United States Department of the Interior

OFFICE OF THE SECRETARY
Washington. D.C. 20240

JAN 0 2 **2004**

PERSONNEL BULLETIN NO. 04-03

SUBJECT: Pay Plan for Emergency Workers

Attached is the 2004 Administratively Determined Pay Plan for Emergency Workers. replaces all previously approved plans. This plan authorizes and provides direction relative to the hiring of emergency workers. This is forwarded for implementation and will expire on December 31, 2004.

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

The following changes becal11e effective on January 1, 2004;

- No rate increase this year.
- Clarifies that 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 (paragraph B).
- Clarifies that the Area Commander and Type 1 or Type 2 Incident Commander and Deputy Incident Commander are key positions and may only be filled by current agency employees (paragraph B.2.d).
- Clarifies training is not to exceed 120 hours per calendar year for an individual in preparation for fire emergencies when state or federal licensing and/or certification requirements exist (paragraph D.6.b).
- Clarifies that hiring of personnel for fire use hazardous fuel reduction projects does not include Mechanical or Chemical Reduction Projects (paragraph D.II).
- Adds the requirement for hiring units to utilize the Single Resource Casual Hire Information Form per agency policy (paragraph E.6.).

- Adds that casuals hired under this pay plan cannot have any direct or indirect influence on the activities of, or financial relationship with, a privately owned company or contractor involved in the incident (paragraph E. 20.)

- Adds when casuals attend training to qualify for another position, if the full performance is 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 for the classification area. (paragraph F.3).

Questions should be directed to Winford Hooker at (202) 208-7949 or by E-mail to Winford_hooker@ios.doi.

/SS/

Carolyn Cohen,
Director, Office of Personnel Policy

Attachment

Effective Date: January 1, 2004 Expiration Date: December 31, 2004

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 January 1, 2004, 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, or

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

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 – calendar year 2004. The NWCG Incident Business Practices Working Team (IBPWT) establishes rates for most commonly used AD-1 through AD-5 positions. Geographic Area Coordinating Groups may establish rates for positions not listed and publish the rates in a 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 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.

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

Classification	48 Contiguous States and Other Areas (Per Hr)	Alaska (Per Hr)	Hawaii (Per Hr)
AD-1	9.96	14.56	11.88
AD-2	11.68	16.60	14.84
AD-3	12.84	18.24	16.28

AD-4	14.60	20.44	19.40

2. Rates for AD-5. Whenever 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 the AD-4 definition, such as leader of a group of AD-4's, the appropriate agency hiring official is authorized to hire at the AD-5 rate established. The rate appropriate for a specific skill shall be established at the point of hire and documented on the Single Resource Casual Hire Information Form.

a. This authority to use higher pay rates at AD-5 may also be used to hire individuals with the type of skills defined in the classification forAD-4 where the local prevailing rate for the particular skill, or skills, so far exceeds the rates in the preceding paragraph B1 as to make it impossible to recruit individuals for the AD-4 rates. This authority does not extend to recruitment for the type of skills in AD-1, AD-2, and AD-3 classifications. Exceptions to the AD-4 rates established in the Incident Position Matrix must be requested, justified, and approved in writing by the appropriate agency hiring official prior to hiring. The 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. Geographic areas may publish exception rates in their geographic area supplement; the justification for the exception rate must be part of the supplement.

[Note: The direction at para. E12 does not apply to these AD-4 exceptions.]

b. If the casual is assigned to a different job skill, adjust the pay rate to the appropriate rate for that skill and document in the Remarks block of Form OF-288.

c. Individuals hired in a geographic area at an AD-4 rate who travel to another geographic area where an exception rate has been established shall not be promoted to the higher AD rate.

d. The Area Commander and Type 1 or Type 2 Incident Commander and Deputy Incident Commander are key positions and may only be filled by current agency employees.

3. 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	
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, buying team members, 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 fire suppression training:

a. Not to exceed a total of 80 hours per calendar year for an individual in preparation for emergency fire situations.

b. Not to exceed a total of 120 hours per calendar year for an individual in preparation for fire emergencies when state or federal licensing and/or certification requirements exist (for example, pilots, EMT's).

7. To allow personnel to instruct fire suppression 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 fire situations as noted in paragraphs D6a and D6b.

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 fire rehabilitation 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 rehabilitation effort until regular employees can handle the situation or until other employment methods can be initiated.

11. To hire personnel for fire use prescribed fire hazardous fuel reduction projects authorized by congressional funding within the Wildland Fire Operations account. This does not include Mechanical or Chemical Reduction Projects. This pay plan is to be used to provide temporary support due to the unpredictable nature of fire use prescribed fire hazardous fuel reduction 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 fire use hazardous fuel reduction projects. The term of hire is restricted to no greater than 300 hours per **calendar** year per person for fire use hazardous fuel reduction work.

3. The host agency is responsible for hiring and paying under this pay plan for fire use hazardous fuel reduction.

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 will use the Single Resource Casual Hire Information Form per agency policy. In addition, casuals are required to complete a Health Screening Questionnaire 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 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 hiring unit or their designee is responsible for verifying the eligibility of any casuals hired.

9. The Agency Administrator or their 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. Direction in this paragraph applies to AD-1 to AD-4 hires only. Direction in this paragraph does not apply to the exceptions for AD-4 rates provided in paragraph B2c. Casuals recruited under this plan that are sent to another State or area for which different rates of pay have been established shall be paid the rate for the State or area from which they are recruited, or the rate of the State or area to which they are sent, whichever is higher. When hired in a lower rate State or area, the casual must actually work in the higher rate State or area in order to qualify for that rate. The higher earned rate applies to travel time to the higher rate State or area.

13. 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. At the discretion of the agency representative, casual hires may be paid at the demobilization site prior to travel back to the point of hire. In these instances, return travel shall be estimated and included in the payment.

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 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 Chapter 10, Sections 12.2-12.6).

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. Casual hires 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 their guaranteed hours on days off. This is considered off-shift time and is non-compensable.

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 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.

14. 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.

15. 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).

16. 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.

17. 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 for the out-of-pocket expenses for meals and lodging paid by a casual should be made through the agency travel process following current Agency Travel Regulations.

18. 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 the 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.

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

20. 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 is to 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.

F. POSITION CLASSIFICATIONS.

1. The four classifications contain benchmark jobs, which are not all inclusive. Rates are determined according to the job performed. Length of service and/or additional qualifications are not used to determine pay rate. The AD rate shall be set at the point of hire based on the primary duties of the position. Occasional or infrequent duties at a higher level do not justify a change in the pay rate.

The Agency Administrator is authorized to equate positions not shown in the classifications with the jobs listed in the four levels and to hire individuals at the appropriate level. The Agency Administrator is also authorized to reduce by one AD rate those positions or comparable positions listed in the classification when the casual lacks experience or when the scope of the job is less than defined in the classification.

Do not raise the AD rate for specific jobs above that shown in the classification for AD-1 though AD-3. For AD-4's refer to paragraph B2.

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 for the classification area.

3. When casuals are attending training to qualify for another position, they shall be paid one AD rate lower than the full performance rate. If the full performance is 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 for the classification area.

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

5. AD-1. Work in this classification includes **camp crewmember**, laborer, and tool attendant; or training to become a member of a crew assigned to incidents.

6. AD-2. Work required in this classification involves:

a. Working alone, such as a security specialist, or working as a member of a crew in the skilled use of hand tools and infrequent use of light power tools, such as trenchers, portable pumps, and chain saws (for cutting downed logs, small trees, and so forth), or working as a swamper;

b. Performing work such as a warehouse worker, tool sharpener, operator of a light truck or car (up to and including 1 ton), or fueler;

c. Leading a small group (up to 15 people) of the next lower level, such as **camp crew squad boss;**

d. Performing fire prevention technician duties when regular employees are not available; or

e. Performing clerical duties, such as time recorder, supply clerk, computer data entry recorder, dispatch recorder, or check-in recorder.

7. AD-3. Work required in this classification involves performing work such as or comparable to:

a. Claims specialist, injury compensation specialist, commissary manager, weather observer, ordering manager, radio operator, vehicle dispatcher, truck (over 1 ton, and up to 4 tons; no commercial driver's license required) driver, or pump operator;

b. Class A faller (operating chainsaw full-time for cutting small trees up to 12 inches dbh);

c. Leader of a small group (up to 15 people) of the next lower level (such as squad boss of AD-2's) or a large group (over 15 people) of the next two lower levels (such as a camp crew boss).

8. AD-4. Work required in this classification involves performance of specialized work or supervision of lower level workers. This includes work comparable to:

a. Packer, Class B faller (operating chainsaw full-time for cutting trees up to 24 inches dbh), automotive and/or heavy equipment mechanic, head camp cook (approximately 40 people), truck driver (requiring a commercial driver's license) or tractor trailer type truck driver, operator (heavy equipment, dozer, engine, or tractor/plow), incident communications technician, buying team member, payment team member, field observer; or

b. Supervisor of a small group (up to 15 people) of the next lower level or a large group (over 15 people) of the next two lower levels (such as a crew boss of a fire suppression crew).

9. AD-1 through AD-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 mnemonic position 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	
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
	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	INJURY COMP 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
ASGS	AIR SUPPORT GROUP SUPERVISOR	5	24
ATCO	AIR TANKER/FIXED WING COORDINATOR	5	24
ATGS	AIR TACTICAL GROUP SUPERVISOR	5	24
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	
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	
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	DEMOBE UNIT LEADER	5	24
DOCL	DOCUMENTATION UNIT LEADER	4	
DPRO	DISPLAY PROCESSOR	1	
FBAN	FIRE BEHAVIOR ANALYST	5	24
FEMO	FIRE EFFECTS MONITOR	4	
FINV	FIRE INVESTIGATOR	5	24
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 MANAGER	5	22
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
MEDL	MEDICAL UNIT LEADER	5	24
ORDM	ORDERING MANAGER	3	
RADO	RADIO OPERATOR	3	
RCDM	RECEIVING AND DISTRIBUTION MANAGER	3	
SECM	SECURITY MANAGER	4	

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	LOGISTICS (continued)		$
SUBD	SUPPORT BRANCH DIRECTOR	5	26
SPUL	SUPPLY UNIT LEADER	5	24
SVBD	SERVICE BRANCH DIRECTOR	5	26
TESP	TOOL AND EQUIPMENT SPECIALIST	2	
	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
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	5	29
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	5	26
IBA3	INCIDENT BUSINESS ADVISOR, TYPE 3	5	22
MCCO	MAC GROUP COORDINATOR	5	29
MXMS	MIXMASTER	5	21

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	COORDINATION AND SUPPORT (continued)		$
PACK	PACKER	4	
PREV	PREVENTION TECHNICIAN	2	
PUMP	PUMP OPERATOR	3	
SEC2	SECURITY SPECIALIST	2	
SMEC	SMALL ENGINE MECHANIC	4	
THSP	AGENGY CREW COORDINATOR	5	22
THSP	AIRCRAFT MECHANIC	5	29
THSP	AREA REPRESENTATIVE	5	26
THSP	BRANCH DIRECTOR, AREA COMMAND	5	29
THSP	BUYING TEAM MEMBER	4	
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 (ADO/APT)	4	
THSP	PREVENTION TEAM LEADER	5	22
THSP	PREVENTION TEAM MEMBER	4	
THSP	PRINCIPLE ADVISOR (FEMA)	5	22
THSP	RETARDANT WORK LEADER	3	
THSP	RETARDANT WORKER	2	
THSP	TOOL ATTENDANT	1	

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	COORDINATION AND SUPPORT (continued)		$
THSP	VEHICLE DISPATCHER	3	
VIDO	VIDEO OPERATOR	3	
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	2	
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE LDR)	3	
	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
RXFA	RX FIRE BEHAVIOR SPECIALIST	5	21