

**Forest Service Handbook
National Headquarters (Washington Office)
Washington, DC**

**Forest Service Handbook 5109.34 – Standards for Interagency Incident Business Management
Chapter 10 – Personnel**

Interim Directive: 5109.34-2026-01

Effective Date: April 12, 2026

Duration: This interim directive is effective for 18 months from its effective date, or until superseded or removed.

Superseded Directive: 5109.34-2025-01

Approved by: Sarah Fisher, Deputy Chief, Fire and Aviation, Safety, and Employee Well Being

Date Approved: March 23, 2026

Responsible Staff: Fire and Aviation Management (FAM)

Digest: The following explains the changes throughout the directive by section.

The content was reorganized and updated throughout to develop an Administratively Determined pay plan to be implemented jointly with the Department of the Interior per Secretary's Memo 1078-017 (4)(b)(v) implementing Executive Order 14308 Section 3 (a)(i).

10.2 – Objectives: Updates the first objective to align more closely with National Incident Management System language, and clarifies language regarding the length of the assignment.

11 – Circumstances Required for Hiring: Removes the provisions to temporarily replace members of fire suppression crews or fire management personnel who are currently on fires, and to perform fuels program support functions on Wildfire Crisis Landscapes, previously set out in section 12.

Updates fuels management language to include mechanical and chemical projects for both the USDA and DOI.

Adds language prohibiting use of the plan to allow training employees outside of appointments; updates language regarding approval levels for training in excess of 80 hours per calendar year; and updates language to provide limits for use of ADs in support functions.

12 – Conditions of Hire: Updates language regarding inadequate food, lodging, and hiring authority, previously set out in section 13.

13 – Administratively Determined Rates of Pay: Updates language describing how and when change proposals may be submitted, and updated pay rates may be requested. Updates rates in exhibit 01, applying a 1 percent increase to 2025 pay rates, previously set out in section 11.

15 – Position Classification: Removes language about hiring individuals that do not hold the requested qualification; updates language to address Technical Specialist (THSP) positions and situations where the person is qualified, but the position is not listed on the qualification card; and changes the approval level for exception positions, previously set out in section 14.

Exhibit 02: Provides the following revisions to the Incident Position Matrix (IPM):

Adds Amphibious Water Scooper Manager (AWSM), Helicopter Manager Limited/Restricted (HMLR), and USFS Duty Officer Positions and sets pay rates for each.

Adjusts rates for Aircraft Dispatcher (ACDP) and Geographic Information System Specialist (GISS).

Removes Contracting Officer's Technical Representative (COTR), all Type 1 and Type 2 Command and General Staff positions, and THSP-Agency Administrator Liaison.

Updates the All Hazards Position Matrix to reflect current position titles.

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10.1 – Authorities

Pursuant to Title 5, United States Code, section 5102(c)(19) (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, is hereby established, jointly between USDA Forest Service and Department of Interior, beginning on April 12, 2026, and continuing until superseded, the following Administratively Determined (AD) Pay Plan for Emergency Workers (Casuals). Casuals hired prior to the effective date of this plan shall be paid for the duration of that period of employment under the provisions of the Administratively Determined pay plan that was in effect at the time of hire.

10.2 – Objectives

This Administratively Determined (AD) pay plan applies wherever and whenever it becomes necessary to hire personnel:

1. To respond to a fire, extreme fire potential, or other human-caused or natural event that requires a coordinated emergency response on federally protected lands to prevent or minimize loss of life or damage to property and/or natural or cultural resources.
2. To provide emergency assistance to States under formalized agreements.
3. To meet mission assignments issued by the Federal Emergency Management Agency (FEMA).

Such hiring is of uncertain and purely temporary duration and must be terminated when other employment methods can be initiated. Employees hired under the AD pay plan must follow the National Wildfire Coordinating Group (NWCG) Standards for Interagency Incident Business Management (SIIBM) chapter 10 regarding length of assignment. Each assignment is limited to a maximum of 30 days (excluding travel), and employees must be demobilized after 30 days. This limitation applies regardless of whether the employee traveled to the assignment or is working in a remote or virtual status. If an employee opts to deviate from returning to the point of hire upon demobilization, the relevant guidance in SIIBM chapter 10 will apply. If a specific employee is needed for a longer period, alternative hiring methods should be initiated.

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 prescribed elsewhere.

11 – Circumstances Required for Hiring

Emergency personnel may be hired to meet the plan objectives when one or more of the following circumstances exist:

1. *Wildfire and Emergency Stabilization/Burned Area Emergency Response*
 - a. To fight an ongoing fire.
 - b. To hire personnel during unusually dry periods or when local fire danger is very high to extreme (Preparedness Level 4 or 5); 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). High risks occur when the preceding conditions exist and when:
 - (1) Unusual lightning activity is present or is predicted;
 - (2) Incendiary outbreaks occur; or
 - (3) 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).
 - c. To pre-position or place resources on standby for potential dispatch.
 - d. 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.
 - e. During a transition period following an emergency, not to exceed 90 calendar days, to develop plans and manage an emergency stabilization effort until regular employees can manage the situation or until other employment methods can be initiated. The 90 days begin on the date the Burned Area Emergency Response plan is approved.
2. *Prescribed Fire and Hazardous Fuels Reduction Projects*

To hire casuals for the implementation of hazardous fuels reduction projects. This includes prescribed fire, mechanical, and chemical treatment projects. This Pay Plan is to be used to provide temporary support and may not be used to circumvent normal hiring and contracting procedures.

3. *All-Hazard Incident Response*

- a. To respond to floods, storms, or any other all-hazard incident that threatens damage to federally protected property, has the potential to cause loss of life, serious injury, a public health risk, or damage to natural/cultural resources unless brought under immediate control. Units shall not retain casualties for more than 90 days after an incident transitions to recovery.
- b. To meet mission assignments issued by the Federal Emergency Management Agency (FEMA) and missions or assignments from other Federal agencies in accordance with approved interagency emergency plans.

4. *Incident Response Training and Instruction*

- a. To allow personnel to attend emergency incident training in preparation for emergency incident response, including all hazard training. In most cases, this should not exceed a total of 80 hours per calendar year, regardless of the hiring agency. This authority cannot be used to provide training for employees prior to an entry on or return to duty date under other hiring authorities (reference 12.6). The 80-hour limit includes required annual refresher courses. The 80-hour limit does **NOT** include travel hours.
- b. Training in excess of 80 hours must be pre-approved by the National Incident Business lead or designee for the hiring agency. The hiring official must obtain written approval, which shall be submitted with the OF-288 when sent for processing. Under no circumstances can training exceed 120 hours per calendar year.
- c. To allow personnel to instruct emergency incident training when all other methods of hiring and contracting instructors have been exhausted. Wages must be paid in accordance with the hiring agency's appropriations use policy. Instructing hours cannot exceed a total of 120 hours (excluding 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. The 120-hour limit does not include travel hours.
- d. To allow medically qualified personnel to support work capacity tests and training courses as identified in a Job Hazard or Risk Analysis when all other methods of hiring and contracting have been exhausted.

5. *Incident Administrative and Support Functions*

- a. To provide support to one or more ongoing incidents when suppression, severity, repositioning, and/or all-hazard response levels require supplemental staffing or to provide post-incident administration (for example, dispatch, warehouse/cache workers, payment team members, administrative support, and reviews). Post-incident administration normally should not exceed 90 calendar days following control of a fire, the end of a severity authorization, or the conclusion of a mission assignment. Individuals hired under this plan cannot be retained for more than 30 days (exclusive of travel) per assignment.
- b. To hire resources to provide public awareness for an emerging or projected incident, event, or situation meeting one or more of the objectives outlined in section 1.

12 – Conditions of Hire

1. This Pay Plan applies only to those casuals who are recruited for the sole purpose of dealing with an immediate fire emergency, extreme fire potential, or other all-hazard emergencies pursuant to the objectives listed in Section 10.2.
2. This Pay Plan may be used to supplement regular personnel for the implementation of prescribed fire and mechanical and chemical fuels reduction projects.
3. It is the responsibility of the implementing agency to hire and pay AD employees under this Pay Plan for prescribed fire projects and for mechanical and chemical fuels reduction projects unless there is a current agreement in place between Federal partners.
4. Under no conditions may active members of the Armed Forces be hired, including National Guard members who have been activated.
5. Federal retirees may be hired under this plan without a reduction in annuity. Federal retirees who have received Separation Incentive Payments (for example, Voluntary Separation Incentive Payment (VSIP) buy-outs) should check with their HR office to ensure AD payroll will not be subject to any type of repayment based on the terms of their separation.
6. This authority cannot be used to circumvent other hiring authorities, such as temporary 1039 or career seasonal appointment.

7. Casuals hired under this plan must meet minimum physical fitness standards and security and qualification requirements as established by agency policy. Hiring units must complete a Single Resource Casual Hire Information Form (PMS 934) for each period under hire per agency policy. In addition, casuals are required to complete agency specific health and medical screening requirements for certain positions prior to being hired.
8. 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.
9. 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. Prior to training new casuals and/or establishing organized crews, units should complete DHS Form I-9 to eliminate the need for verification when mobilized. The appropriately delegated position on the hiring unit (or designee) is responsible for verifying the eligibility of any casual hired and must ensure a valid I-9 is on file or is completed prior to mobilizing casuals.
10. The authority to accept or reject any person considered for employment under this pay plan lies with the appropriately delegated hiring official.
11. A Social Security number is required to work under this pay plan. This applies to United States citizens as well as non-resident aliens. Casuals shall be furnished a notice of mandatory Social Security number disclosure at the time of hire.
12. The Internal Revenue Service requires Federal tax withholdings for non-resident aliens (reference IRS Publication 515 (<https://www.irs.gov/pub/irs-pdf/p515.pdf>)).
13. The salary rate shown for each classification is the rate per hour to be paid for all services required of the casual. Premium compensation must not be paid for service exceeding 8 hours per day or 40 hours per week or for night, Sunday, or holiday work (16 U.S.C. section 554e) (43 U.S.C. 1469).

14. The hiring period begins at the point of hire and the time an individual is available for hire at the request of an authorized agency representative. It ends at the time the casual 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. The hiring unit may determine an alternate location as the point of hire to allow for remote hiring of an individual and begin pay status from that location.

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 time includes:

(1) time spent in travel status from and return to the point of hire and related waiting time (reference SIIBM chapter 10);

(2) other travel necessary for the performance of work, such as from fire camp to fire line or between fire camps;

(3) ordered standby; and

(4) actual work.

NOTE: Reference the National Wildfire Coordinating Group Standards for Interagency Incident Business Management (SIIBM), chapter 10 (<https://www.nwccg.gov/publications/pms902>).

c. Off-shift time 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 an authorized 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 are guaranteed compensation for 8 hours each calendar day. If on-shift time (travel, ordered standby, and/or actual work) does not total eight hours, the remainder will be paid as a guarantee. This 8-hour guarantee does not apply to the first and last day of work or travel.

- e. Casuals are entitled to guarantee hours (eight hours) if provided days off on an incident assignment away from their point of hire.
 - f. Casuals are not entitled to paid day(s) off upon release from the incident or at their point of hire (SIIBM, chapter 10). 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.
 - g. The minimum compensable time allowance for each work period is two hours. The minimum compensable time allowance of two hours does not apply to the first and last day of multiple-day assignments.
 - h. Casuals who are not reassigned and deviate from the normal travel route home are not entitled to either compensation for travel or transportation provided by the government from the point where the travel deviation occurs. The travel deviation must be documented and attached to the casual's original time record (OF-288). This documentation shall also be included in the incident record.
15. All transportation required from the point of hire until return to the point of hire must be at Government expense, except as stated in section 3, condition 14h. 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 the Government will provide return transportation and if the casual will be paid for travel time back to the point of hire.
16. Meal periods are to be applied in accordance with SIIBM, chapter 10.
17. 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 freeze-dried or similar pre-packaged meals, sack lunches, military-type rations, and hot can or similar meals. Adequate lodging is described as a sleeping bag (paper or cloth), a blanket, or an equivalent covering to provide protection from the elements for sleeping. A building, such as an airport, office, or other shelter, or a vehicle, tent, or trailer, is also considered adequate lodging.
18. Whenever deemed practical and necessary by the agency representative, subsistence and lodging may be provided at government expense for casuals under this plan. When feasible, use agency procurement options to obtain these services via a purchase card or another procurement instrument. If the Government cannot provide subsistence for a casual, reimbursement should be made through the agency travel process. The hiring agency or unit is responsible for issuing required travel authorizations and for processing travel expense reimbursement claims per agency procedures.

19. 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), or the Federal Insurance Contributions Act (26 U.S.C. 3121(b)(6)(c)); however, the Federal Employees' Compensation Act (5 U.S.C. 81) does cover casuals.
20. 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 incidents are not considered as performing Federal service for the purpose of reporting wages for unemployment compensation benefits. Casuals may furnish statements of earnings to the State Unemployment Office on their own behalf.
21. Federal and State taxes must be withheld from salary payments. Each casual employee shall present IRS Form W-4 and State tax forms, if applicable, at the time of initial hire. If the casual fails to submit a W-4, Federal taxes must be withheld at the single rate with no exemptions. An IRS Form W-2 must be issued to the casual at the end of the year in which reported wages are earned. State taxes must be withheld for the State in which the casual is hired.
22. Social Security excludes emergency services from Medicare and Social Security withholdings for service performed by an individual serving on a temporary basis in case of fire, storm, snow, earthquake, flood, or other similar emergency (Social Security Act, Section 218 42 U.S.C 418 (c)(6)).
23. 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 shall immediately disclose any relationship with the company or contractor to the Agency Administrator, Incident Business Advisor (INBA), or Finance/Administration Section Chief for immediate action.
24. Hiring units shall adhere to agency-specific policy on hiring relatives as casuals.

13 – Administratively Determined Rates of Pay

Any agency may propose a change to the pay plan for a variety of reasons, such as new laws or regulations, clarification of meaning, or establishment of new positions. The agency will submit, through its NWCG representative, change recommendations to the NWCG Finance/Business Management Committee (FBC). Pay plan changes should be requested in the first quarter of the federal fiscal year to allow time for review and potential inclusion in the annual update which is normally published in the second quarter.

Designated agency representatives may request rates for positions not published in this pay plan. The request must include an approved Incident Position Description (IPD) so FBC can review and “level” the position by assigning a pay rate commensurate with the IPD. This process follows the timeline outlined for other pay plan changes.

1. Per Executive Order 14368 of December 18, 2025, a 1 percent increase was applied to the previous pay rates.
2. Rates paid per hour for work performed at classification levels AD-A through AD-M:

13 – Exhibit 01

Rates Paid for Classification Level

Classification Level	Hourly Pay Rate
AD-A	\$18.64
AD-B	\$20.44
AD-C	\$22.84
AD-D	\$25.12
AD-E	\$27.60
AD-F	\$30.08
AD-G	\$32.80
AD-H	\$36.76
AD-I	\$40.60
AD-J	\$44.76
AD-K	\$49.16
AD-L	\$58.84
AD-M	\$69.96

3. 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. A new resource order is not required.
4. The Area Commander, Complex Incident Commander, Security Specialist Level 1 or Level 2, and Wildland Fire Investigator are key positions and can only be filled by current agency employees. For State, Tribal, or local government employees who cannot work on Federal incidents under their employment status or cooperative agreement due to policy or statute, the following positions may be filled in the pay plan under the included conditions:
 - a. *Area Commander* – State, Tribal, or local government employees who meet qualifications as certified by their Geographic Area Coordinating Group.
 - b. *Complex Incident Commander* – State, Tribal, or local government employees who meet qualifications as certified by their Geographic Area Coordinating Group.
 - c. *Wildland Fire Investigator or Team Leader* – State, Tribal, or local government employees.
5. If a casual is receiving Social Security benefits or equivalent, casual earnings may be subject to limitations. Casuals should contact the Social Security Administration office for further information.

14 – Description of Areas to Which Rates are Applicable

These rates apply to all areas, including the United States, its territories, and all international locations. Casuals taking international assignments must carry a valid personal passport.

15 – Position Classification

1. Rates are determined according to the job performed. Previous 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. Resource orders shall not be changed to facilitate hiring in a position other than that to be performed or to facilitate payment at a higher rate.
2. Positions are expected to be filled at or below the complexity of the ordering incident. For example, a Complex Command and General Staff (C&G) position is not to be filled on a Type 3 incident. Persons who do not hold the appropriate Type 3 C&G qualification or are not a Type 3 trainee are not eligible for these assignments.

3. When casuals work as trainees, the casual shall be paid at an Administratively Determined (AD) rate lower than the full performance AD rate. For example, a Firefighter Type 1 (squad boss) trainee would be paid at the AD-C rate.
4. When a casual attends emergency incident training to become qualified for another position, the casual shall be paid at one AD rate lower than the full performance rate of that position.
5. When casuals attend refresher training, the casual shall be paid at the qualified or trainee rate for the position that requires the refresher.
6. The Incident Position Matrix (IPM) (see ex. 02) lists established AD rates for many positions utilized in the Incident Command System (ICS) structure. Positions with standards in the Wildland Fire Qualification System Guide (PMS 310-1) or the Federal Wildland Fire Qualifications Supplement (FED SUPL) are designated with an asterisk in the respective column. Positions listed in the All-hazards section are marked with an asterisk if the standards are included in the DOI Incident Positions Qualification Guide (IPQG). Individuals must possess a current incident qualification card (also called “Red Card”) issued by an NWCG partner agency showing specific 310-1, FED SUPL, and/or IPQG fully qualified and/or trainee position(s) in which they are eligible to be hired. If a position is not listed on the card, an AD may be hired when it is shown as current in the Interagency Resource Ordering Capability (IROC) system.
7. Positions in the IPM not listed in the 310-1, FED SUPL, or IPQG, such as THSP positions, may be hired at the established rate after the hiring agency has determined that the casual meets any agency-specific requirements and performance standards of the position.
8. *Exception Positions:* If there are no positions on the IPM that fit the scope of duties for a position needed and the extent of a current emergency warrants the use of a unique skillset, a description of duties may be drafted and submitted to the National Incident Business lead or designee to establish an exception position at the AD-A, AD-B, AD-F, AD-I, or AD-K classification level. The approved description of duties must accompany the Single Resource Casual Hire Information form to the incident and when the OF-288 package is sent to the payment center for processing.

The classifications that follow should be used as guidelines when determining at what level an exception position may be established:

- a. *Exception Position 1 – Level AD-A* – Positions at 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 at 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 at 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, plan work, or lead or supervise positions at the next lower level.
- d. *Exception Position 4 – Level AD-I* – Positions at 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 positions at the next lower level. This level requires independent judgment and decision-making. Assignments are expected to be completed and problems resolved independently.
- e. *Exception Position 5 – Level AD-K* – Positions at this level require expert knowledge and a very high skill level in applying a wide range of concepts, principles, and practices associated with professional or administrative work. Most often, the 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 Complex level, or “ologist” type positions (such as a hydrologist) that require a higher level of education or certification. Incumbents of these positions may be required to supervise other professionals or a group of technical specialists (THSPs).

15 – Exhibit 01

Exception Positions Classification Level

Exception Position	Classification Level	Hourly Rate
1	AD-A	\$18.64
2	AD-B	\$20.44
3	AD-F	\$30.08
4	AD-I	\$40.60
5	AD-K	\$49.16

For payment purposes, when completing the OF-288 (Incident Time Report), the exception position code will be recorded as a technical specialist (for example, THSP-Exception Position 3, AD-F) with the actual position title (such as Biological Technician) documented in the remarks section.

A trainee hired for an exception position will be paid at the next lower rate (for example, THSP-Exception Position 3, Biological Technician Trainee AD-E).

15 – Exhibit 02

Incident Position Matrix

This matrix correlates each position to its approved Classification Level (AD Class). Positions are listed alphabetically by position title. Those specific to prescribed fire and to the Interior Incident Position Qualification Guide (IPQG) are listed separately.

Note: Abbreviated Incident Command System position code identifiers are in the left-hand column. Asterisks in the right-hand columns indicate position qualifications are listed in the Wildland Fire Qualification System Guide (PMS 310-1), Federal Wildland Fire Qualifications Supplement (FED SUPL), or IPQG.

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
AEMT	ADVANCED EMERGENCY MEDICAL TECHNICIAN (not fireline qualified)	AD-H		*
AEMF	ADVANCED EMERGENCY MEDICAL TECHNICIAN – FIRELINE QUALIFIED	AD-I		*
AOBS	AERIAL OBSERVER	AD-F		*
AREP	AGENCY REPRESENTATIVE	AD-K	*	
AOBD	AIR OPERATIONS BRANCH DIRECTOR	AD-K	*	
THSP	AIR RESOURCE ADVISOR	AD-J		
ASGS	AIR SUPPORT GROUP SUPERVISOR	AD-J	*	
ATGS	AIR TACTICAL GROUP SUPERVISOR	AD-J	*	
AIT5	AIR TACTICAL SUPERVISOR – attached to ASM1	AD-J		*
ATBM	AIR TANKER BASE MANAGER	AD-I	*	
ABRO	AIRCRAFT BASE RADIO OPERATOR	AD-E	*	
THSP	AIRCRAFT COORDINATOR (National and GACC)	AD-I		
ACDP	AIRCRAFT DISPATCHER	AD-I	*	
ATIM	AIRCRAFT TIMEKEEPER	AD-E	*	
ASCO	AIRSPACE COORDINATOR	AD-K		*
AWSM	AMPHIBIOUS WATER SCOOPER MANAGER	AD-F		*
ARCH	ARCHEOLOGIST	AD-K		*

Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
ACAC	AREA COMMAND AVIATION COORDINATOR	AD-L	*	
ACDR	AREA COMMANDER (reference section 13.4a for conditions allowing the hiring of this position)	AD-M	*	
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	AD-L	*	
ACPC	ASSISTANT AREA COMMANDER, PLANNING	AD-L	*	
BCMG	BASE CAMP MANAGER	AD-E	*	
BAES	BURNED AREA EMERGENCY RESPONSE SPECIALIST	AD-K		*
BAEL	BURNED AREA EMERGENCY RESPONSE TEAM LEADER	AD-L		*
BUYL	BUYING TEAM LEADER	AD-L		*
THSP	BUYING TEAM LEADER MENTOR	AD-J		
BUYM	BUYING TEAM MEMBER	AD-F		*
CDSP	CACHE DEMOB SPECIALIST	AD-F		*
THSP	CACHE LIAISON	AD-G		
CASC	CACHE SUPPLY CLERK	AD-C		*
THSP	CADRE SUPPORT	AD-F		
CACB	CAMP CREW BOSS	AD-D		*
THSP	CAMP CREW SQUAD BOSS	AD-C		
CAMP	CAMP HELP	AD-A		*
COML	COMMUNICATIONS UNIT LEADER	AD-H	*	
THSP	COMMUNITY MITIGATION ASSESSMENT TEAM LEADER	AD-J		
THSP	COMMUNITY MITIGATION ASSESSMENT TEAM MEMBER	AD-I		
COMP	COMP/CLAIMS UNIT LEADER	AD-H	*	
THSP	CONTRACT REPRESENTATIVE NATION-WIDE	AD-G		
COOK	COOK, HEAD CAMP	AD-F		*
THSP	COST APPORTIONMENT TECH SPECIALIST	AD-H		
COST	COST UNIT LEADER	AD-H	*	
CRWB	CREW BOSS	AD-F	*	
CREP	CREW REPRESENTATIVE	AD-G	*	

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Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
CISL	CRITICAL INCIDENT STRESS MANAGEMENT LEADER	AD-K		*
CISM	CRITICAL INCIDENT STRESS MANAGEMENT MEMBER	AD-H		*
DECK	DECK COORDINATOR	AD-F	*	
DMOB	DEMOBILIZATION UNIT LEADER	AD-H	*	
THSP	DEPUTY INCIDENT COMMANDER, COMPLEX	AD-M		
DPRO	DISPLAY PROCESSOR	AD-C	*	
DIVS	DIVISION/GROUP SUPERVISOR	AD-J	*	
DOCL	DOCUMENTATION UNIT LEADER	AD-F	*	
DZOP	DOZER OPERATOR	AD-H		*
DZIA	DOZER OPERATOR, INITIAL ATTACK	AD-I		*
DRVA	DRIVER CLASS A, CDL REQUIRED	AD-E		*
DRVB	DRIVER CLASS B, CDL REQUIRED	AD-E		*
DRIV	DRIVER/OPERATOR	AD-D		*
THSP	DUTY OFFICER, HIGH COMPLEXITY – (USFS ONLY)	AD-K		
THSP	DUTY OFFICER, LOW COMPLEXITY – (USFS ONLY)	AD-F		
THSP	DUTY OFFICER, MEDIUM COMPLEXITY – (USFS ONLY)	AD-J		
EMTB	EMERGENCY MEDICAL TECHNICIAN BASIC (not fireline qualified)	AD-G		*
EMTF	EMERGENCY MEDICAL TECHNICIAN – FIRELINE	AD-H		*
ENGB	ENGINE BOSS	AD-F	*	
ENOP	ENGINE OPERATOR	AD-E		*
EQPI	EQUIPMENT INSPECTOR	AD-D		*
EQPM	EQUIPMENT MANAGER	AD-E	*	
EQTR	EQUIPMENT TIME RECORDER	AD-E	*	
CORD	EXPANDED DISPATCH COORDINATOR	AD-J	*	
EDRC	EXPANDED DISPATCH RECORDER	AD-C	*	
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	AD-H	*	
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	AD-F	*	
FACL	FACILITIES UNIT LEADER	AD-H	*	

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Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
FAL1	FALLER, ADVANCED	AD-J	*	
FAL2	FALLER, INTERMEDIATE	AD-E	*	
FAL3	FALLER, BASIC	AD-D	*	
FLIA	FAMILY LIAISON OFFICER	AD-K		*
FELB	FELLING BOSS	AD-F	*	
ESFA	FEMA EMERGENCY SUPPORT FUNCTION #4 ADMINISTRATIVE SUPPORT	AD-F		*
ESFL	FEMA EMERGENCY SUPPORT FUNCTION #4 PRIMARY LEADER	AD-K		*
ESFS	FEMA EMERGENCY SUPPORT FUNCTION #4 STRUCTURE SUPPORT	AD-I		
ESFW	FEMA EMERGENCY SUPPORT FUNCTION #4 WILDLAND SUPPORT	AD-I		*
FOBS	FIELD OBSERVER	AD-F	*	
FSCC	FINANCE/ADMINISTRATION SECTION CHIEF COMPLEX	AD-L	*	
FSC3	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 3	AD-J	*	
FBAN	FIRE BEHAVIOR ANALYST	AD-J	*	
FEMO	FIRE EFFECTS MONITOR	AD-D	*	
THSP	FIRE LOOKOUT	AD-D		
FFT1	FIREFIGHTER TYPE 1 (SQUAD BOSS)	AD-D	*	
FFT2	FIREFIGHTER TYPE 2 (CREW MEMBER)	AD-C	*	
FIRB	FIRING BOSS	AD-F	*	
FWBM	FIXED WING BASE MANAGER	AD-I	*	
FWPT	FIXED WING PARKING TENDER	AD-E	*	
FDUL	FOOD UNIT LEADER	AD-H	*	
FUEL	FUELING SPECIALIST	AD-D		
THSP	GACC FIRE CACHE MANAGER	AD-J		
THSP	GACC METEOROLOGIST	AD-J		
THSP	GENERAL SUPPORT CLERK	AD-C		
GISS	GIS SPECIALIST	AD-I	*	

Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
GSUL	GROUND SUPPORT UNIT LEADER	AD-H	*	
HEQB	HEAVY EQUIPMENT BOSS, SINGLE RESOURCE	AD-F	*	
THSP	HEAVY EQUIPMENT TECHNICAL SPECIALIST	AD-L		
HEBM	HELIBASE MANAGER	AD-I	*	
HLCO	HELICOPTER COORDINATOR	AD-I	*	
HECM	HELICOPTER CREWMEMBER	AD-D	*	
HMLR	HELICOPTER MANAGER-LIMITED USE/RESTRICTED	AD-F		*
HMGB	HELICOPTER MANAGER, SINGLE RESOURCE BOSS	AD-G	*	
HRSP	HUMAN RESOURCE SPECIALIST	AD-H	*	
INBA	INCIDENT BUSINESS ADVISOR	AD-L	*	
ICCI	INCIDENT COMMANDER COMPLEX (reference section 13.4b for conditions allowing the hiring of this position)	AD-M	*	
ICT3	INCIDENT COMMANDER TYPE 3	AD-J	*	
ICT4	INCIDENT COMMANDER TYPE 4	AD-F	*	
ICT5	INCIDENT COMMANDER TYPE 5	AD-E	*	
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	AD-E	*	
COMT	INCIDENT COMMUNICATIONS TECHNICIAN	AD-F	*	
ICPI	INCIDENT CONTRACT PROJECT INSPECTOR	AD-G	*	
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	AD-G		*
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	AD-H		*
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	AD-G		*
ITSS	INCIDENT TECHNOLOGY SUPPORT SPECIALIST	AD-I		*
TNSP	INCIDENT TRAINING SPECIALIST	AD-F	*	
IRIN	INFRARED INTERPRETER	AD-G	*	
IADP	INITIAL ATTACK DISPATCHER	AD-H	*	
THSP	INSTRUCTOR (S-300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	AD-H		
THSP	INSTRUCTOR (S-400 COURSES AND ABOVE)	AD-J		
INTS	INTELLIGENCE SUPPORT	AD-G		*

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Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	AD-G	*	
THSP	LABORER	AD-C		
THSP	LEAD ACCOUNTING TECHNICIAN	AD-G		
THSP	LEAD INSTRUCTOR (S-300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	AD-I		
THSP	LEAD INSTRUCTOR (S-400 COURSES AND ABOVE)	AD-K		
LOFR	LIAISON OFFICER	AD-K	*	
LSCC	LOGISTICS SECTION CHIEF COMPLEX	AD-L	*	
LSC3	LOGISTICS SECTION CHIEF TYPE 3	AD-J	*	
LTAN	LONG TERM FIRE ANALYST	AD-J	*	
THSP	MAC ADMIN SUPPORT	AD-D		
MCCO	MAC GROUP COORDINATOR	AD-K		*
MABM	MAFFS AIRTANKER BASE MANAGER	AD-H		*
MABS	MAFFS AIRTANKER BASE SPECIALIST	AD-F		*
MALO	MAFFS ASSISTANT LIAISON OFFICER	AD-H		*
MAFF	MAFFS LIAISON OFFICER	AD-J		*
THSP	MASTER PARACHUTE RIGGER	AD-H		
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	AD-E		*
WHLR	MATERIALS HANDLER LEADER (WHSE/CACHE LDR)	AD-F		*
MEDL	MEDICAL UNIT LEADER	AD-L	*	
THSP	MILITARY INSTALLATION LOGISTICS COORDINATOR (ONLY USED WHEN A BATTALION IS ORDERED)	AD-H		
MXMS	MIXMASTER	AD-G	*	
THSP	NMAC/GMAC CREW COORDINATOR	AD-I		
OPBD	OPERATIONS BRANCH DIRECTOR	AD-K	*	
OSCC	OPERATIONS SECTION CHIEF COMPLEX	AD-L	*	
OPS3	OPERATIONS SECTION CHIEF TYPE 3	AD-J	*	
ORDM	ORDERING MANAGER	AD-E	*	
PACK	PACKER	AD-F		*

Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
EMTP	PARAMEDIC (not fireline qualified)	AD-J		*
EMPF	PARAMEDIC – FIRELINE	AD-J		*
THSP	PAYROLL ACCOUNTING SPECIALIST 1 <i>(DOI payment center only)</i>	AD-C		
THSP	PAYROLL ACCOUNTING SPECIALIST 2 <i>(DOI payment center only)</i>	AD-F		
THSP	PAYROLL ACCOUNTING SPECIALIST LEAD <i>(DOI payment center only)</i>	AD-G		
PTRC	PERSONNEL TIME RECORDER	AD-E	*	
THSP	PILOT	AD-L		*
PSCC	PLANNING SECTION CHIEF COMPLEX	AD-L	*	
PSC3	PLANNING SECTION CHIEF TYPE 3	AD-J	*	
PETL	PREVENTION/EDUCATION TEAM LEADER	AD-K	*	
PETM	PREVENTION/EDUCATION TEAM MEMBER	AD-J	*	
PROC	PROCUREMENT UNIT LEADER	AD-I	*	
PIOC	PUBLIC INFORMATION OFFICER COMPLEX	AD-L	*	
PIOT	PUBLIC INFORMATION OFFICER, TECHNICIAN	AD-E	*	
PIO3	PUBLIC INFORMATION OFFICER TYPE 3	AD-J	*	
RADO	RADIO OPERATOR	AD-B	*	
RAMP	RAMP MANAGER	AD-G	*	
RCDM	RECEIVING AND DISTRIBUTION MANAGER	AD-E	*	
READ	RESOURCE ADVISOR	AD-I		*
REAC	RESOURCE ADVISOR COORDINATOR	AD-J		*
REAF	RESOURCE ADVISOR FIRELINE	AD-J		*
RESL	RESOURCES UNIT LEADER	AD-H	*	
RTCM	RETARDANT CREWMEMBER	AD-D	*	
SOFC	SAFETY OFFICER COMPLEX	AD-L	*	
SOFF	SAFETY OFFICER FIELD	AD-H	*	
SOF3	SAFETY OFFICER TYPE 3	AD-I	*	
THSP	SEAT COORDINATOR	AD-I		

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Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
SECG	SECURITY GUARD (Not Law Enforcement)	AD-C		*
SECM	SECURITY MANAGER	AD-J	*	
THSP	SENIOR PARACHUTE RIGGER	AD-F		
SEMG	SINGLE ENGINE A/T MANAGER	AD-G	*	
SITL	SITUATION UNIT LEADER	AD-H	*	
SMEC	SMALL ENGINE MECHANIC	AD-E		*
STOP	SPECIALTY TRACKED EQUIPMENT OPERATOR	AD-H		*
STAM	STAGING AREA MANAGER	AD-F	*	
SCKN	STATUS/CHECK IN RECORDER	AD-E	*	
THSP	STRATEGIC FIRE MANAGEMENT ANALYST	AD-K		
SOPL	STRATEGIC OPERATIONAL PLANNER	AD-K	*	
STCR	STRIKE TEAM LEADER CREW	AD-H	*	
STEN	STRIKE TEAM LEADER ENGINE	AD-H	*	
STEQ	STRIKE TEAM LEADER HEAVY EQUIPMENT	AD-H	*	
STLM	STRIKE TEAM LEADER MILITARY	AD-H		*
STPS	STRUCTURE PROTECTION SPECIALIST	AD-J	*	
SPUL	SUPPLY UNIT LEADER	AD-H	*	
TFLD	TASK FORCE LEADER	AD-H	*	
TIME	TIME UNIT LEADER	AD-H	*	
TESP	TOOL AND EQUIPMENT SPECIALIST	AD-C		
TPOP	TRACTOR/PLOW OPERATOR	AD-H		*
TPIA	TRACTOR/PLOW OPERATOR, INITIAL ATTACK	AD-I		*
UASD	UNMANNED AIRCRAFT SYSTEM (UAS) DATA SPECIALIST	AD-H	*	
UASM	UNMANNED AIRCRAFT SYSTEM (UAS) MANAGER	AD-I	*	
UASL	UNMANNED AIRCRAFT SYSTEM (UAS) MODULE LEADER	AD-I	*	
UASP	UNMANNED AIRCRAFT SYSTEM (UAS) PILOT	AD-I	*	
THSP	VOUCHER EXAMINER	AD-F		
WHSP	WATER HANDLING SPECIALIST	AD-F		

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Incident Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
WMTL	WILDFIRE MITIGATION SPECIALIST TEAM LEADER	AD-J		*
WMTM	WILDFIRE MITIGATION SPECIALIST TEAM MEMBER	AD-H		*
INVF	WILDLAND FIRE INVESTIGATOR (reference section 13.4c for conditions allowing the hiring of this position)	AD-I	*	
INVL	WILDLAND FIRE INVESTIGATION TEAM LEADER (reference section 13.4c for conditions allowing the hiring of this position)	AD-K	*	

Prescribed Fire (RX) Position Matrix

POSITION CODE	POSITION TITLE	AD CLASS	PMS 310-1	FED SUPL
RXB1	RX BURN BOSS TYPE 1	AD-I	*	
RXB2	RX BURN BOSS TYPE 2	AD-H	*	
RXB3	RX BURN BOSS TYPE 3	AD-F		*
RXMG	PRESCRIBED FIRE MANAGER	AD-J	*	

All Hazards Position Matrix

POSITION CODE	POSITION TITLE	AD CLASS	IPQG
ICA3	ALL-HAZARDS INCIDENT COMMANDER TYPE 3	AD-J	*
OSA2	ALL-HAZARDS OPERATIONS SECTION CHIEF TYPE 2	AD-K	*
PSA2	ALL-HAZARDS PLANNING SECTION CHIEF TYPE 2	AD-K	*
PIA2	ALL-HAZARDS PUBLIC INFORMATION OFFICER TYPE 2	AD-K	*
SOA2	ALL-HAZARDS SAFETY OFFICER TYPE 2	AD-K	*
ATFL	ALL-HAZARD TASK FORCE LEADER	AD-H	*
BIOL	BIOLOGIST	AD-J	*
CONS	CONSERVATION SPECIALIST	AD-J	
DFF1	DEFENSIVE STRUCTURAL FIREFIGHTER	AD-B	*
DIVA	DIVISION/GROUP SUPERVISOR ALL-HAZARDS	AD-J	*
EPID	EPIDEMIOLOGIST	AD-J	*

All Hazards Position Matrix – Continued

POSITION CODE	POSITION TITLE	AD CLASS	IPQG
HAZ1	HAZARDOUS MATERIALS – TECHNICIAN LEVEL	AD-G	*
HAZ2	HAZARDOUS MATERIALS – OPERATIONS LEVEL	AD-F	
HAZL	HAZARDOUS MATERIALS TEAM LEADER	AD-H	
HEQO	HEAVY EQUIPMENT OPERATOR	AD-H	*
MSTC	MOUNTED SEARCH TECHNICIAN	AD-F	
OSC3	OPERATIONS SECTION CHIEF TYPE 3	AD-J	*
ARTL	RESPONSE TEAM LEADER	AD-G	*
ART1	RESPONSE SQUAD LEADER	AD-F	*
ART2	RESPONSE TECHNICIAN TYPE 2	AD-D	*
SCOP	SMALL CRAFT OPERATOR	AD-G	
SFF1	STRUCTURAL FIREFIGHTER 1	AD-C	*
THSP	STRUCTURAL FIREFIGHTER 2	AD-D	
SFOL	STRUCTURAL FIRE LINE OFFICER	AD-H	*
SRT1	SEARCH AND RESCUE SQUAD LEADER	AD-F	*
SRT2	SEARCH AND RESCUE TECHNICIAN	AD-D	*
SWF1	SWIFT WATER RESCUE SQUAD LEADER	AD-F	*
SWF2	SWIFT WATER RESCUE TECHNICIAN	AD-D	*
TRT1	TECHNICAL-RESCUE SQUAD LEADER	AD-F	*
TRT2	TECHNICAL RESCUE TECHNICIAN	AD-D	*
TCA1	TRAFFIC CONTROL AID	AD-B	

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