



**FOREST SERVICE HANDBOOK
NATIONAL HEADQUARTERS (WO)
WASHINGTON, DC**

FSH 5109.34 - INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK

CHAPTER 10 - PERSONNEL

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Effective Date: March 16, 2007

Duration: This interim directive expires on March 16, 2008.

Approved: JACQUELINE MYERS
Associate Deputy Chief

Date Approved: 03/08/2007

Posting Instructions: Interim directives are numbered consecutively by handbook number and calendar year. Post by document at the end of the chapter. Retain this transmittal as the first page(s) of this document. The last interim directive was 5109.34-2006-1 to chapter 10.

New Document	id_5109.34-2007-1	20 Pages
Superseded Document(s) (Interim Directive Number and Effective Date)	id_5109.34-2006-1, 03/23/2006	17 Pages

Digest:

13.6, exhibit 01 - Sets out the revised Pay Plan for Emergency Workers (Casuals) effective March 16, 2007. This 2007 pay plan makes the following changes from the plan previously in effect for 2006:

1. Incorporates the general schedule increase for the rest of US at 1.81 percent (sec. B.1).
2. Changes verbiage to read this pay plan applies whenever it becomes necessary to hire persons to provide emergency assistance to States under formalized agreements (sec. A.2).

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Digest--Continued:

3. Adds language to section B, paragraph 4 to allow for hiring of state or local government partners who cannot work on Federal incidents under their employment status or cooperative agreement due to policy or statute in the following positions under the conditions noted:

- a. Area Commander: State or local government employees who meet qualifications as certified by their Geographic Area Coordinating Group.
- b. Type 1 and Type 2 Incident Commander: State or local government employees who meet qualifications as certified by their Geographic Area Coordinating Group.
- c. Fire Investigator: State or local government employees.

4. Adds language to section B, paragraph 5 to allow agencies to hire retirees as casuals in the following positions when approved by the Acquisition Management (AQM) Director:

- a. Buying Team Leader.
- b. Contracting Officer.

5. Adds that a casual may be subject to earnings limitation if they are receiving Social Security benefits or equivalent and should contact the Social Security office for further information (sec. B.5).

6. Changes verbiage on meal periods to reference the Interagency Incident Business Management Handbook (sec. E.14).

7. Adds that a trainee hired for an exception position will be paid at the next lower rate (sec. F.7).

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13.6 - Exhibit 01

**ADMINISTRATIVELY DETERMINED (AD) PAY PLAN
FOR EMERGENCY WORKERS (CASUALS)**

A. **PREAMBLE.** Pursuant to 5 U.S.C. 5102(c)(19), 7 U.S.C. 2225 and 2226, 16 U.S.C. 554e and 43 U.S.C. 1469, there is hereby established, effective March 16, 2007, 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.
2. To provide emergency assistance to States under formalized agreements (para. D).
3. To meet mission assignments issued by the Federal Emergency Management Agency (FEMA).

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. **ADMINISTRATIVE DETERMINED (AD) RATES OF PAY.** The National Wildfire Coordinating Group (NWCG) Incident Business Practices Working Team (IBPWT) facilitates establishment of rates and position review for casual positions on an annual basis. Geographic Area Coordinating Groups (or designated agency representatives) may request rates for positions not published in this pay plan.

Changes to the pay plan may be proposed by any agency for a variety of reasons, (such as new law or regulation, clarification of meaning, or establishment of new positions). The agency hiring official will submit, through normal agency channels, pay plan change recommendations to the IBPWT. Pay plan changes are normally requested and addressed in the first quarter of the fiscal year.

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1. Rates Paid Per Hour for Work Performed at Classification Levels AD-A through AD-M.

Classification Level	Pay Rates (Per Hour)		
	48 Contiguous States	Alaska	Hawaii
AD-A	\$10.84	\$13.26	\$12.62
AD-B	\$11.92	\$14.64	\$14.04
AD-C	\$13.24	\$16.60*	\$15.76
AD-D	\$14.64	\$18.24*	\$17.56
AD-E	\$16.06	\$20.02	\$19.44
AD-F	\$17.56	\$21.98	\$21.42
AD-G	\$21.00*	\$24.02	\$23.46
AD-H	\$24.00*	\$26.88	\$26.88
AD-I	\$24.52*	\$29.70	\$29.70
AD-J	\$26.16	\$32.70	\$32.70
AD-K	\$28.74	\$35.92	\$35.92
AD-L	\$34.44	\$43.06	\$43.06
AD-M	\$40.96	\$51.20	\$51.20

*These pay rates will remain frozen until the calculation formula aligns with the annual cost of living adjustments (COLA) or post differential given by the Office of Personnel Management to General Schedule and Federal Wage System employees in these areas.

2. If the casual is assigned to a different position qualification (as documented on the SF-261, Crew Time Report), adjust the pay rate to the appropriate rate for that position and document in the remarks block of the OF-288. The adjusted pay rate will be based on the original point of hire.

3. The rate will be established at the point of hire and documented on the OF-288 or the Single Resource Casual Hire Information Form. The rate established at the point of hire will remain in effect regardless of the location of the incident.

4. The Area Commander, Type 1 or Type 2 Incident Commander, Security Specialist Level 1 or Level 2, Fire Investigator, and Buying Team Leader are key positions and may be filled only by current agency employees. For state or local government partners who cannot work on Federal incidents under their employment status or cooperative agreement due to policy or statute, the following positions will be allowed to be filled in the 2007 pay plan under the included conditions:

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- a. Area Commander: State or local government employees who meet qualifications as certified by their Geographic Area Coordinating Group.
- b. Type 1 and Type 2 Incident Commander: State or local government employees who meet qualifications as certified by their Geographic Area Coordinating Group.
- c. Fire Investigator: State or local government employees.

5. When approved by the Acquisition Management (AQM) Director, retirees may temporarily have warrants reinstated and may be hired as AD's in these positions:

- a. Buying Team Leader.
- b. Contracting Officer.

NOTE: This applies to FS, but may not apply in some of the Department of Interior (DOI) bureaus.

6. If a casual is receiving Social Security benefits or equivalent, casual earnings may be subject to limitations. Casuals should contact the Social Security Administration (SSA) office for further information.

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	
American Samoa	
Other Pacific Islands	

2. Alaska (Statewide).
3. Hawaii (Statewide).

D. CIRCUMSTANCES REQUIRED FOR HIRING. 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.

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2. To hire personnel during unusually dry periods or when fire danger is very high to extreme (Preparedness Level 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, or 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 (for example, opening day of hunting season, fishing season, 4th of July, or Labor Day weekend,).
3. To provide support to an ongoing incident, including post-incident administration (for example, dispatch, warehouse/cache workers, 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 emergency incident training in preparation for emergency incident situations. In most cases this should not exceed a total of 80 hours per calendar year, regardless of hiring agency. This authority cannot be used to circumvent other hiring authorities such as temporary 1039 appointments or career seasonal appointments. The 80-hour limit includes but is not limited to:
 - a. Required annual refresher courses.
 - b. Travel to and from the training.
7. To allow personnel to instruct emergency incident training when all other methods of hiring and contracting instructors have been exhausted; not to exceed a total of 120 hours including travel per calendar year, regardless of hiring agency, for a qualified individual to prepare, instruct, and issue certificates for required courses for emergency incident situations as noted in paragraph 6.
8. To cope with floods, storms, or any other emergency that threatens damage to federally protected property unless brought under immediate control.

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9. To carry out emergency stabilization 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 stabilization effort until regular employees can handle the situation or until other employment methods can be initiated.

11. To meet mission assignments issued by the Federal Emergency Management Agency (FEMA).

E. HIRING CONDITIONS.

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. Under no conditions may active members of the Armed Forces be hired.

3. Federal retirees may be hired under this plan without a reduction in annuity (Comp. Gen. B-139682, June 19, 1959).

4. Casuals hired under this plan must meet minimum physical fitness standards, security and qualification requirements as established by agency policy. Hiring units shall use the Single Resource Casual Hire Information Form, per agency policy. In addition, casuals are required to complete agency specific health and medical screening requirements for certain positions prior to being hired.

5. Casuals in positions that require special certification or license (such as emergency medical technicians, drivers, or instructors) must meet the requirements of the hiring agency and of the State where the incident is located.

6. 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 the Department of Homeland Security (DHS) Form I-9 be completed within 3 business days of the appointment. Those units who establish and train organized crews should complete DHS Form I-9 as soon as crews are organized to eliminate the need for verification at incidents. The appropriately delegated position on the hiring unit or the designee is responsible for verifying the eligibility of any casuals hired.

7. The Agency Administrator or designee has the final authority to accept or reject any person hired under this plan.

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8. To work under this plan requires a social security number for United States citizens or an individual taxpayer identification number (ITIN) for non-United States citizens. Casuals shall be furnished a notice of mandatory social security number disclosure at the time of hire.

9. 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).

10. The hiring period begins at the point of hire 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. Point of hire is defined as the location of the unit where hiring documentation is completed or other locations as determined by the hiring unit.

- 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 return 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 Interagency Incident Business Management Handbook (IIBMH), Chapter 10.),
- 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 is held in a specific location fully outfitted and ready for immediate assignment.
- d. Casuals working away from the point of hire 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 guaranteed hours on days off. This is considered off-shift time and is non-compensable. Casuals working at the point of hire are not guaranteed 8 hours for each calendar day.
- f. The minimum compensable time allowance for each work period is 2 hours. Thereafter, compute time in multiples of 15 minutes.

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- g. Casuals who deviate from the normal travel route home are considered “no longer available” and are not entitled to travel time home nor to 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 (OF-288) for use by the payment unit. This documentation shall also be made a part of the incident record.
11. All transportation required from point of hire until return to point of hire shall be at Government expense, except as stated in paragraph 10 g. If a casual is fired or quits without an acceptable reason before the emergency is over, pay will be stopped at that time. A government official may decide whether or not the Government will provide return transportation and if the casual will be paid for travel time back to the point of hire.
12. Meal periods should be applied in accordance with the Interagency Incident Business Management Handbook (IIBMH), Chapter 10.
13. 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.
14. 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 should be made through the agency travel process, following current agency travel regulations. The hiring agency or unit is responsible for issuing authorization to travel and for processing claims for travel expense reimbursement.
15. 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 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.

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16. Federal and state taxes shall be withheld from salary payments. Each casual shall present IRS form W-4 and W-5, if applicable, at the time of initial hire. If the casual fails to submit a form W-4, federal taxes shall be withheld at the single rate with no exemptions. IRS form W-2 shall be issued to the casual at the end of the year in which reported wages are earned. State taxes shall be withheld for the state, in which the casual is hired, unless the casual requests withholding for another state and submits the appropriate state forms.

17. 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 must immediately disclose the casual's relationship with the company or contractor to the Agency Administrator, Incident Business Advisor (IBA), or Finance/Administration Section Chief for immediate action.

18. Hiring units shall adhere to agency specific policy on the hiring of relatives as casuals.

F. POSITION CLASSIFICATION.

1. Rates are determined according to the job performed. Lengths of service and/or additional qualifications are not used to determine pay rate. Occasional or infrequent duties at a higher level do not justify a change in the pay rate.

2. Positions listed in the Incident Position Matrix (IPM) which are found in the Wildland Fire Qualification System Guide (PMS 310-1) are designated with an asterisk in the 310-1 column. Individuals must possess a current agency issued incident qualification card (Red Card) showing specific qualification for the position in which they are hired.

3. When casuals work as trainees, the casual shall be paid at one Administratively Determined (AD) rate lower than the full performance AD rate. For example, a fire line squad boss trainee would be paid at the AD-C rate.

4. When casuals attend emergency incident training to qualify for another position, the casual shall be paid at one AD rate lower than the full performance rate.

5. When casuals attend refresher training, the casual shall be paid at their current position qualification rate.

6. The following Incident Position Matrix (IPM) outlines the national standard rates prescribed for positions commonly utilized in the Incident Command System (ICS) structure.

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7. Exception Positions. If none of the positions listed in the Incident Positions Matrix (IPM) fit the scope of duties for a position needed and the scope of a current emergency warrants, an exception position could be established at the AD-A, AD-B, AD-F, AD-I and AD-K classification levels at the local unit by an appropriately delegated hiring official. A brief description of duties must accompany the Single Resource Casual Hire form for audit purposes. The classifications below should be used as guidelines when determining at what level a new position in the AD pay plan may be established:

- a. Exception Position 1 - Level AD-A. Positions within this level require no specialized skills or training. The job requires the performance of simple routine, repetitive work tasks under close supervision or requires following oral or written specific step by step instructions.
- b. Exception Position 2 - Level AD-B. Positions within this level require minimal skills or training. Routine assignments are carried out independently. Oral or written assignments are given with general information on quality, quantity and timeframe expectations.
- c. Exception Position 3 - Level AD-F. Positions within this level require skills acquired through specific job training or experience. Work is performed independently. The incumbent of the position is expected to interpret instructions, plans work, lead, or supervise casuals at the next lower level.
- d. Exception Position 4 - Level AD-I. Positions within this level require skills acquired through specific job training, technical education or experience, and require the ability to apply or use specialized, complicated techniques or equipment. The incumbent of the position is expected to instruct others in the requirements of the job, plan work, or supervise casuals at the next lower level. This level requires independent judgment and decision making. The carryout of assignments and most problem resolution are expected to be completed independently by the incumbent of the position.
- e. Exception Position 5 - Level AD-K. Positions within this level require expert knowledge and very high skill level in applying a wide range of concepts, principles and practices associated with professional or administrative work. Most often positions at this level are commensurate with knowledge gained from successful completion of Incident Command System (ICS) 400 level and above courses, qualifications at the Type 1 or 2 level, or “ologist” type positions (such as an archeologist) that requires a higher level of education or certification. Incumbents of these positions may be required to supervise other professionals or a group of technical specialists (TSHP).

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Excepted Position Number	Classification Level	Pay Rates (Per Hour)		
		48 Contiguous States	Alaska	Hawaii
1	AD-A	\$10.84	\$13.26	\$12.62
2	AD-B	\$11.92	\$14.64	\$14.04
3	AD-F	\$17.56	\$21.98	\$21.42
4	AD-I	\$24.52	\$29.70	\$29.70
5	AD-K	\$28.74	\$35.92	\$35.92

For payment purposes, when completing the OF-288 (Firefighter Time Record) the excepted position code will be recorded as a technical specialist (THSP) (for example, Exception Position 3, AD-F – THSP).

A trainee hired for an exception position will be paid at the next lower rate, (for example, Exception Position 4, AD-H – Trainee).

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INCIDENT POSITION MATRIX

(Correlates Positions within the Incident Command System (ICS)
 to Classification Levels AD-A to AD-M)

Note: The abbreviated ICS position code identifiers are in the left hand column. Asterisks in the right hand column reflect that positions and qualifications are listed in PMS 310-1.

POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	COMMAND		
ACDR	AREA COMMANDER (reference section B.4 for conditions allowing the hiring of this position)	AD-M	*
AREP	AGENCY REPRESENTATIVE	AD-K	*
ICT1	INCIDENT COMMANDER TYPE 1 (reference section B.4 for conditions allowing the hiring of this position)	AD-M	*
ICT2	INCIDENT COMMANDER TYPE 2 (reference section B.4 for conditions allowing the hiring of this position)	AD-K	*
ICT3	INCIDENT COMMANDER TYPE 3	AD-J	*
ICT4	INCIDENT COMMANDER TYPE 4	AD-F	*
ICT5	INCIDENT COMMANDER TYPE 5	AD-E	*
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	AD-G	*
PIO1	PUBLIC INFORMATION OFFICER TYPE 1	AD-L	*
PIO2	PUBLIC INFORMATION OFFICER TYPE 2	AD-K	*
PIOF	PUBLIC INFORMATION OFFICER	AD-G	*
LOFR	LIAISON OFFICER	AD-K	*
SOF1	SAFETY OFFICER TYPE 1	AD-L	*
SOF2	SAFETY OFFICER TYPE 2	AD-K	*
SOFR	SAFETY OFFICER LINE	AD-H	*

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	FINANCE		
CLMS	CLAIMS SPECIALIST	AD-E	*
CMSY	COMMISSARY MANAGER	AD-E	*
COMP	COMP/CLAIMS UNIT LEADER	AD-H	*
COST	COST UNIT LEADER	AD-H	*
EQTR	EQUIPMENT TIME RECORDER	AD-E	*
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	AD-L	*
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	AD-K	*
INJR	COMP FOR INJURY SPECIALIST	AD-E	*
PROC	PROCUREMENT UNIT LEADER	AD-I	*
PTRC	PERSONNEL TIME RECORDER	AD-E	*
TIME	TIME UNIT LEADER	AD-H	*
POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	OPERATIONS		
ABRO	AIRCRAFT BASE RADIO OPERATOR	AD-C	*
ACAC	AREA COMMAND AVIATION COORDINATOR	AD-L	*
AOBS	AERIAL OBSERVER	AD-F	
AOBD	AIR OPERATIONS BRANCH DIRECTOR	AD-K	*
THSP	AIR SPACE COORDINATOR	AD-H	
ASGS	AIR SUPPORT GROUP SUPERVISOR	AD-J	*
ATGS	AIR TACTICAL GROUP SUPERVISOR	AD-J	*
THSP	AIR TACTICAL SUPERVISOR – attached to ASM1	AD-J	
CREP	CREW REPRESENTATIVE	AD-G	*
CRWB	CREW BOSS	AD-F	*
DECK	DECK COORDINATOR	AD-F	*
DIVS	DIVISION/GROUP SUPERVISOR	AD-J	*

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	OPERATIONS (CONTINUED)		
DOZ1	DOZER OPERATOR	AD-H	
DOZB	DOZER BOSS	AD-F	*
ENGB	ENGINE BOSS	AD-F	*
ENOP	ENGINE OPERATOR	AD-E	
FALA	FALLER CLASS A (UP TO 12" DBH)	AD-D	
FALB	FALLER CLASS B (UP TO 24" DBH)	AD-F	
FALC	FALLER CLASS C (EQUAL TO OR GREATER THAN 24" DBH)	AD-I	
FELB	FELLING BOSS	AD-F	*
FFT1	FIREFIGHTER TYPE 1 (SQUADBOSS)	AD-D	*
FFT2	FIREFIGHTER TYPE 2 (CREWMEMBER)	AD-C	*
THSP	FIRE LOOKOUT	AD-D	
FIRB	FIRING BOSS	AD-F	*
HELM	HELICOPTER MANAGER	AD-G	*
HEB1	HELIBASE MANAGER TYPE 1	AD-I	*
HEB2	HELIBASE MANAGER TYPE 2	AD-H	*
HECM	HELICOPTER CREWMEMBER	AD-D	*
HELB	HELICOPTER BOSS, SINGLE RESOURCE	AD-F	*
HLCO	HELICOPTER COORDINATOR	AD-I	*
OPBD	OPERATIONS BRANCH DIRECTOR	AD-K	*
OSC1	OPERATIONS SECTION CHIEF TYPE 1	AD-L	*
OSC2	OPERATIONS SECTION CHIEF TYPE 2	AD-K	*
THSP	SEAT COORDINATOR	AD-I	
SEMG	SINGLE ENGINE A/T MANAGER	AD-G	*
STAM	STAGING AREA MANAGER	AD-F	*
STCR	STRIKE TEAM LEADER CREW	AD-H	*
STDZ	STRIKE TEAM LEADER DOZER	AD-H	*
STEN	STRIKE TEAM LEADER ENGINE	AD-H	*
STLM	STRIKE TEAM LEADER MILITARY	AD-H	
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW	AD-H	*
STPS	STRUCTURAL PROTECTION SPECIALIST	AD-J	*
TFLD	TASK FORCE LEADER	AD-H	*
TOLC	TAKE-OFF AND LANDING COORDINATOR	AD-E	*
TRPB	TRACTOR/PLOW BOSS	AD-F	*
WHSP	WATER HANDLING SPECIALIST	AD-F	

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	PLANNING		
ACPC	ASSISTANT AREA COMMANDER, PLANNING	AD-L	*
DMOB	DEMOB UNIT LEADER	AD-H	*
DOCL	DOCUMENTATION UNIT LEADER	AD-F	*
DPRO	DISPLAY PROCESSOR	AD-C	*
FBAN	FIRE BEHAVIOR ANALYST	AD-J	*
FOBS	FIELD OBSERVER	AD-F	*
GISS	GIS SPECIALIST	AD-G	*
HRSP	HUMAN RESOURCE SPECIALIST	AD-H	*
LTAN	LONG TERM FIRE ANALYST	AD-J	*
PSC1	PLANNING SECTION CHIEF TYPE 1	AD-L	*
PSC2	PLANNING SECTION CHIEF TYPE 2	AD-K	*
RESL	RESOURCES UNIT LEADER	AD-H	*
SCKN	STATUS/CHECK IN RECORDER	AD-E	*
SITL	SITUATION UNIT LEADER	AD-H	*
TNSP	TRAINING SPECIALIST	AD-F	*
WOBS	WEATHER OBSERVER	E	
POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	LOGISTICS		
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	AD-L	*
BCMG	BASE CAMP MANAGER	AD-E	*
THSP	CAMP CREW MEMBER	AD-A	
THSP	CAMP CREW SQUAD BOSS	AD-C	
THSP	CAMP CREW BOSS	AD-D	
CASC	SUPPLY CLERK	AD-C	
CCOO	COMPUTER COORDINATOR	AD-G	
CDSP	CACHE DEMOB SPECIALIST	AD-F	
COML	COMMUNICATIONS UNIT LEADER	AD-H	*

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	LOGISTICS (Continued)		
COMT	INCIDENT COMMUNICATIONS TECHNICIAN	AD-F	*
EMTB	EMERGENCY MEDICAL TECHINICAN BASIC	AD-G	
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	AD-G	
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	AD-J	
EQPI	EQUIPMENT INSPECTOR	AD-D	
EQPM	EQUIPMENT MANAGER	AD-E	*
FACL	FACILITIES UNIT LEADER	AD-H	*
FDUL	FOOD UNIT LEADER	AD-H	*
GSUL	GROUND SUPPORT UNIT LEADER	AD-H	*
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	AD-G	
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	AD-H	
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	AD-G	
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	AD-E	*
LSC1	LOGISTICS SECTION CHIEF TYPE 1	AD-L	*
LSC2	LOGISTICS SECTION CHIEF TYPE 2	AD-K	*
MEDL	MEDICAL UNIT LEADER	AD-H	*
ORDM	ORDERING MANAGER	AD-E	*
RADO	RADIO OPERATOR	AD-B	*
RCDM	RECEIVING AND DISTRIBUTION MANAGER	AD-E	*
SECG	SECURITY GUARD (Not LE)	AD-C	
SECM	SECURITY MANAGER	AD-E	*
SUBD	SUPPORT BRANCH DIRECTOR	AD-K	*
SPUL	SUPPLY UNIT LEADER	AD-H	*
SVBD	SERVICE BRANCH DIRECTOR	AD-K	*
TESP	TOOL AND EQUIPMENT SPECIALIST	AD-C	

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	COORDINATION AND SUPPORT		
ARCH	ARCHEOLOGIST	AD-K	
ATBM	A/T BASE MANAGER	AD-H	
BUYL	BUYING TEAM LEADER – NATIONAL (reference section B, paragraph 5 for conditions allowing the hiring of this position)	AD-L	
BUYL	BUYING TEAM LEADER – GEOGRAPHIC AREA (reference section B, paragraph 5 for conditions allowing the hiring of this position)	AD-K	
BUYM	BUYING TEAM MEMBER	AD-F	
CASC	CLERK	AD-C	
CDER	COMPUTER DATA ENTRY RECORDER	AD-D	
COOK	COOK, HEAD CAMP	AD-F	
CORD	EXPANDED DISPATCH COORDINATOR	AD-J	*
CONO	CONTRACTING OFFICER (reference section B, paragraph 5 for conditions allowing the hiring of this position)	AD-K	
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	AD-G	
THSP	CONTRACT REPRESENTATIVE NORTHWEST	AD-G	
CTSP	COMPUTER TECHNICAL SPECIALIST	AD-G	
THSP	COST APPORTIONMENT TECH SPECIALIST	AD-H	
DRCL	DRIVER, CDL REQUIRED	AD-E	
DRVS	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQUIRED	AD-D	
DRVP	DRIVER, UP TO AND INCLUDING 1 TON	AD-C	
ESFL	FEMA EMERGENCY SUPPORT FUNCTION #4 PRIMARY LEADER	AD-K	
ESFW	FEMA EMERGENCY SUPPORT FUNCTION #4 WILDLAND SUPPORT	AD-I	
ESFS	FEMA EMERGENCY SUPPORT FUNCTION #4 STRUCTURE SUPPORT	AD-I	
ESFA	FEMA EMERGENCY SUPPORT FUNCTION #4 ADMINISTRATIVE SUPPORT	AD-F	
EDRC	EXPANDED DISPATCH RECORDER	AD-C	*

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	COORDINATION AND SUPPORT (continued)		
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	AD-F	*
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	AD-H	*
FUEL	FUELING SPECIALIST	AD-D	
FUM1	FIRE USE MANAGER	AD-K	*
FWPT	FIXED WING PARKING TENDER	AD-C	
GMEC	MECHANIC (AUTOMOTIVE/HEAVY EQUIPMENT)	AD-G	
IADP	INITIAL ATTACK DISPATCHER	AD-H	*
THSP	INTELLIGENCE COORDINATOR	AD-J	
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	AD-L	*
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	AD-K	*
THSP	INSTRUCTOR (S300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	AD-H	
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	AD-J	
IRIN	INFRARED INTERPRETER	AD-G	
THSP	LABORER	AD-C	
THSP	LEAD ACCOUNTING TECHNICIAN	AD-G	
THSP	LEAD INSTRUCTOR (S300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	AD-I	
THSP	LEAD INSTRUCTOR (S400 COURSES AND ABOVE)	AD-K	
THSP	LEAD PLANE COORDINATOR	AD-G	
MABM	MAFFS AIRTANKER BASE MANAGER	AD-H	
MAFF	MAFFS LIAISON OFFICER	AD-H	
MCCO	MAC GROUP COORDINATOR	AD-K	
MXMS	MIXMASTER	AD-G	
PACK	PACKER	AD-F	
THSP	PILOT	AD-L	
PETL	PREVENTION/EDUCATION TEAM LEADER	AD-K	*
PETM	PREVENTION/EDUCATION TEAM MEMBER	AD-J	
PA25	PURCHASING AGENT (\$25,000)	AD-H	
RAMP	RAMP MANAGER	AD-F	

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POS CODE ID	ICS POSITION TITLE	CLASS LEVEL	PMS 310-1
	COORDINATION AND SUPPORT (continued)		
READ	RESOURCE ADVISOR	AD-I	
THSP	VOUCHER EXAMINER	AD-F	
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	AD-E	
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE LDR)	AD-F	