IA)	EFF-E	\$13.77
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	EFF-G	\$18.00
PIO1	PUBLIC INFORMATION OFFICER TYPE 1	EFF-L	\$29.52
PIO2	PUBLIC INFORMATION OFFICER TYPE 2	EFF-K	\$24.63
PIOF	PUBLIC INFORMATION OFFICER	EFF-G	\$18.00
LOFR	LIAISON OFFICER	EFF-K	\$24.63
SOF1	SAFETY OFFICER TYPE 1	EFF-L	\$29.52
SOF2	SAFETY OFFICER TYPE 2	EFF-K	\$24.63
SOFR	SAFETY OFFICER LINE	EFF-H	\$20.57
	FINANCE		
CLMS	CLAIMS SPECIALIST	EFF-E	\$13.77
CMSY	COMMISSARY MANAGER	EFF-E	\$13.77
COMP	COMP/CLAIMS UNIT LEADER	EFF-H	\$20.57
COST	COST UNIT LEADER	EFF-H	\$20.57
EQTR	EQUIPMENT TIME RECORDER	EFF-E	\$13.77
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	EFF-L	\$29.52
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	EFF-K	\$24.63
FSC3	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 3	EFF-H	\$20.57
INJR	COMP FOR INJURY SPECIALIST	EFF-E	\$13.77
PROC	PROCUREMENT UNIT LEADER	EFF-I	\$21.02
PTRC	PERSONNEL TIME RECORDER	EFF-E	\$13.77
TIME	TIME UNIT LEADER	EFF-H	\$20.57
ABRO	AIRCRAFT BASE RADIO OPERATOR	EFF-C	\$11.35
ACAC	AREA COMMAND AVIATION COORDINATOR	EFF-L	\$29.52
AOBS	AERIAL OBSERVER	EFF-F	\$15.05
AOBD	AIR OPERATIONS BRANCH DIRECTOR	EFF-K	\$24.63

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
 CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14
 Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
 Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
THSP	AIR SPACE COORDINATOR	EFF-H	\$20.57
ASGS	AIR SUPPORT GROUP SUPERVISOR	EFF-J	\$22.42
ATCO	AIR TANKER/FIXED WING COORDINATOR	EFF-I	\$21.02
ATGS	AIR TACTICAL GROUP SUPERVISOR	EFF-J	\$22.42
CREP	CREW REPRESENTATIVE	EFF-G	\$18.00
CRWB	CREW BOSS	EFF-F	\$15.05
DECK	DECK COORDINATOR	EFF-F	\$15.05
DIVS	DIVISION/GROUP SUPERVISOR	EFF-J	\$22.42
DOZ1	DOZER/TRACTOR/PLOW OPERATOR	EFF-H	\$20.57
DOZB	DOZER BOSS	EFF-F	\$15.05
ENGB	ENGINE BOSS	EFF-F	\$15.05
ENOP	ENGINE OPERATOR	EFF-E	\$13.77
FALA	FALLER CLASS A (UP TO 12" DBH)	EFF-D	\$12.55
FALB	FALLER CLASS B (UP TO 24" DBH)	EFF-F	\$15.05
FALC	FALLER CLASS C (>= GREATER THAN 24" DBH)	EFF-I	\$21.02
FELB	FELLING BOSS	EFF-F	\$15.05
FFT1	ADVANCED FIREFIGHTER (SQUAD BOSS, IHCM)	EFF-D	\$12.55
FFT2	FIREFIGHTER (TYPE 2 CREWMEMBER)	EFF-C	\$11.35
THSP	LOOKOUT	EFF-D	\$12.55
FIRB	FIRING BOSS	EFF-F	\$15.05
FWBM	FIXED WING BASE MANAGER	EFF-H	\$20.57
HELM	HELICOPTER MANAGER	EFF-G	\$18.00
HEB1	HELIBASE MANAGER TYPE 1	EFF-I	\$21.02
HEB2	HELIBASE MANAGER TYPE 2	EFF-H	\$20.57
HECM	HELICOPTER CREWMEMBER	EFF-D	\$12.55
HELB	HELICOPTER BOSS, SINGLE RESOURCE	EFF-F	\$15.05
HLCO	HELICOPTER COORDINATOR	EFF-I	\$21.02
LOAD	LOADMASTER	EFF-E	\$13.77
OPBD	OPERATIONS BRANCH DIRECTOR	EFF-K	\$24.63
OSC1	OPERATIONS SECTION CHIEF TYPE 1	EFF-L	\$29.52
OSC2	OPERATIONS SECTION CHIEF TYPE 2	EFF-K	\$24.63
OSC3	OPERATIONS SECTION CHIEF TYPE 3	EFF-H	\$20.57
PILO	DNRC PILOT	EFF-O	\$41.27
THSP	SEAT COORDINATOR	EFF-I	\$21.02
SEMG	SINGLE ENGINE A/T MANAGER	EFF-G	\$18.00
STAM	STAGING AREA MANAGER	EFF-F	\$15.05

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
 CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14
 Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
 Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
STCR	STRIKE TEAM LEADER CREW (NFPA Fire Officer)	EFF-H	\$20.57
STDZ	STRIKE TEAM LEADER DOZER (NFPA Fire Officer)	EFF-H	\$20.57
STEN	STRIKE TEAM LEADER ENGINE (NFPA Fire Officer)	EFF-H	\$20.57
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW (NFPA Fire	EFF-H	\$20.57
STLM	STRIKE TEAM LEADER MILITARY	EFF-H	\$20.57
STPS	STRUCTURAL PROTECTION SPECIALIST	EFF-J	\$22.42
TFLD	TASK FORCE LEADER	EFF-H	\$20.57
THSP	SWAMPER	EFF-C	\$11.35
TOLC	TAKE-OFF AND LANDING COORDINATOR	EFF-E	\$13.77
TRPB	TRACTOR/PLOW BOSS	EFF-F	\$15.05
WHSP	WATER HANDLING SPECIALIST	EFF-F	\$15.05
	PLANNING		
ACPC	ASSISTANT AREA COMMANDER, PLANNING	EFF-L	\$29.52
DMOB	DEMOBE UNIT LEADER	EFF-H	\$20.57
DOCL	DOCUMENTATION UNIT LEADER	EFF-F	\$15.05
DPRO	DISPLAY PROCESSOR	EFF-C	\$11.35
FBAN	FIRE BEHAVIOR ANALYST	EFF-J	\$22.42
FEMO	FIRE EFFECTS MONITOR	EFF-E	\$13.77
FINV	FIRE INVESTIGATOR	EFF-J	\$22.42
FLIR	FLIR OPERATOR	EFF-H	\$20.57
FOBS	FIELD OBSERVER	EFF-F	\$15.05
GISS	GIS SPECIALIST	EFF-G	\$18.00
HRSP	HUMAN RESOURCE SPECIALIST	EFF-H	\$20.57
IMET	INCIDENT METEOROLOGIST	EFF-H	\$20.57
LTAN	LONG TERM FIRE ANALYST	EFF-J	\$22.42
PBOP	PROBEYE OPERATOR	EFF-H	\$20.57
PSC1	PLANNING SECTION CHIEF TYPE 1	EFF-L	\$29.52
PSC2	PLANNING SECTION CHIEF TYPE 2	EFF-K	\$24.63
PSC3	PLANNING SECTION CHIEF TYPE 3	EFF-H	\$20.57
RESC	RESOURCE CLERK	EFF-C	\$11.35
RESL	RESOURCE UNIT LEADER	EFF-H	\$20.57
SCKN	STATUS/CHECK IN RECORDER	EFF-E	\$13.77
SITL	SITUATION UNIT LEADER	EFF-H	\$20.57
TNSP	TRAINING SPECIALIST	EFF-F	\$15.05
WOBS	WEATHER OBSERVER	EFF-E	\$13.77
XEDO	XEDAR OPERATOR	EFF-H	\$20.57

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
 CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14
 Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
 Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
	LOGISTICS		
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	EFF-L	\$29.52
BCMG	BASE CAMP MANAGER	EFF-E	\$13.77
THSP	CAMP CREW MEMBER	EFF-A	\$9.29
THSP	CAMP CREW SQUAD BOSS	EFF-C	\$11.35
THSP	CAMP CREW BOSS	EFF-D	\$12.55
CASC	SUPPLY CLERK	EFF-C	\$11.35
CCOO	COMPUTER COORDINATOR	EFF-G	\$18.00
CDSP	CACHE DEMOB SPECIALIST	EFF-F	\$15.05
COML	COMMUNICATIONS UNIT LEADER	EFF-H	\$20.57
COMT	INCIDENT COMMUNICATION TECH	EFF-F	\$15.05
EMTB	EMERGENCY MEDICAL TECH BASIC	EFF-G	\$18.00
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	EFF-G	\$18.00
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	EFF-J	\$22.42
EQPI	EQUIPMENT INSPECTOR	EFF-D	\$12.55
EQPM	EQUIPMENT MANAGER	EFF-E	\$13.77
FACL	FACILITIES UNIT LEADER	EFF-H	\$20.57
FDUL	FOOD UNIT LEADER	EFF-H	\$20.57
GSUL	GROUND SUPPORT UNIT LEADER	EFF-H	\$20.57
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	EFF-G	\$18.00
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	EFF-H	\$20.57
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	EFF-G	\$18.00
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	EFF-E	\$13.77
LSC1	LOGISTICS SECTION CHIEF TYPE 1	EFF-L	\$29.52
LSC2	LOGISTICS SECTION CHIEF TYPE 2	EFF-K	\$24.63
LSC3	LOGISTICS SECTION CHIEF TYPE 3	EFF-H	\$20.57
MEDL	MEDICAL UNIT LEADER	EFF-H	\$20.57
ORDM	ORDERING MANAGER	EFF-E	\$13.77
RADO	RADIO OPERATOR	EFF-B	\$10.22
RCDM	RECEIVING AND DISTRIBUTION MANAGER	EFF-E	\$13.77
SECG	SECURITY GUARD (NOT LE)	EFF-C	\$11.35
SECM	SECURITY MANAGER	EFF-E	\$13.77
SUBD	SUPPORT BRANCH DIRECTOR	EFF-K	\$24.63
SPUL	SUPPLY UNIT LEADER	EFF-H	\$20.57
SVBD	SERVICE BRANCH DIRECTOR	EFF-K	\$24.63
TESP	TOOL AND EQUIPMENT SPECIALIST	EFF-C	\$11.35

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
 CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14
 Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
 Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
THSP	REGISTERED NURSE	EFF-N	\$28.43
	COORDINATION AND SUPPORT		
ARCH	ARCHEOLOGIST	EFF-K	\$24.63
ATBM	A/T BASE MANAGER	EFF-H	\$20.57
BUYL	BUYING TEAM LEADER – NATIONAL	EFF-L	\$29.52
BUYL	BUYING TEAM LEADER – GEOGRAPHIC	EFF-K	\$24.63
BUYM	BUYING TEAM MEMBER	EFF-F	\$15.05
CAMP	KITCHEN/CAMP HELPER	EFF-B	\$10.22
CASC	CLERK	EFF-C	\$11.35
CDER	COMPUTER DATA ENTRY RECORDER	EFF-D	\$12.55
COOK1	COOK, HEAD CAMP	EFF-F	\$15.05
COOK2	COOK, HELPER	EFF-D	\$12.55
COOK2	COOK, HELPER, TRAINEE	EFF-C	\$11.35
CORD	COORDINATOR, EXPANDED DISPATCH	EFF-J	\$22.42
CONO	CONTRACTING OFFICER	EFF-K	\$24.63
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	EFF-G	\$18.00
THSP	CONTRACT REPRESENTATIVE NORTHWEST	EFF-G	\$18.00
CTSP	COMPUTER TECHNICAL SPECIALIST	EFF-G	\$18.00
THSP	COST APPORTIONMENT TECHNICAL SPECIALIST	EFF-H	\$20.57
DRCL	DRIVER, CDL REQUIRED	EFF-E	\$13.77
DRVS	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL	EFF-D	\$12.55
DRVP	DRIVER, UP TO AND INCLUDING 1 TON	EFF-C	\$11.35
ESFL	FEMA EMERGENCY SUPPORT FUNCTION, PRIMARY	EFF-K	\$24.63
ESFW	FEMA EMERGENCY SUPPORT FUNCTION, WILDLAND	EFF-I	\$21.02
ESFS	FEMA EMERGENCY SUPPORT FUNCTION, STRUCTURE	EFF-I	\$21.02
ESFA	FEMA EMERGENCY SUPPORT FUNCTION, ADMIN	EFF-F	\$15.05
EDRC	EXPANDED DISPATCH RECORDER	EFF-C	\$11.35
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	EFF-F	\$15.05
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	EFF-H	\$20.57
FUEL	FUELING SPECIALIST	EFF-D	\$12.55
FUM1	FIRE USE MANAGER	EFF-K	\$24.63
FWPT	FIXED WING PARKING TENDER	EFF-C	\$11.35
GMEC	MECHANIC (AUTOMOTIVE / HEAVY EQUIPMENT)	EFF-G	\$18.00
IADP	INITIAL ATTACK DISPATCHER	EFF-H	\$20.57
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	EFF-L	\$29.52
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	EFF-K	\$24.63

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
 CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14
 Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
 Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
	STATE INCIDENT BUSINESS ADVISOR	EFF-H	\$20.57
THSP	INSTRUCTOR (S300 COURSES AND BELOW)	EFF-H	\$20.57
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	EFF-J	\$22.42
IRIN	INFRARED INTERPRETER	EFF-G	\$18.00
THSP	LABORER	EFF-C	\$11.35
THSP	LEAD ACCOUNTING TECHNICIAN	EFF-G	\$18.00
THSP	LEAD INSTRUCTOR (S300 COURSES AND BELOW)	EFF-I	\$21.02
THSP	LEAD INSTRUCTOR (S400 COURSES AND BELOW)	EFF-K	\$24.63
THSP	LEAD PLAN COORDINATOR	EFF-G	\$18.00
MABM	MAFFS AIRTANKER BASE MANAGER	EFF-H	\$20.57
MAFF	MAFFS LIAISON OFFICER	EFF-H	\$20.57
MCCO	MAC GROUP COORDINATOR	EFF-K	\$24.63
MXMS	MIXMASTER	EFF-G	\$18.00
PACK	PACKER	EFF-F	\$15.05
THSP	PILOT	EFF-L	\$29.52
PREV	PREVENTION TECHNICIAN	EFF-C	\$11.35
PETL	FIRE PREVENTION/EDUCATION TEAM LEADER	EFF-K	\$24.63
PETM	PREVENTION TEAM MEMBER	EFF-J	\$22.42
PA25	PURCHASING AGEN (\$25,000)	EFF-H	\$20.57
RAMP	RAMP MANAGER	EFF-F	\$15.05
READ	RESOURCE ADVISOR	EFF-I	\$21.02
SEC2	SECURITY SPECIALIST	EFF-C	\$11.35
SMEC	SMALL ENGINE MECHANIC	EFF-E	\$13.77
THSP	AIRCRAFT MECHANIC	EFF-L	\$29.52
THSP	BRANCH DIRECTOR, AREA COMMAND	EFF-L	\$29.52
THSP	FORKLIFT OPERATOR	EFF-C	\$11.35
THSP	HAZARDOUS MATERIAL SPECIALIST	EFF-H	\$20.57
THSP	HEAVY EQUIPMENT OPERATOR	EFF-E	\$13.77
THSP	MESSENGER	EFF-A	\$9.29
THSP	MOBILIZATION CENTER COORDINATOR	EFF-K	\$24.63
THSP	PRINCIPLE ADVISOR (FEMA)	EFF-L	\$29.52
THSP	STATE LIAISON	EFF-L	\$29.52
THSP	VOUCHER EXAMINER	EFF-F	\$15.05
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	EFF-E	\$13.77
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE	EFF-F	\$15.05
	PRESCRIBED FIRE		

**FSH 5109.34 – INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK
CHAPTER 10 – PERSONNEL**

13.6 – Exhibit 14

Montana DNRC Pay Plan for Emergency Firefighters (EFF's)
Rates of Pay – Calendar Year 2007

ICS Mnemonic	POSITION TITLE	EFF Class	EFF Rate
RXB1	RXBURN BOSS TYPE 1	EFF-K	\$24.63
RXB2	RXBURN BOSS TYPE 2	EFF-J	\$22.42
RXB3	RXBURN BOSS TYPE 3	EFF-H	\$20.57