



# United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, D.C. 20240

**NOV 18 2002**

## **PERSONNEL BULLETIN NO. 03-4 (500)**

### **SUBJECT: Pay Plan for Emergency Workers**

Attached is the 2002 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. This is forwarded for immediate implementation and will expire on December 31, 2002.

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

The following changes became effective on January 1, 2002

Increases the rate for AD-1 through AD-4 to reflect the pay increase (paragraph B1).

Establishes one AD rate for AD-1 through AD-4 for the 48 contiguous states and other areas.

Adds requirement to attach written justification and authorization to the casual's time report when an exception rate is established for an AD-4 position (paragraph B2).

Allows hiring of personnel to support a going incident, including post-incident administration (paragraph D3).

Allows the hiring of personnel to attend prescribed fire training and/or to instruct fire suppression or prescribed fire training when all other methods of hiring/contracting instructors have been exhausted (paragraph D6 and D7).

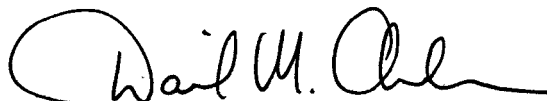
Specifies that casuals who deviate return travel home are not entitled to travel time home nor transportation provided by the government from the point the travel deviation occurs (paragraph E13).

Assigns AD classification to fire suppression, incident support, and prescribed fire positions.

Adds to E-6 the requirement, for certain positions hired under this authority, to complete the Health Screening Questionnaire (HSQ).

Clarifies, under D-10, the length of time personnel may work on emergency rehabilitation projects under the pay plan.

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

A handwritten signature in black ink, appearing to read "David M. Anderson". The signature is fluid and cursive, with a large initial "D" and "A".

David M. Anderson  
Deputy Director, Office of Personnel Policy

Attachment

Effective Date: January 1, 2002

Expiration Date: December 31, 2002

### PAY PLAN FOR EMERGENCY WORKERS

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, 2002, 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 AD hires (casual) 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 paragraph D).

Such hiring is of uncertain or purely temporary duration, and shall be terminated when other employment methods can be initiated. Under the new Federal fire appropriations, this plan can be used for suppression operations, suppression for resource benefit and hazard fuels reduction projects.

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 2002.

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

<u>Classification</u>	<u>48 Contiguous States and Other (Per Hr)</u>	<u>Alaska (Per Hr)</u>	<u>Hawaii (Per Hr)</u>
AD-1	9.68	14.12	11.52
AD-2	11.32	16.12	14.40
AD-3	12.44	17.68	15.80
AD-4	14.16	19.84	18.84

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 Incident Commander or comparable official is authorized to hire at a rate deemed appropriate, but not exceeding \$30 per hour in the Contiguous States and Other Areas, and \$35 per hour in Alaska and Hawaii. The rate appropriate for a specific skill shall be established at the point of hire and documented in the Remarks block of Form OF-288 (Emergency Firefighter Time Report). Rates shall be changed if the individual is sent to an incident outside the area of hire and the new area has established, through a geographic area supplement, a higher AD-5 rate for that position. If the casual is assigned to a different job skill, adjust the pay rate to the appropriate rate for that skill in that area and document in the Remarks block of Form OF-288. Geographic Areas shall establish AD-5 rates for significant positions.

See the table in paragraph F9 for an illustration of AD-5 rates and their correlation with the Incident Command System command structure.

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 for AD-4 where the local prevailing rate for the particular skill, or skills, so far exceeds the preceding rates in 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 (F9) must be requested and justified in writing prior to hiring by the unit and agency administrator; or by the incident supervisor and the incident commander. The written justification and approval must be attached to the casual's original time record (OF-288) for payment use and be made a part of the incident record. Geographic Areas may publish exception rates in the Geographic Area supplement; the justification for the exception rate should be part of the supplement.

Individuals hired in a Geographic Area at an AD-4 rate who travel to another Geographic Area where an exception rate has been established will not be promoted to the higher AD rate.

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:

Caroline Islands	Guam	Mariana Islands
Marshall Islands	Puerto Rico	Samoa
Virgin Islands	Other Carribean Islands	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:

To fight a going 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 a going incident, including post-incident administration (e.g., dispatch, warehouse/cache workers, buying team members, payment team members, administrative support and reviews). Post-incident administration should not normally 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 or prescribed fire training:

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

b. Not to exceed a total of 120 hours per year for an individual in preparation for fire emergencies when licensing and/or certification requirements exist.

7. To allow personnel to instruct fire suppression or prescribed fire training when all other methods of hiring/contracting instructors have been exhausted. They will not 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 D.5.a, and b.

8. To cope with floods, storms, or any other emergency.

9. To carry out emergency fire rehabilitation work, including emergency stabilization, 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, which should normally not 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 hazardous fuel reduction projects authorized by congressional funding within the Wildland Fire Operations account. This pay plan is to be used to provide temporary support due to the unpredictable nature of fire use 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 who are recruited for the sole purpose of dealing with an immediate fire emergency, extreme fire potential, fire use hazardous fuel reduction project or other emergency.

2. This 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 year per person for emergency 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 pay (Comp. Gen. B-139682, June 19, 1959).

6. Personnel hired under this plan must meet minimum physical fitness standards and training requirements as established by agency policy. In addition, personnel hired under this authority may also be required to complete the Health Screening Questionnaire (HSQ) dependent upon the position they are being hired for.

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

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 ongoing incidents. During ongoing incidents, Finance Officers are responsible for verifying eligibility of any casuals hired on site.

9. The Agency Representative 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 (43 U.S.C. 1469 or 7 U.S.C. 2226).

12. Direction in this paragraph applies to AD-1 to AD-4 hires only. Casuals recruited under this plan who are sent to another area for which different rates of pay have been established shall be paid the rate for the area from which they are recruited, or the rate of the area to which they are sent, whichever is higher. When hired in a lower rate area, the casual must actually work in the higher rate area in order to qualify for that rate. That higher earned rate applies to travel time to the higher rate area.

13. The hiring period begins at the point and the time an individual is available for hire at the request of an Agency Official. 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 point of hire. In these instances, return travel shall be estimated and included in the payment.

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.

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 fireline or between fire camps; ordered standby; and actual work. Off-shift includes:

a. Time allowed for sleeping and eating when personnel are free from assigned duty and

b. 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.

Casual hires must be given enough on-shift time (travel, ordered standby, and actual work) to total 8 compensable hours for that calendar day. Do not use this 8-hour guarantee on the first and last day of work.

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.

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

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. Documentation to be attached to the casual’s original time record (OF-288) for payment unit use and made 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 before the emergency is over, pay shall be stopped at the time services are terminated; the Agency Official-in-Charge 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, reimburse the out-of-pocket expenses for meals and lodging paid by a casual through the agency travel process as per diem, 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, they are covered by the provisions of the Federal Employees' Compensation Act (5 U.S.C. 81).

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. Emergency workers 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 emergency worker 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.

#### 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 Official-in-Charge 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 Official-in-Charge is also authorized to reduce by one grade level those positions or comparable positions listed in the classification to maintain grade alignment when the casual lacks experience or when the scope of the job is less than defined in the classification.

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

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

3. When casuals are attending training to qualify for a higher-level position, they shall be paid one level lower than the full performance level.

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

5. AD-1. Work required in this classification involves training to become a member of a crew assigned to incidents, camp crew member, laborer, tool attendant.

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

a. Working alone, or 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, or security specialist;

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

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

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

e. Performing clerical duties such as time recorder, supply clerk, computer data entry 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 driver (Over 1 ton, and up to 4 tons, no commercial driver's license required), or pump operator;

b. Sawyer (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 crew boss of a camp crew).

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, tree 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), helicopter manager, incident communications technician, support dispatcher, 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 over fire suppression crew).

9. AD-1 through AD-5. See the following summary chart, which illustrates the correlation between the AD class and the Incident Command System structure.

**CASUAL  
INCIDENT COMMAND SYSTEM POSITIONS**

**COMMAND**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
ACDR	Area Commander	5
AREP	Agency Representative	5
DPIC	Deputy Incident Commander	5
FUMA	Fire Use Manager	5
HRSP	Human Resource Specialist	5
ICT1	Incident Commander Type 1	5
ICT2	Incident Commander Type 2	5
ICT3	Incident Commander Type 3	5
ICT4	Incident Commander Type 4	5
ICT5	Incident Commander Type 5	4
IOF1	Information Officer Type 1	5
IOF2	Information Officer Type 2	5
IOF3	Information Officer Type 3	5
LOFR	Liaison Officer	5
SOF1	Safety Officer Type 1	5
SOF2	Safety Officer Type 2	5
SOF3	Safety Officer Type 3	5
THSP	Assistant Safety Officer	4
THSP	Assistant Information Officer	4

**FINANCE**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
CLMS	Claims Specialist	3
CMSY	Claims Manager	3
COMP	Comp/Claims Unit Leader	5
COST	Cost Unit Leader	5
EQTR	Equipment Time Recorder	2
FSC1	Finance/Administration Section Chief Type 1	5
FSC2	Finance/Administration Section Chief Type 2	5
INJR	Injury Comp Specialist	3
PROC	Procurement Unit Leader	5
PTRC	Personnel Time Recorder	2
TIME	Time Unit Leader	5



## OPERATIONS

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
ABRO	Aircraft Base Radio Operator	3
ACAC	Area Command Aviation Coordinator	5
AERO	Aerial Observer	5
AOBD	Air Operations Branch Director	5
ASGS	Air Support Group Supervisor	5
ATCO	Air Tanker/Fixed Wing Coordinator	5
ATGS	Air Tactical Group Supervisor	5
ATIM	Aircraft Time Recorder	2
CREP	Crew Representative	5
CRWB	Crew Boss	4
DECK	Deck Coordinator	4
DIVS	Division/Group Supervisor	5
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 Greater Than 36" DBH)	5
FELB	Felling Boss	5
FFT1	Advanced Firefighter (Squad Boss, IHCM)	3
FFT2	Firefighter (Type 2 Crew Member)	2
FIRB	Firing Boss	5
FWBM	Fixed Wing Base Manager	5
FWPT	Parking Tender	4
HEB1	Helibase Manager Type 1	5
HEB2	Helibase Manager Type 2	5

**OPERATIONS (Con't)**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
HECM	Helicopter Crew Member	3
HEMG	Helicopter Manager	4
HLCO	Helicopter Coordinator	5
LOAD	Loadmaster	4
MAFA	MAFFS Liaison Officer Assistant (AMLO)	5
MAFF	MAFFS Liaison Officer (MLO)	5
OPBD	Operations Branch Director	5
OSC1	Operations Section Chief Type 1	5
OSC2	Operations Section Chief Type 2	5
PCSP	Paracargo Specialist	4
PILO	Pilot	5
RAMP	Ramp Manager Helibase	5
RAMP	Ramp Manager Airtanker	5
SEMG	Single Engine A/T Manager	5
STAM	Staging Area Manager	4
STCR	Strike Team Leader Crew	5
STDZ	Strike Team Leader Dozer	5
STEN	Strike Team Leader Engine	5
STLM	Strike Team Leader Military	5
STPL	Strike Team Leader Tractor/Plow	5
STPS	Structural Protection Specialist	5
TFLD	Task Force Leader	5
THSP	Swamper	2
TOLC	Take-Off and Landing Coordinator	5
TRPB	Tractor/Plow Boss	4
WHSP	Water Handling Specialist	5

**PLANNING**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
ADPC	Assistant Area Commander Planning	5
DMOB	Demobilization Unit Leader	5
DOCL	Documentation Unit Leader	4
FBAN	Fire Behavior Analyst	5
FEMO	Fire Effects Monitor	4
FINV	Fire Investigator	5
FLIR	FLIR Operator	5
FOBS	Field Observer	4
IARR	Interagency Resource Representative	5
IMET	Incident Meteorologist	5
IRIN	Infrared Interpreter	5
LTAN	Long Term Fire Analyst	5
PBOP	Probeye Operator	5
PSC1	Planning Section Chief Type 1	5
PSC2	Planning Section Chief Type 2	5
RESC	Resource Clerk	2
RESL	Resources Unit Leader	5
SCKN	Status/Check-In Recorder	2
SITL	Situation Unit Leader	5
TNSP	Training Specialist	5
WOBS	Weather Observer	3
XEDO	Xedar Operator	5

**LOGISTICS**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
ACLC	Assistant Area Commander Logistics	5
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
COML	Communications Unit Leader	5
COMT	Incident Communications Technician	4
EMTI	Emergency Medical Technician Intermediate	5
EMTB	Emergency Medical Technician Basic	5
EMTP	Emergency Medical Technician Paramedic	5
EQPM	Equipment Manager	4
FACL	Facilities Unit Leader	5
FDUL	Food Unit Leader	5
GSUL	Ground Support Unit Leader	5
IMSA	Incident Medical Specialist Assistant	5
IMSM	Incident Medical Specialist Manager	5
IMST	Incident Medical Specialist Technician	5
INCM	Incident Communications Center Manager	4
LSC1	Logistics Section Chief Type 1	5
LSC2	Logistics Section Chief Type 2	5
MEDL	Medical Unit Leader	5
ORDM	Ordering Manager	3
RADO	Radio Operator	3

**LOGISTICS (Con't)**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
RCDM	Receiving and Distribution Manager	3
SECM	Security Manager	4
SUBD	Support Branch Director	5
SUPL	Supply Unit Leader	5
SVBD	Service Branch Director	5
TESP	Tool and Equipment Specialist	2
THSP	Registered Nurse	5

## COORDINATION AND SUPPORT

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
ATBM	A/T Base Manager	5
CAMP	Kitchen/Camp Helper	1
CASC	Clerk	2
CDER	Computer Data Entry Recorder	2
COOK	Cook, Head Camp	4
CORD	Coordinator, Expanded Dispatch	5
COTR	Contracting Officer Technical Representative	5
CTSP	Computer Technical Specialist	5
DRIV	Driver CDL Required	4
DRIV	Driver Over 1 Ton 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
EDSP	Supervisory Dispatcher	5
FOTO	Photographer	5
FUEL	Fueling Specialist	3
GMEC	Mechanic (Automotive/Heavy Equipment)	5
IADP	Initial Attack Dispatcher	5
IACR	Incident Agency Contract Representative	5
IBA1	Incident Business Advisor, Type 1	5
IBA2	Incident Business Advisor, Type 2	5
IBA3	Incident Business Advisor, Type 3	5
LEIS	Law Enforcement Investigation Specialist	5
MCCO	MAC Group Coordinator	5
MXMS	Mixmaster	5

**COORDINATION AND SUPPORT (Con't)**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
PACK	Packer	4
PREV	Prevention Technician	2
PUMP	Pump Operator	3
SEC2	Security Specialist	2
SMEC	Small Engine Mechanic	4
THSP	Agency Crew Coordinator	5
THSP	Aircraft Mechanic	5
THSP	Area Representative	5
THSP	Branch Director Area Command	5
THSP	Buying Team Member	4
THSP	Cache Field Coordinator	5
THSP	Forklift Operator	2
THSP	GIS Specialist	5
THSP	Hazardous Material Specialist	5
THSP	Heavy Equipment Operator	4
THSP	Instructor (S-300 Courses and Below)	5
THSP	Instructor (S-400 Courses and Above)	5
THSP	Laborer	1
THSP	Lead Instructor (S-300 Courses and Below)	5
THSP	Lead Instructor (S-400 Courses and Above)	5
THSP	Messenger	1
THSP	Mobilization Center Coordinator	5
THSP	Payment Team Member (ADO/APT)	4
THSP	Prevention Team Leader	5
THSP	Prevention Team Member	4
THSP	Principle Advisor (FEMA)	5

**COORDINATION AND SUPPORT (Con't)**

<b>MNEU.</b>	<b>Position Title</b>	<b>AD Rate</b>
THSP	Retardant Work Leader	3
THSP	Retardant Worker	2
THSP	State Liaison	5
THSP	Tool Attendant	1
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**

<b>MNEU</b>	<b>Position Title</b>	<b>AD Rate</b>
RXB1	RX Burn Boss Type 1	5
RXB2	RX Burn Boss Type 2	5
RXB3	RX Burn Boss Type 3	5
RXM1	RX Fire Manager Type 1	5
RXM2	RX Fire Manager Type 2	5
RXFA	RX Fire Behavior Specialist	5