

**Department of Forestry and Fire Management
Emergency Pay Plan for
Volunteers and Supplemental Hires 2020 – 2022**

- A. **PREAMBLE** Pursuant to Arizona Revised Statutes 37-1302, 37-1303, and 37-1304, there is hereby established, effective **January 1st, 2020**, 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 on that emergency shall be paid under the provisions of the pay plan in effect at the start of the emergency. This pay plan applies wherever and whenever it becomes necessary to hire persons:

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 Department of Forestry and Fire Management, State Foresters Office has selected to use these rates below for Volunteers and Supplemental employment payment system.

Rates per hour for AD-A through AD-M

Classification	Hourly Rate	Overtime Rate
AD-A	12.00	18.00
AD-B	12.28	18.42
AD-C	13.64	20.46
AD-D	15.08	22.62
AD-E	16.54	24.81
AD-F	18.10	27.15
AD-G	21.00	31.50
AD-H	24.00	36.00
AD-I	25.52	36.78
AD-J	26.94	40.41
AD-K	29.60	44.40
AD-L	35.48	53.22
AD-M	42.18	63.27

1. The hourly rate shown for each classification is the rate per hour to be paid for all the service required of the Volunteer or Supplemental hire. Regular Hours are defined as a seven day work week beginning the first day of the incident, eg., Tuesday through Monday. **Overtime compensation will be paid for service in excess of 40 hours in the same seven day work week.**
2. The hiring period begins at the time the resource leaves its Home Unit/Duty Station, and ending when that resource returns to its Home Unit/Duty Station. Unless, an allowance for refurbishment of engine/crew.
3. Holiday Hours: No special pay for holidays.

C. **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. When Volunteers and Supplemental hires work as trainees, they shall be paid one AD rate lower than the full performance AD rate. For example: a Fire fighter Type 1 (Squadboss) trainee would be paid at the AD-C rate.

INCIDENT POSITION MATRIX
 (Correlating Position in AD Pay Plan)
 Rates A – M with Incident Command System (ICS)
 Note: The ICS position codes identifiers are in the left column.

POSITION CODE	POSITION TITLE	AD CLASS
AEMT	ADVANCED EMERGENCY MEDICAL TECHNICIAN (not fireline qualified)	AD-H
AEMF	ADVANCED EMERGENCY MEDICAL TECHNICIAN – FIRELINE QUALIFIED	AD-I
AOBS	AERIAL OBSERVER	AD-F
THSP	AGENCY ADMINISTRATOR LIAISON	AD-M
AREP	AGENCY REPRESENTATIVE	AD-K
AOBD	AIR OPERATIONS BRANCH DIRECTOR	AD-K
THSP	AIR RESOURCE ADVISOR	AD-J
THSP	AIR SPACE COORDINATOR	AD-H
ASGS	AIR SUPPORT GROUP SUPERVISOR	AD-J
ATGS	AIR TACTICAL GROUP SUPERVISOR	AD-J
AITS	AIR TACTICAL SUPERVISOR – attached to ASM1	AD-J
ATBM	AIR TANKER BASE MANAGER	AD-H
ABRO	AIRCRAFT BASE RADIO	AD-E
THSP	AIRCRAFT COORDINATOR (National and GACC)	AD-I
ACDP	AIRCRAFT DISPATCHER	AD-H
ATIM	AIRCRAFT TIMEKEEPER	AD-D
ARCH	ARCHEOLOGIST	AD-K
ACAC	AREA COMMAND AVIATION COORDINATOR	AD-L
ACDR	AREA COMMANDER (reference section B.3 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 – GEOGRAPHIC AREA (reference section B, paragraph 4 for conditions allowing the hiring of this position)	AD-K
BUYL	BUYING TEAM LEADER – NATIONAL (reference section B, paragraph 4 for conditions allowing the hiring of this position)	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
CLMS	CLAIMS SPECIALIST	AD-E
COML	COMMUNICATIONS UNIT LEADER	AD-H
COMP	COMP/CLAIMS UNIT LEADER	AD-H
INJR	COMP FOR INJURY SPECIALIST	AD-E
COCO	COMPUTER COORDINATOR	AD-G
CDER	COMPUTER DATA ENTRY RECORDER	AD-D
THSP	CONTRACT REPRESENTATIVE NATION-WIDE	AD-G

POSITION CODE	POSITION TITLE	AD CLASS
CONO	CONTRACTING OFFICER (reference section B, paragraph 4 for conditions allowing the hiring of this position)	AD-K
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	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
THSP	CRITICAL INCIDENT PEER SUPPORT	AD-K
DECK	DECK COORDINATOR	AD-F
DMOB	DEMOBILIZATION UNIT LEADER	AD-H
THSP	DEPUTY INCIDENT COMMANDER TYPE 1	AD-M
THSP	DEPUTY INCIDENT COMMANDER TYPE 2	AD-L
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
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
FAL1	FALLER, ADVANCED	AD-J
FAL3	FALLER, BASIC	AD-D
FAL2	FALLER, INTERMEDIATE	AD-E
THSP	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
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	AD-L
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	AD-K
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 (SQUADBOSS)	AD-D
FFT2	FIREFIGHTER TYPE 2 (CREWMEMBER)	AD-C
FIRB	FIRING BOSS	AD-F

POSITION CODE	POSITION TITLE	AD CLASS
FWBM	FIXED WING BASE MANAGER	AD-I
FWPT	FIXED WING PARKING TENDER	AD-C
FDUL	FOOD UNIT LEADER	AD-H
FUEL	FUELING SPECIALIST	AD-D
THSP	GACC FIRE CACHE MANAGER	AD-J
THSP	GACC METEOROLOGIST	AD-J
GISS	GIS SPECIALIST	AD-G
GSUL	GROUND SUPPORT UNIT LEADER	AD-H
HEQB	HEAVY EQUIPMENT BOSS, SINGLE	AD-F
THSP	HEAVY EQUIPMENT TECHNICAL SPECIALIST	AD-L
HEBM	HELIBASE MANAGER	AD-I
HLCO	HELICOPTER COORDINATOR	AD-I
HECM	HELICOPTER CREWMEMBER	AD-D
HMGB	HELICOPTER MANAGER, SINGLE RESOURCE BOSS	AD-G
HRSP	HUMAN RESOURCE SPECIALIST	AD-H
INBA	INCIDENT BUSINESS ADVISOR	AD-L
ICT1	INCIDENT COMMANDER TYPE 1 (reference section B.3 for conditions allowing the hiring of this position)	AD-M
ICT2	INCIDENT COMMANDER TYPE 2 (reference section B.3 for conditions allowing the hiring of this position)	AD-L
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	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
INTL	INTELLIGENCE LEAD	AD-J
INTS	INTELLIGENCE SUPPORT	AD-G
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
LSC1	LOGISTICS SECTION CHIEF TYPE 1	AD-L
LSC2	LOGISTICS SECTION CHIEF TYPE 2	AD-K
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

POSITION CODE	POSITION TITLE	AD CLASS
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE LDR)	AD-F
GMEC	MECHANIC (AUTOMOTIVE/HEAVY EQUIPMENT)	AD-G
MEDL	MEDICAL UNIT LEADER	AD-H
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
OSC1	OPERATIONS SECTION CHIEF TYPE 1	AD-L
OSC2	OPERATIONS SECTION CHIEF TYPE 2	AD-K
OPS3	OPERATIONS SECTION CHIEF TYPE 3	AD-J
ORDM	ORDERING MANAGER	AD-E
PACK	PACKER	AD-F
EMTP	PARAMEDIC (not fireline qualified)	AD-J
EMPF	PARAMEDIC – FIRELINE	AD-J
PTRC	PERSONNEL TIME RECORDER	AD-E
THSP	PILOT	AD-L
PSC1	PLANNING SECTION CHIEF TYPE 1	AD-L
PSC2	PLANNING SECTION CHIEF TYPE 2	AD-K
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
PIOF	PUBLIC INFORMATION OFFICER	AD-I
PIO1	PUBLIC INFORMATION OFFICER TYPE 1	AD-L
PIO2	PUBLIC INFORMATION OFFICER TYPE 2	AD-K
PA25	PURCHASING AGENT (\$25,000)	AD-H
RADO	RADIO OPERATOR	AD-B
RAMP	RAMP MANAGER	AD-F
RCDM	RECEIVING AND DISTRIBUTION MANAGER	AD-E
READ	RESOURCE ADVISOR	AD-I
REAF	RESOURCE ADVISOR FIRELINE	AD-J
RESL	RESOURCES UNIT LEADER	AD-H
RTCM	RETARDANT CREWMEMBER	AD-E
SOFR	SAFETY OFFICER LINE	AD-I
SOF1	SAFETY OFFICER TYPE 1	AD-L
SOF2	SAFETY OFFICER TYPE 2	AD-K
THSP	SEAT COORDINATOR	AD-I
SECG	SECURITY GUARD (Not LE)	AD-C
SECM	SECURITY MANAGER	AD-E
THSP	SENIOR PARACHUTE RIGGER	AD-F
SVBD	SERVICE BRANCH DIRECTOR	AD-K
SEMG	SINGLE ENGINE A/T MANAGER	AD-G
SITL	SITUATION UNIT LEADER	AD-H
SMEC	SMALL ENGINE MECHANIC	AD-E
STOP	SPECIALTY TRACKED EQUIPMENT	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
SEQ	STRIKE TEAM LEADER HEAVY EQUIPMENT	AD-H
STLM	STRIKE TEAM LEADER MILITARY	AD-H
STPS	STRUCTURAL PROTECTION SPECIALIST	AD-J
SPUL	SUPPLY UNIT LEADER	AD-H
SUBD	SUPPORT BRANCH DIRECTOR	AD-K

POSITION CODE	POSITION TITLE	AD CLASS
THSP	SUPPORT CLERK, GENERAL	AD-C
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	AD-I
UASD	UNMANNED AIRCRAFT SYSTEM DATA SPECIALIST	AD-H
UASM	UNMANNED AIRCRAFT SYSTEM MANAGER	AD-I
UASL	UNMANNED AIRCRAFT SYSTEM MODULE	AD-I
UASP	UNMANNED AIRCRAFT SYSTEM PILOT	AD-I
THSP	VOUCHER EXAMINER	AD-F
WHSP	WATER HANDLING SPECIALIST	AD-F
WOBS	WEATHER OBSERVER	AD-E
INVF	WILDLAND FIRE INVESTIGATOR (reference section B.3 for conditions allowing the hiring of this position)	AD-I

ALL-HAZARDS POSITION MATRIX

POSITION CODE	POSITION TITLE	AD CLASS
SRT3	BASIC SEARCH & RESCUE TECHNICIAN	AD-B
BIOL	BIOLOGIST	AD-J
CANH	CANINE HANDLER	AD-F
CANL	CANINE TEAM LEADER	AD-G
CONS	CONSERVATION SPECIALIST	AD-J
DFF1	DEFENSIVE STRUCTURAL FIREFIGHTER	AD-B
EPID	EPIDEMIOLOGIST	AD-J
HAZ1	HAZARDOUS MATERIALS – TECHNICIAN LEVEL	AD-G
HAZ2	HAZARDOUS MATERIALS – OPERATIONS LEVEL	AD-F
HAZL	HAZARDOUS MATERIALS TEAM LEADER	AD-H
HEQT	HEAVY EQUIPMENT TECHNICIAN	AD-H
MSTC	MOUNTED SEARCH TECHNICIAN	AD-F
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 TECH	AD-D
SRTL	SEARCH AND RESCUE TEAM LEADER	AD-G
SWF1	SWIFT WATER RESCUE SQUAD LEADER	AD-F
SWF2	SWIFT WATER RESCUE TECHNICIAN	AD-D
SWFL	SWIFT WATER RESCUE TEAM LEADER	AD-G
TMRL	TECHNICAL MOUNTAIN-RESCUE LEADER	AD-G
TMRT	TECHNICAL MOUNTAIN-RESCUE TECHNICIAN	AD-F
TRT1	TECHNICAL-RESCUE SQUAD LEADER	AD-F
TRT2	TECHNICAL RESCUE TECHNICIAN	AD-D
TRTL	TECHNICAL RESCUE TEAM LEADER	AD-G
TCA1	TRAFFIC CONTROL AID	AD-B