United States Department of the Interior
OFFICE OF THE SECRETARY
Washington, DC 20240

TAKE PRIDE IN AMERICA

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PERSONNEL BULLETIN NO. 06-07

SUBJECT: 2006 Administratively Determined Pay Plan for Emergency Workers (Casuals)

Attached is the 2006 Administratively Determined Pay Plan for Emergency Workers. It replaces all previously approved plans. This plan authorizes direction relative to the hiring of emergency workers. It is forwarded for implementation and will expire December 31, 2006.

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

Prior to finalization, the most common positions were evaluated and leveled to more accurately compensate casual hires for the duties performed. Through the leveling process the pay levels were expanded from five to twelve. The Incident Position Matrix (attached) was updated to include positions that were leveled in 2005. Many of the Technical Support (THSP) positions were dropped from the matrix because there was no supporting documentation available for the leveling process.

Changes to the verbiage for 2006 are listed below. The corresponding paragraphs in the text of the plan are identified by parentheses.

- Clarifies that 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 (Section B).

- Adds that changes to the pay plan may be proposed by any agency for a variety of reasons, i.e., new law or regulation, clarification of meaning, establishment of new positions (Section B).

- Adds that pay plan changes are normally requested and addressed in the first quarter of the fiscal year (Section B).

- Clarifies that if the casual is assigned to a different position qualification, the adjusted pay rate will be based on the original point of hire (Section B.2).

- Adds that Fire Investigator is a key position and may be filled only by current agency employees (Section B.4).

- Clarifies Buying Team Leader is a key position and may be filled only by current agency employees (Section B.4).

- Clarifies that training in most cases should not exceed a total of 80 hours per calendar year, regardless of hiring agency (Section D.6).

- Clarifies that personnel hired to instruct emergency incident training are not to exceed 120 hours including travel per calendar year, regardless of agency (Section D.7).

- Clarifies that the term of hire for personnel assigned to DOI prescribed fire projects is restricted to no greater than 300 hours per person per calendar year, regardless of agency (Section E.2).

- Adds that casuals are required to complete agency specific health and medical screening requirements for certain positions prior to being hired (Section E.6).

- Clarifies that casuals hired in positions that require special certification or license must meet the requirements of the hiring agency and the State where the incident is located (Section E.7).

- Clarifies that the I-9 form is now called the Department of Homeland Security (DHS) Form I-9 (Section E.8).

- Adds that the 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 (Section E.12).

- Clarifies that 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 (Section E.13).

- Adds that positions listed in the Incident Position Matrix which are found in the Wildland Fire Qualifications System Guide (PMS 310-1) are designated with an asterisk in the 310-1 column. Individuals must posses a current agency issued incident qualifications card (Red Card) showing specific qualification for the position in which they are hired (Section F.2).

- Adds "Exception Positions" with classification guidelines. Allows the appropriate hiring official to establish an exception position if none of the positions listed in the Incident Position Matrix fit the scope of duties for a needed position. Requires that a description of duties must accompany the Single Resource Casual Hire form for audit purposes.

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PAY PLAN FOR EMERGENCY WORKERS (CASUALS)

A. PREAMBLE. Pursuant to 5 U.S.C. 5102 ©(19), 7 U.S.C. 225 and 2226, 16 U.S.C. 554e and 43 U.S.C. 1469, there is hereby established, effective immediately, the following Administratively Determined (AD) Pay Plan, which replaces and supersedes previously approved plans. In the event there is an 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 State Foresters under formalized cooperative agreements (see section D).

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

Such hiring is of uncertain of 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. The National Wildfire Coordinating Group (NWCG) Incident Business Practices Working Team (IBPWT) facilitates establishment of rates and positions 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, i.e., new law or regulation, clarification of meaning, establishments 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.

1. Rates per hour for AD-A through AD-L

Classification	48 Contiguous States	Alaska	Hawaii
A	10.68	12.36	11.60
B	11.72	13.64	12.88
C	13.00	16.60	14.84
D	14.40	18.24	16.28
E	15.80	18.60	17.84
F	17.28	20.44	19.64
G	21.00	22.28	21.48
H	24.00	26.40	25.80
I	24.52	29.16	28.48
J	25.72	32.12	31.36
K	28.24	35.28	34.44
L	33.84	42.30	41.28

2. If the casual is assigned to a different position qualification (as documented on the Crew Time Report, SF-261), adjust the pay rates to the appropriate rate for that position and document in the Remarks block of Form 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, Type 1 or Type 2 Deputy 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.

C. DECRIPTION OF AREAS TO WHICH RATES ARE APPLICABLE.

1. The 48 contiguous States and the following areas and jurisdictions:

Caroline Islands
Guam
Mariana Islands
Marshall Islands
American Samoa
Other Pacific Islands
Virgin Islands
Puerto Rico
Other Caribbean Islands

2. Alaska (Statewide).

3. Hawaii (Statewide).

D. <u>REQUIRED SITUATIONS FOR HIRE.</u> 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 (local Planning 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, prevention team activation). Examples of high risks occur when the preceding conditions exist and when:

   a. Unusual lighting 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, 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.

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).

12. To hire casuals for prescribed fire projects authorized by Congressional funding within the Wildland Fire Operations account. **This does not include Mechanical or Chemical Reduction Projects.** The term of hire is restricted to no greater than the period beginning 24 hours prior to planned ignition and extending through 24 hours after the perimeter is secured. This pay plan is to be used to provide temporary support due to the unpredictable nature of prescribed fire 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 DOI prescribed fire projects. The term of hire is restricted to no greater than 300 hours per person per **calendar** year, regardless of agency, for DOI prescribed fire projects.

3. The jurisdictional agency is responsible for hiring and paying under this pay plan for DOI prescribed fire projects.

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 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.

7. Casuals in positions that require special certification or license (emergency medical technicians, drivers, instructors, and so forth) must meet the requirements of the hiring agency and 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 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.

9. The Agency Administrator or 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. Casuals shall be furnished 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. 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 defines 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 or off-shift. All on-shift time is compensable; all off-shirt 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-shifts 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 on 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. This 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 each calendar day.

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 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 (Form OF-288) for use by the payment unit. This documentation shall also be made a part of the incident record.

13. All transportation required from point of hire until return to point of hire shall be at Government expense, except as stated in 12(g) above. 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.

14. 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). (See IIBMH, Chapter 10).

15. 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.

16. 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/unit is responsible to issue authorization to travel and to process claims for travel expense reimbursement.

17. 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.

18. 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 W-4, taxes shall be withheld at the single with no exemption rate. 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.

19. 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 employments 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 their relationship with the company or contractor to the Agency Administrator, Incident Business Advisor (IBA), or Finance/Administration Section Chief for immediate action.

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

F. POSITION CLASSIFICATIONS.

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 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, 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-C rate.

4. When casuals attend emergency incident training to qualify for another position they shall be paid on AD rate lower than the full performance rate.

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

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

7. Exception Positions. If non of the positions listed in the Incident Positions Matrix fit the scope of duties for a position needed and the scope of a current emergency warrants, and exception position could be established at the AD-A, AD-B, AD-F, AD-I, and AD-K 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 may be established:

a. AD-A (Exception Position 1): Positions within this level require no specialized skills or training. Performs simple routine, repetitive work tasks under close supervision or following step by step instructions; follows oral or written specific instructions.

b. AD-B (Exception Position 2): 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. AD-F (Exception Position 3): Positions within this level require skills acquired through specific job training or experience. Work is performed independently. Interprets instructions, plans work, leads or supervises casuals at the next lower level.

d. AD-I (Exception Position 4): 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. Instructs others in the requirements of the job, plans work or supervises casuals at the next lower level. Requires independent judgment and decision making. Assignments and most problem resolution are completed independently.

e. AD-K (Exception Position 5): 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 ICS courses 400 level and above, qualifications at the Type 1 or 2 level, or "ologist" positions that require higher level education or certification. May supervise other professionals or a group of technical specialists.

Level	**48 Contiguous States**	**Alaska**	**Hawaii**
AD-A Exception Position 1	10.68	12.36	11.60
AD-B Exception Position 2	11.72	13.64	12.88
AD-F Exception Position 3	17.28	20.44	19.64
AD-I Exception Position 4	24.52	29.16	28.48
AD-K Exception Position 5	28.24	35.28	34.44

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

INCIDENT POSITION MATRIX
(Correlating Positions in AD Pay Plan
Rates A-L with Incident Command System (ICS))

Note: The ICS position code identifiers are in the left column.

ICS	POSITION TITLE	AD CLASS	310-1
	COMMAND		
AREP	AGENCY REPRESENTATIVE	K	*
ICT3	INCIDENT COMMANDER TYPE 3	J	*
ICT4	INCIDENT COMMANDER TYPE 4	F	*
ICT5	INCIDENT COMMANDER TYPE 5	E	*
PIO1	PUBLIC INFORMATION OFFICER TYPE 1	L	*
PIO2	PUBLIC INFORMATION OFFICER TYPE 2	K	*
PIOF	PUBLIC INFORMATION OFFICER	G	*
LOFR	LIAISON OFFICER	K	*
SOF1	SAFETY OFFICER TYPE 1	L	*
SOF2	SAFETY OFFICER TYPE 2	K	*
SOFR	SAFETY OFFICER LINE	H	*

ICS	POSITION TITLE	AD CLASS	310-1
	FINANCE		
CLMS	CLAIMS SPECIALIST	E	*
CMSY	COMMISSARY MANAGER	E	*
COMP	COMP/CLAIMS UNIT LEADER	H	*
COST	COST UNIT LEADER	H	*
EQTR	EQUIPMENT TIME RECORDER	E	*
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	L	*
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	K	*
INJR	COMP FOR INJURY SPECIALIST	E	*
PROC	PROCUREMENT UNIT LEADER	I	*
PTRC	PERSONNEL TIME RECORDER	E	*
TIME	TIME UNIT LEADER	H	*

ICS	POSITION TITLE	AD CLASS	310-1
	OPERATIONS		
ABRO	AIRCRAFT BASE RADIO OPERATOR	C	*
ACAC	AREA COMMAND AVIATION COORDINATOR	L	*
AOBS	AERIAL OBSERVER	F	
AOBD	AIR OPERATIONS BRANCH DIRECTOR	K	*
THSP	AIR SPACE COORDINATOR	H	
ASGS	AIR SUPPORT GROUP SUPERVISOR	J	*
ATGS	AIR TACTICAL GROUP SUPERVISOR	J	*
THSP	AIR TACTICAL SUPERVISOR – attached to ASM1	J	
CREP	CREW REPRESENTATIVE	G	*
CRWB	CREW BOSS	F	*
DECK	DECK COORDINATOR	F	*
DIVS	DIVISION/GROUP SUPERVISOR	J	*
DOZ1	DOZER OPERATOR	H	
DOZB	DOZER BOSS	F	*
ENGB	ENGINE BOSS	F	*
ENOP	ENGINE OPERATOR	E	
FALA	FALLER CLASS A (UP TO 12" DBH)	D	
FALB	FALLER CLASS B (UP TO 24" DBH)	F	
FALC	FALLER CLASS C (EQUAL TO OR GREATER THAN 24" DBH)	H	
FELB	FELLING BOSS	F	*
FFT1	FIREFIGHTER TYPE 1 (SQUADBOSS)	D	*
FFT2	FIREFIGHTER TYPE 2 (CREWMEMBER)	C	*
THSP	FIRE LOOKOUT	D	
FIRB	FIRING BOSS	F	*
HELM	HELICOPTER MANAGER	G	*
HEB1	HELIBASE MANAGER TYPE 1	I	*
HEB2	HELIBASE MANAGER TYPE 2	H	*
HECM	HELICOPTER CREWMEMBER	D	*
HELB	HELICOPTER BOSS, SINGLE RESOURCE	F	*
HLCO	HELICOPTER COORDINATOR	I	*
OPBD	OPERATIONS BRANCH DIRECTOR	K	*
OSC1	OPERATIONS SECTION CHIEF TYPE 1	L	*
OSC2	OPERATIONS SECTION CHIEF TYPE 2	K	*
THSP	SEAT COORDINATOR	I	
SEMG	SINGLE ENGINE A/T MANAGER	G	*

	OPERATIONS (continued)		
STAM	STAGING AREA MANAGER	F	*
STCR	STRIKE TEAM LEADER CREW	G	*
STDZ	STRIKE TEAM LEADER DOZER	G	*
STEN	STRIKE TEAM LEADER ENGINE	G	*
STLM	STRIKE TEAM LEADER MILITARY	G	
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW	G	*
STPS	STRUCTURAL PROTECTION SPECIALIST	J	*
TFLD	TASK FORCE LEADER	G	*
TOLC	TAKE-OFF AND LANDING COORDINATOR	E	*
TRPB	TRACTOR/PLOW BOSS	F	*
WHSP	WATER HANDLING SPECIALIST	F	

ICS	POSITION TITLE	AD CLASS	310-1
	PLANNING		
ACPC	ASSISTANT AREA COMMANDER, PLANNING	L	*
DMOB	DEMOB UNIT LEADER	H	*
DOCL	DOCUMENTATION UNIT LEADER	F	*
DPRO	DISPLAY PROCESSOR	C	*
FBAN	FIRE BEHAVIOR ANALYST	J	*
FOBS	FIELD OBSERVER	F	*
GISS	GIS SPECIALIST	G	*
HRSP	HUMAN RESOURCE SPECIALIST	G	*
LTAN	LONG TERM FIRE ANALYST	J	*
PSC1	PLANNING SECTION CHIEF TYPE 1	L	*
PSC2	PLANNING SECTION CHIEF TYPE 2	K	*
RESL	RESOURCES UNIT LEADER	H	*
SCKN	STATUS/CHECK IN RECORDER	E	*
SITL	SITUATION UNIT LEADER	H	*
TNSP	TRAINING SPECIALIST	F	*
WOBS	WEATHER OBSERVER	E	

ICS	POSITION TITLE	AD CLASS	310-1
	LOGISTICS		
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	L	*
BCMG	BASE CAMP MANAGER	E	*
THSP	CAMP CREW MEMBER	A	
THSP	CAMP CREW SQUAD BOSS	C	
THSP	CAMP CREW BOSS	D	
CASC	SUPPLY CLERK	C	
CCOO	COMPUTER COORDINATOR	G	
CDSP	CACHE DEMOB SPECIALIST	E	
COML	COMMUNICATIONS UNIT LEADER	H	*
COMT	INCIDENT COMMUNICATIONS TECHNICIAN	F	*
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	G	
EMTB	EMERGENCY MEDICAL TECHNICIAN BASIC	G	
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	J	
EQPI	EQUIPMENT INSPECTOR	D	
EQPM	EQUIPMENT MANAGER	E	*
FACL	FACILITIES UNIT LEADER	H	*
FDUL	FOOD UNIT LEADER	H	*
GSUL	GROUND SUPPORT UNIT LEADER	H	*
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	G	
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	H	
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	G	
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	E	*
LSC1	LOGISTICS SECTION CHIEF TYPE 1	L	*
LSC2	LOGISTICS SECTION CHIEF TYPE 2	K	*
MEDL	MEDICAL UNIT LEADER	H	*
ORDM	ORDERING MANAGER	E	*
RADO	RADIO OPERATOR	B	*
RCDM	RECEIVING AND DISTRIBUTION MANAGER	E	*
SECG	SECURITY GUARD (Not LE)	C	
SECM	SECURITY MANAGER	E	*

	LOGISTICS (continued)		
SUBD	SUPPORT BRANCH DIRECTOR	K	*
SPUL	SUPPLY UNIT LEADER	H	*
SVBD	SERVICE BRANCH DIRECTOR	K	*
TESP	TOOL AND EQUIPMENT SPECIALIST	C	

ICS	POSITION TITLE	AD CLASS	310-1
	COORDINATION AND SUPPORT		
ARCH	ARCHEOLOGIST	K	
ATBM	A/T BASE MANAGER	H	
CASC	CLERK	C	
CDER	COMPUTER DATA ENTRY RECORDER	D	
COOK	COOK, HEAD CAMP	F	
CORD	EXPANDED DISPATCH COORDINATOR	I	*
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	G	
THSP	CONTRACT REPRESENTATIVE NORTHWEST	G	
CTSP	COMPUTER TECHNICAL SPECIALIST	G	
THSP	COST APPORTIONMENT TECH SPECIALIST	H	
DRCL	DRIVER, CDL REQUIRED	D	
DRVS	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQUIRED	C	
DRVP	DRIVER, UP TO AND INCLUDING 1 TON	B	
THSP	EMERGENCY SUPPORT FUNCTION LEAD	K	
THSP	EMERGENCY SUPPORT FUNCTION SPECIALIST	I	
EDRC	EXPANDED DISPATCH RECORDER	C	*
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	E	*
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	H	*
FUEL	FUELING SPECIALIST	D	
FUM1	FIRE USE MANAGER	K	*
GMEC	MECHANIC (AUTOMOTIVE/HEAVY EQUIPMENT)	G	
IADP	INITIAL ATTACK DISPATCHER	H	*

	COORDINATION AND SUPPORT (continued)		
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	L	*
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	K	*
THSP	LABORER	C	
THSP	LEAD INSTRUCTOR (S300 AND BELOW COURSES AND OTHER NON-ICS COURSES	H	
THSP	LEAD INSTRUCTOR (S400 COURSES AND ABOVE)	K	
MCCO	MAC GROUP COORDINATOR	K	
MXMS	MIXMASTER	G	
PACK	PACKER	F	
PETL	FIRE PREVENTION/EDUCATION TEAM LEADER	J	*
READ	RESOURCE ADVISOR	I	
SEC2	SECURITY SPECIALIST	C	
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	E	
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE LDR)	F	

ICS	POSITION TITLE	AD CLASS	310-1
	PRESCRIBED FIRE: DOI PAY PLAN ONLY		
RXB1	RX BURN BOSS TYPE 1	I	*
RXB2	RX BURN BOSS TYPE 2	H	*
RXB3	RX BURN BOSS TYPE 3	F	
RXM1	RX FIRE MANAGER TYPE 1	J	*
RXM2	RX FIRE MANAGER TYPE 2	I	*