

PROPOSED

COOPERATIVE FIRE PROTECTION AGREEMENT

Between
The Georgia Association of Fire Chiefs
And
The Georgia Forestry Commission

This agreement is dated the ____ day of _____, 2010, and is between the Georgia Association of Fire Chiefs ("Cooperator") and the Georgia Forestry Commission ("Commission").

1. Recitals

It is the intent of Georgia Code O.C.G.A. § 12-6-83 that Forest Fire Protection work shall be under the direction and supervision of the Georgia Forestry Commission, through the director of the Commission. The Cooperator also recognizes an obligation to provide protection to life and property from wildland fires within their area of responsibility. Therefore, it is to the mutual advantage of the Cooperator and the Commission to coordinate efforts in the prevention, detection, and suppression of wildland fires. It is in the best interests of both the Cooperator and the Commission that wildland fires be suppressed quickly and efficiently to minimize the destruction of natural resources and the threat to life, property, and communities.

The intent of this agreement is to set forth procedures for incident command, reimbursement for expenses, qualification, and equipment expectations for cooperation in wildland firefighting between the Cooperator and the Commission. Firefighting resources under this agreement must be specifically ordered and under command and control by the Commission. This agreement is not intended to preclude State of Emergency or Federal Declaration Policy and Procedures of the State of Georgia.

2. Definitions

Cooperator - A government entity or a contractor to a government entity such as county or city or a contracted Fire Department that has authority to enter into agreement with the State of Georgia, Georgia Forestry Commission.

Fire Apparatus - Structure Fire Engine, Water Tender, Wildland Engine, or such other rolling stock as is typically used by fire departments for fire suppression purposes which meet the minimum standards as specified in the National Wildfire Coordinating Group (NWCG) PMS410-1 Fireline Handbook.

Incident Command System - An Emergency Response Management System defined by the National Interagency Incident Management System and by the Department of Homeland Security as endorsed by the Georgia Emergency Operations Plan.

Primary Response Area - An area generally within adjoining counties in which the Cooperator has either direct jurisdiction or through mutual aid agreement and agrees, within its ability, to promptly respond and act to suppress any wildland fire.

Discretionary Response Area - An area outside the Primary Response Area within which the Cooperator may choose to respond, or assist the Commission to suppress a wildland fire, generally within the State of Georgia.

Mobilization Response Area - An area outside of both the Primary and Discretionary Response Area, generally outside the State of Georgia.

Unified Command - A method for all agencies or individuals who have jurisdictional responsibility and in some cases those who have functional responsibility at an incident, to contribute to:

- a) determining overall objectives for the incident
- b) selection of a strategy to achieve the objectives, or
- c) command of the incident

Wildland Fire - The uncontrolled burning of grass, brush, timber and other natural vegetative material.

3. Wildland Fires - Primary Response Area

Within its ability, the Cooperator agrees to promptly respond and act to suppress or prevent any wildland fire within the primary response area. Upon notification the Commission shall provide wildland fire suppression assistance to protect life and property. Primary response area includes areas where the cooperator has direct jurisdiction or mutual aid agreement to respond.

4. Wildland Fires - Discretionary and Mobilization Response Areas

From time to time, the Commission may request the Cooperator to respond to a wildland fire outside its Primary Response Area. It is within the sole discretion of the Cooperator to respond, or not, to the Commission's request for wildland fire suppression assistance.

5. Command of Incident

The Georgia Forestry Commission will provide command and control for wildland fire suppression and will support Fire Departments for protection of life and property threatened by a wildland fire.

The Fire Departments will provide command and control for structural fire suppression and will support the Georgia Forestry Commission for protection of life and property threatened by structural fires.

When both agencies are at the same fire, overall command and control of the incident shall lie with the agency concerned most directly with what is burning. If both woods and structures are on fire simultaneously, each agency shall endeavor to initiate unified command and provide support each to the other to ensure shared resources, public and firefighter safety and efficient

incident stability. This agreement in no way restricts either agency from taking action in an emergency situation to save lives and property regardless of the nature of a fire, either wildland or structural.

6. Reimbursement, Direct Payment and Status of Employees and Apparatus

Generally, Cooperators working within their Primary Response Zone, in an area where they have jurisdiction, will not be paid under this agreement. However, the Commission may choose to request and pay specific cooperator resources from the Primary Response Zone, if needed, for extended attack or mop up following the first 24 hour initial attack period. Such resources will be ordered by and work under command and control of the Commission. No reimbursement will be made by the Commission to the Cooperator within a primary response area for the first 24 hour initial attack period. The methods of reimbursement are: **Cooperator Reimbursement**, where actual costs of personnel and apparatus are reimbursed to the Cooperator; and **Direct Payment**, where Cooperator personnel, as mutually agreed to by both the Cooperator and the Commission, are hired as Emergency Fire Fighter (EFF) by the Commission and paid directly, and apparatus is rented and paid directly to the Cooperator. Cooperator employees may remain employees of the Cooperator, or may become employees of the Commission through the Emergency Firefighter Program, with the attendant pay and benefits. Method of reimbursement will be agreed upon prior to dispatch of resources and indicated on a Commission issued Resource Order.

A. **Cooperator Reimbursement**. The Cooperator shall be responsible for payment of salary, and fringe benefits, to Cooperator's personnel. The Cooperator shall be responsible for payment of all expenses related to operation of the apparatus. Cooperator shall provide the State with an itemized bill along with supporting Incident Documentation within 15 days after the Cooperators' last day on the incident. The State shall reimburse the Cooperator, within 60 days, or as funds become available, based on Attachment "A" of this agreement. Rates are intended to be commensurate with the most recent United States Forest Service Mobilization Guide with adjustments for state surplus and federal excess apparatus and Administratively Determined (AD) Pay Plan for Emergency Workers.

B. **Direct Payment**. The State shall be responsible for payment of hourly rates directly to Cooperator's personnel including all lawful deductions and taxes. Rates of pay and levels of classification shall be commensurate with the most recent Administratively Determined (AD) Pay Plan for Emergency Workers. The State shall be responsible for payment to the Cooperator for apparatus rental. Rates are intended to be commensurate with the most recent United States Forest Service Mobilization Guide with adjustments for state surplus and federal excess apparatus as listed in Attachment "A" of this agreement. Notice of employment as EFF, and hiring of apparatus, will be affected by completion of appropriate hiring documents or if the emergency situation demands, notification to the responsible State Dispatch Office that Cooperator employment and/or hiring have occurred. In the latter case, official documentation will be completed as soon as practical.

C. **Travel and Per Diem**. Travel time to and from the incident is reimbursable. Mileage to and from the incident will only be paid for resourced Cooperator fire apparatus. Privately owned vehicles and/or rental cars will not be reimbursed unless specifically indicated on the resource order. All personnel will be subsisted by the State while on assignment away from their Primary

Response Area. Per Diem or other travel costs not previously agreed upon, or contained in the State's Policy and Procedure for Reimbursement, will not be reimbursed.

D. Indirect Costs. Indirect costs will not be covered under this agreement. Miscellaneous expenses, dispatch costs, telephone calls, supplies and materials, daily or hourly costs for vehicles and equipment not resource ordered, costs for equipment maintenance and repairs, costs for unserviceable equipment, will not be reimbursed. The Commission may choose to make repairs on Cooperator equipment if needed to facilitate an emergency response.

7. Worker's Compensation

The Cooperator and the Commission are responsible for their own employee's Worker's Compensation. EFF are considered Commission employees.

8. Liability Insurance

The Commission is responsible for its own liability insurance including for Cooperator employees hired under direct reimbursement.

The Cooperator is responsible for its own vehicle, equipment insurance regardless of reimbursement method and for personnel liability insurance for work performed under the Cooperator Reimbursement scenario.

The Commission may choose to pay deductibles on vehicle and equipment insured by the Cooperator and damaged while working for the Commission.

9. Personal Protective Equipment

Cooperator personnel responding to a request by the Commission for assistance will report for duty with all required Wildland PPE described in the NWCG PMS410-1 Fireline Handbook. The Commission will make available, at nominal cost to the Cooperator, through the Commission's Helping Hands Program the required Personal Protective Equipment (PPE) for wildfire deployment meeting NFPA 1977 Standards on Protective Clothing. PPE, communications equipment, hand tools, etc. issued to the Cooperator during an incident are the responsibility of the cooperator to either return in good condition or purchase. Normal wear and tear on returned items is acceptable.

10. Training and Qualifications

The Commission will make wildland fire training available to Cooperators. The minimum training offered will meet NWCG standards for the Basic Wildland Firefighter (Firefighter Type 2). The Arduous Work Capacity Test (WCT) is the standard annual physical fitness requirement for National FFT2 Qualification. Requests for assistance outside the Primary and Discretionary Response Areas will require all personnel to have a current qualifying Arduous WCT score. The Cooperator will be responsible for the administration of physical testing annually. Fire Qualification Cards (Red Cards) will be issued by the Commission to the Cooperator's employees who have successfully completed requirements as established in the NWCG 310-1. The Cooperator will ensure wildland fire qualifications, annual safety refresher training, and physical requirements are met for each person before individual red cards are issued.

11. Termination

Either party may terminate this agreement at any time by giving written notice to the other party of such termination and specifying the effective date, thereof, at least thirty (30) days before the effective date of such termination. Otherwise, this agreement remains in effect indefinitely from the date of last signature.

12. Parties Responsible for their own Acts

Each party agrees that it will be responsible for its own acts and the results thereof and each party shall not be responsible for the acts of the other party; and each party agrees it will assume to itself risk and liability resulting from their own acts under this agreement. This provision does not reduce, alter or affect recovery, or eliminate the right to recover under any insurance carried by either party to this agreement.

13. Permits and Laws

The parties shall acquire and maintain in good standing all permits, licenses and other entitlement necessary to the performance under this agreement. All actions taken by the parties under this agreement shall comply with all applicable laws, statutes, ordinances, rules and regulations.

14. Non-Waiver

The failure of the Cooperator, or the State, at any time to enforce a provision of this agreement shall in no way constitute a waiver of the provisions, nor in any way affect the validity of this agreement or any part thereof to enforce each and every protection hereof.

15. Modifications

The parties, from time to time may agree to modifications in the scope of services to be performed under this agreement. All modifications to the agreement shall be incorporated by written amendments to this agreement and approved by all signatories prior to effect.

16. Fair Intent

The parties following negotiations between them have jointly drafted this agreement. It shall be construed according to the fair intent of the language as a whole, not for or against any party.

17. Severability

In the event a provision of this agreement is found to be unenforceable or void for any reason, it shall be considered as severed from this agreement, and the remaining portions of this agreement shall stand as if that provision had never been included in the agreement. In the event the unenforceable or void provision is legally essential to the continuing existence of the agreement, the parties shall attempt to substitute a reasonable replacement provision.

18. Notice

All legal notices relating to this agreement, including change of address, shall be mailed to the Commission and the Cooperator at the following addresses:

COMMISSION

Georgia Forestry Commission
P.O. Box 819
Macon, Georgia 31202

Director: Robert Farris

Director: _____

Date: _____

COOPERATOR

Cooperator: _____

Address: _____

City, State, Zip _____

By: _____

Title: _____ (County Commissioner, Administrator, Mayor)

Date: _____

For the Cooperator:

_____ County Fire Department

Fire Chief: _____

Date: _____

_____ Fire Department

Fire Chief: _____

Date: _____

Attachment "A"

RATES

COOPERATIVE FIRE PROTECTION AGREEMENT

Equipment and Human Resources provided by cooperators as part of this agreement will be at the rates below. These are basic rates for deployment for Georgia Forestry Commission requests within the State of Georgia. Rates may vary for deployments outside Georgia such as Southeastern Forest Fire Compact, National Mobilization through the National Interagency Fire Center (USFS), EMAC requests, etc.

All equipment reimbursed under this agreement is expected to be fully operational either meeting NWCG standards for wildland fire equipment or successfully passing inspection by the incident commander as fully meeting the needs of the incident.

Equipment provided under this agreement will be reimbursed through Cooperator Reimbursement. Rates for equipment include an expected level of staffing as indicated. A deduction of \$210.00 per operation period will be made for each firefighter reduction in expected staffing. Equipment hired under Cooperator Reimbursement is expected to be fueled, maintained, repaired, insured, etc. by the Cooperator. The Commission may provide fuel, maintenance and repairs under emergency conditions but also may deduct such costs from reimbursement to the Cooperator.

It is acceptable for a cooperator to this agreement to supply equipment under Cooperator Reimbursement, at the reduced rate, and have the personnel resources paid direct by the Commission.

EQUIPMENT RATES

NWCG Type	Number of Operators	Rate Per Operational Period	State Surplus Equipment Subtraction (-10%)	Federal Excess Equipment Subtraction (-15%)	Incomplete Equipment Subtraction (-25%)	4 Wheel Drive Addition (+5%)
Engine Type 1	4	\$1,750.00	\$175.00	\$262.50	\$437.50	\$87.50
Engine Type 2	3	\$1,430.80	\$143.00	\$214.62	\$357.50	\$71.54
Engine Type 3	3	\$931.00	\$93.10	\$139.65	\$232.75	\$46.55
Engine Type 4	3	\$803.60	\$80.36	\$120.54	\$200.90	\$40.18
Engine Type 5	3	\$764.40	\$76.44	\$114.66	\$191.10	\$38.22
Engine Type 6	2	\$725.20	\$72.52	\$108.78	\$181.30	\$36.26
Pressurized Water Tender 2,000 gallons and under	1	\$800.00	\$80.00	\$120.00	\$200.00	\$40.00
Pressurized Water Tender 2,001 -5,000 gallons	1	\$925.00	\$92.50	\$138.75	\$231.25	\$46.25
Pressurized Water Tender above 5,000 gallons	1	\$1050.00	\$105.00	\$157.50	\$262.50	\$52.50
Non-pressurized Water Tenders	1	Subtract 15% from Pressurized Rate				
** Engines and Tenders are allowed \$2.00/mile for travel to and from a deployment						
Sedan, ½ ton Pickup, Minivan, SUV	Driver paid separately	\$.60/mile				
¾ ton Pickup, 15 Passenger Van	Driver paid separately	\$.75/mile				
Bus	Driver paid separately	\$2.00/mile				
1-2 ton Truck, Mechanic, Utility, etc	Driver paid separately	1.50/mile				

HUMAN RESOURCE RATES.

This agreement will follow, as closely as possible, the AD Pay Rates of the USDA-Forest Service as shown in the most current FSH 5109.34 Interagency Incident Business Management Handbook. Georgia rates will be the same as those listed for the 48 contiguous states. The USFS Handbook will be reference for issues or disputes concerning pay for this agreement. All Cooperators working under this agreement will be assigned and paid AD Rates regardless of whether the Cooperator Reimbursement or Direct Reimbursement is used. Note that overtime is not paid; all hours worked are at the AD Rate.

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

Classification	Pay Rates (Per Hour)		
Level	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

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).

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.

Position 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	*
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	*

FINANCE (continued)			
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	*
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	*
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	*

OPERATIONS (continued)			
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	
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	

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	*
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	

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	*
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	AD-F	*
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	AD-H	*
FUEL	FUELING SPECIALIST	AD-D	

COORDINATION AND SUPPORT (continued)			
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 (\$300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	AD-H	
THSP	INSTRUCTOR (\$400 COURSES AND ABOVE)	AD-J	
IRIN	INFRARED INTERPRETER	AD-G	
THSP	LABORER	AD-C	
THSP	LEAD ACCOUNTING TECHNICIAN	AD-G	
THSP	LEAD INSTRUCTOR (\$300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	AD-I	
THSP	LEAD INSTRUCTOR (\$400 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	
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	