



**NORTHERN ROCKIES COORDINATING GROUP (NRCG)  
INTERAGENCY INCIDENT BUSINESS MANAGEMENT HANDBOOK  
SUPPLEMENT**

**CHAPTER 10 - PERSONNEL**

**Supplement No:** NR-2015-2

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**Approved:**

*/s./ Ken Schmid*

**KEN SCHMID**  
**Chair**

**Posting Instructions:** Post by document, remove entire document, and replace with this supplement. Retain this transmittal as first page of document.

<b>New Document</b>	NR-2015-2 (4/1/2015)	19 Pages
<b>Superseded Document(s) by Issuance Number and Effective Date</b>	NR-2014-2 (NWCG HB2_10 ) (4/1/2014)	17 Pages

**Digest:**

Changes Montana DNRC EFF Trainee levels to B through O

Updated position matrix to reflect new 310-1

Adds Montana DNRC First Report of Injury Instructions as Exhibit NR-3

## RECRUITMENT

### **Northern Rockies Standards and Guidelines for AD/EFF/Casuals**

The Northern Rockies Coordinating Group (NRCG) Board of Directors recognizes the importance and need for Administratively Determined (AD for federal agencies), emergency firefighters (EFF for Montana DNRC and North Dakota Forest Service) and Casual Employees (for Idaho Department of Lands) as an integral part of our emergency incident workforce. This document has been developed to provide fair and consistent hiring practices and to standardize procedures for hiring, training and certification. For additional guidance on hiring policies and procedures, refer to the Interagency Incident Business Management Handbook (IIBMH) Chapter 10 or specific sponsoring agencies' policies.

This document does not include the Native American Crew (NAC) program, which is currently managed by the Bureau of Indian Affairs under the Native American Crew Agreement. See the following link for the latest NAC Plan:

[http://www.fs.fed.us/r1/fire/nrcg/Committees/nac\\_committee.htm](http://www.fs.fed.us/r1/fire/nrcg/Committees/nac_committee.htm)

The policy of the Northern Rockies is to ensure that available and qualified agency employees and/or cooperators (i.e. state/local government) are dispatched for all incident positions prior to dispatching an AD/EFF/Casual. Typically, AD/EFF/Casuals will be used as needed depending on local, geographic or national incident needs. Sponsoring units have the discretion whether or not to sponsor/certify any AD/EFF/Casual position or qualification based on the needs and financial capabilities as identified by the agency administrator. This may include positions that could potentially serve all wildland fire agencies in the Northern Rockies.

### **Sponsoring Unit**

The sponsoring unit is the hiring agency within the dispatch boundary where the AD/EFF/Casual resides. This will ensure that the closest and most cost effective resource is utilized. An AD/EFF/Casual will be sponsored by only one agency. Units considering an AD/EFF/Casual must first check with any past sponsoring unit to ensure appropriate sponsorship. If appropriate, the incident qualification records will be transferred to the new sponsoring unit.

#### **The sponsoring unit should provide the following for AD/EFF/Casuals hired:**

- Manage certification and training records.
- Annually issue an Incident Qualifications Card (red card), upon approval from the sponsoring unit's qualification review process.
- Ensure AD/EFF/Casuals have completed agency training requirements.
- As required by some NRCG agencies, issue an agency driver's license or letter of authorization if required or needed to drive an agency vehicle.
- Process appropriate time and travel documents.

**AD/EFF/Casuals will:**

- Complete required training and certification and provide the appropriate documentation to the sponsoring unit.
- Maintain current availability status by a method determined by the host dispatch center.
- Present complete pay and per diem documents to the sponsoring unit within the agencies' timeframes after completion of assignment.

**Hiring Policies and Procedures**

AD/EFF/Casual sponsorship is not guaranteed. Not all persons seeking sponsorship will be sponsored. Sponsorship is based on need and benefit to the organization and may change at any time. Individuals with felony or misdemeanor convictions will be evaluated on a case-by-case basis by the sponsoring agency.

AD/EFF/Casuals hired within the Northern Rockies are subject to the same conduct and performance standards as agency employees hired under other authorities; therefore, not everyone who desires to be hired as an AD/EFF/Casual will be hired. Inappropriate behavior or drug and alcohol use will not be tolerated. Additionally, inappropriate conduct or poor performance will affect re-hire consideration.

ADs may be hired for annual Geographic Area-sponsored team meetings if the ADs are identified as primary team members per the National Mobilization Guide. Team meeting attendance is considered part of their training.

EFF/Casuals may be reimbursed for travel expenses for attendance at area sponsored team meetings.

If an AD/EFF/Casual is assigned to any Incident Management Team (IMT) position, an agency employee will be assigned as a trainee, per the Northern Rockies Incident Management Operating Plan. IMTs will not approach an AD/EFF/Casual for a team position without first checking to ensure there are no agency employees available. They must contact the sponsoring unit to determine if they are willing to host that individual.

Host units do not delegate authority to hire AD/EFF/Casuals to an IMT.

For approved exception positions, NRCG has developed the description of duties. Units will still be required to include the job description with the Single Resource Casual Hire Form. The job descriptions for each of these positions is posted on the NRCG Business Committee web site at:

[http://www.fs.fed.us/r1/fire/nrcg/Committees/business\\_committee.htm](http://www.fs.fed.us/r1/fire/nrcg/Committees/business_committee.htm)

To get exception positions approved, contact the geographic area business lead for the respective agency.

## PAY PROVISIONS

MT DNRC EFFs are not entitled to sick leave. They are guaranteed 8 hours for each day held at the incident. Management has the option to pay the guarantee or return them to their point of hire.

When an EFF Class B-O works as a trainee, they shall be paid one EFF class below the fully qualified EFF class. For example, an ENGB(t) shall be paid at the EFF-E class.

## Travel

The AD/EFF/Casual's method of transportation will be indicated on the Single Resource Casual Hire Information Form (PMS 934) or other agency forms. Air transportation will be arranged and paid by the Government. The dispatch/mobilization center will determine the method of travel based on needs of the requesting incident. Personal vehicle (POV) mileage reimbursement rules will be set by the sponsoring agency.

Vehicle transportation will be provided in the following order of preference:

1. The AD/EFF/Casual is driven to the airport or to the incident. There will be no reimbursement for a personal vehicle if the employee turns down an available ride.
2. The AD/EFF/Casual is assigned a government vehicle if one is available. The AD/EFF/Casual must meet agency driving requirements, if applicable, before a government vehicle can be assigned.
3. If a government vehicle is not available, use of the AD/EFF/Casual's personal vehicle may be authorized. The AD/EFF/Casual will be paid the standard agency rate for using a personal vehicle if/when a government or agency vehicle is not available.
4. If a rental vehicle is authorized, the appropriate dispatch office will place the order and track as applicable.
5. **EFFs Only:** An Emergency Equipment Rental Agreement (EERA) will only be issued for a personal vehicle if it is essential to job performance and a government vehicle cannot be made available and #3 above is not used. If a personal vehicle is put on an EERA at the incident it will be hired and released at the incident. **Note: This option is not available for federal ADs regardless of incident jurisdiction.**

1 **Idaho Department of Lands Casuals:** For hiring of Idaho Department of  
2 Lands Casuals, use the USFS AD Position Matrix found in the current AD Pay Plan

3

4 **Montana DNRC Emergency Firefighters:** For hiring of State of Montana  
5 DNRC Emergency Firefighters, use Exhibit NR1 MTDNRC Position Matrix, EFF Pay  
6 Plan.

7

8 **North Dakota Forest Service Emergency Firefighters:** For hiring of North  
9 Dakota Forest Service Emergency Firefighters, approved hiring officials shall reference  
10 NDFS policy, Section 9121

**COMMISSARY**

The following items may be procured by agency acquisition personnel to keep incident personnel productive. It is the camp's responsibility to consolidate a commissary order for the acquisition personnel. The acquisition personnel should make the purchases and price the items on the commissary request to facilitate efficient distribution and accurate crew/individual charges. Appropriate deductions will be made on each individual's OF-288. Additional items may be procured on a case by case basis.

<b>Suggested Items</b>	<b>Description</b>	<b>Recommend</b>
Boots	<ul style="list-style-type: none"> <li>Leather</li> </ul>	Individual must identify brand and size. Returns are responsibility of the individual.
Boot Insoles		Indicate size required
Boot Laces	<ul style="list-style-type: none"> <li>72"</li> <li>90"</li> <li>108"</li> </ul>	Leather only
Neckerchiefs	<ul style="list-style-type: none"> <li>Bandana style</li> </ul>	Assorted colors – no color choice.
Personal Hygiene Products	<ul style="list-style-type: none"> <li>Shampoo / Conditioner</li> <li>Disposable razor</li> <li>Shaving cream</li> <li>Toothpaste</li> <li>Toothbrush</li> <li>Deodorant</li> <li>Hand lotion</li> <li>Tampons/feminine napkins</li> </ul>	All travel or trial size
Socks	<ul style="list-style-type: none"> <li>Tube socks (cotton, cotton blend, white)</li> <li>Wool Blend</li> </ul>	Allow men's and women's, allow single or multi-pack
Sweatshirts	<ul style="list-style-type: none"> <li>Crew</li> <li>Hooded</li> </ul>	Men's sizes, Hanes or comparable, solid color no choice
T-Shirts	<ul style="list-style-type: none"> <li>V-neck or crew neck</li> </ul>	Men's sizes, cotton, multi-packs, white
Undergarments	<ul style="list-style-type: none"> <li>Men's briefs or boxers, cotton, white, multi-pack</li> <li>Women's briefs, cotton multi-pack</li> </ul>	Multi-packs, simple Fruit of the Loom or Hanes style.
Thermal Underwear	<ul style="list-style-type: none"> <li>Tops and bottoms</li> </ul>	Long sleeve, ankle length, Hanes or comparable, men's sizes S thru XL

**Workers Compensation**

The following must be completed when an employee reports an injury, or shortly thereafter:

**State Agencies:****Montana:**

- A First Report of Injury Form will be issued with the Worker, Accident Description, Employer Name, and Signature blocks completed.
- Complete the medical section at the medical facility.
- An attending physician report must be completed and included with the form for processing.
- A copy of the First Report for Injury Form will be left at the medical facility. The original form and attending physician report will be returned to the incident camp to be faxed (406-444-1357) or e-mailed ([ptabor@mt.gov](mailto:ptabor@mt.gov)) to the DNRC Safety Officer to initiate the claim, with the original forwarded to the DNRC Safety Officer, Attn: Paige Tabor, P.O. Box 201601, Helena, MT 59620-1601.
- Forms are available at <http://montanastatefund.com> under Employer, Report an Injury.
- Contact Paige Tabor, DNRC Safety Officer, at 406-444-2079 or cell 406-437-2746.

**Idaho:**

- Provide emergency medical care. Complete paperwork as soon as reasonably possible.
- While on IDL jurisdiction, the Supervisor's Accident Report, HR 1303, should be filled out as soon as possible following an injury/illness. On another jurisdiction or on an incident managed by an IMT, a Report of Traumatic Injury and Claim for Continuation of Pay/Compensation, CA-1, or a Notice of Occupational Disease and Claim for Compensation, CA-2, will likely be used for initial documentation in place of the Supervisor's Accident Report. These are acceptable substitute forms for the Supervisor's Accident Report.
- For injuries/illnesses beyond the scope of APMC, notify the employee's home unit or the Bureau of Fire Management as soon as possible. The home unit will assist the employee in completing the Idaho Workers Compensation - First Report of Injury or Illness, HR 1300 form to initiate a claim. IMT personnel are asked to facilitate communication to the home unit but are not asked to initiate a claim.
- Contact IDL Duty Officer with questions at 208-769-1530.

**North Dakota:**

- The First Report of Injury Form, WS1, must have sections 1 and 2 completed. Section 3 is completed by the medical provider.
- The Incident Management Team or host unit will ensure that the employee has also completed the Release of Information to Workforce Safety & Insurance

- 1 form and, if applicable, the Prior Injury & pre-Existing Condition Follow-up  
2 form.
- 3 • A copy of the First Report of Injury Form will be left at the medical facility.  
4 The original form and attending physician report will be returned to the home  
5 unit.
  - 6 • Contact NDSU Safety Office at 701-231-6740 if assistance is needed.
  - 7 • Forms are available at:  
8 [http://www.fs.fed.us/r1/fire/nrcg/Committees/business\\_committee.htm](http://www.fs.fed.us/r1/fire/nrcg/Committees/business_committee.htm)  
9

### 10 **Agency Provided Medical Care (APMC)**

11  
12 The NRCG Board of Directors will retain the use of APMC, provided each agency  
13 commits their field units to have procedures in place to manage APMC with their local  
14 medical facilities as prescribed in NWCG IIBMH Chapter 10. Each agency is directed  
15 to provide specific instructions for APMC management via their Incident Business  
16 Plans.

17  
18 Each field unit will establish a procurement mechanism for payment of APMC injuries  
19 (credit card, blanket purchase agreement/direct bill, etc.) preseason. This information  
20 should be contained in the unit's Service & Supply Plan. For APMC payments, a copy  
21 of the APMC authorization form (FS-6100-16, NRCG Rev 06/08) is kept for the  
22 acquisition official performing the payment (without the PII data).  
23

#### 24 **APMC Form: FS-6100-16 NRCG Rev 06/08.**

- 25 • Blocks 1-14 must be completed when the injured employee arrives or shortly  
26 thereafter.
- 27 • Part B – Physician completes Blocks 1-6.
- 28 • The original form will be returned to the incident camp or host unit for proper  
29 distribution.
- 30 • The agency contact person will ensure that the medical facility is paid for the  
31 services authorized on the FS-6100-16 NRCG Rev 06/08.

## 1 **Incident Agency Requirements**

### 3 **Rental Vehicle Use Guidelines**

4 The following process should be followed when a Northern Rockies resource (from any  
5 agency) is ordered for an incident assignment and a rental vehicle is authorized and  
6 documented on the resource order:

7  
8 **SHUTTLE/DELIVERY/PICKUP:** The preferred option is for the receiving unit to  
9 provide transportation for the resource to the incident assignment.

10  
11 If transportation cannot be provided:

- 12
- 13 1. **AGENCY TRAVEL/PERSONAL CREDIT CARD:** If the receiving unit does  
14 not provide a rental vehicle under an incident contract, the individual must be  
15 aware of the following:
    - 16 a. Rental vehicles, not rented under the Northern Rockies Off-Road  
17 Vehicle Rental Agreement, must have reservations made through their  
18 agency travel processes. This method does not cover off-road use, but  
19 recognizes that the traveler is on official business.
      - 20 i. No additional insurance is needed, as the government is self-  
21 insured.
      - 22 ii. If the employee chooses to take additional insurance when  
23 picking up the vehicle, the expense will not be reimbursed.
    - 24 b. If the resource does not have a travel card, a personal credit card can be  
25 used to pay for the rental vehicle; however, the agency may or may not  
26 accept liability on behalf of the employee. Resources can refuse an  
27 assignment when the only option available is to personally pay for the  
28 vehicle and request reimbursement.
    - 29 c. Resource must check in with finance to ensure the rental vehicle costs  
30 are tracked and to identify payment processes.
  - 31
  - 32 • **NORTHERN ROCKIES OFF-ROAD VEHICLE RENTAL AGREEMENT:**  
33 Ordering and payment will be in accordance with the agreement  
34 specifications.

**Exhibit NR1*****Montana DNRC Position Matrix for Emergency Firefighters (EFFs)***  
**– Rates of Pay****2015 MT DNRC EFF  
PAY PLAN**

A	\$10.35
B	\$11.38
C	\$12.64
D	\$13.98
E	\$15.34
F	\$16.77
G	\$19.47
H	\$22.25
I	\$22.73
J	\$24.97
K	\$27.44
L	\$32.88
M	\$39.10
N	\$31.67
O	\$45.97

POSITION CODE	POSITION TITLE	EFF CLASS	PAY RATE
AOBS	AERIAL OBSERVER	F	\$16.77
AREP	AGENCY REPRESENTATIVE	K	\$27.44
AOBD	AIR OPERATIONS BRANCH DIRECTOR	K	\$27.44
THSP	AIR SPACE COORDINATOR	H	\$22.25
ASGS	AIR SUPPORT GROUP SUPERVISOR	J	\$24.97
ATGS	AIR TACTICAL GROUP SUPERVISOR	J	\$24.97
THSP	AIR TACTICAL SUPERVISOR - attached to ASM1	J	\$24.97
ATBM	AIR TANKER BASE MANAGER	H	\$22.25
ATCO	AIR TANKER/FIXED WING COORDINATOR	I	\$22.73
ABRO	AIRCRAFT BASE RADIO OPERATOR	C	\$12.64
THSP	AIRCRAFT COORDINATOR (National and GACC)	I	\$22.73
ACDP	AIRCRAFT DISPATCHER	H	\$22.25
THSP	AIRCRAFT MECHANIC	L	\$32.88
ARCH	ARCHEOLOGIST	K	\$27.44
ACAC	AREA COMMAND AVIATION COORDINATOR	L	\$32.88
ACDR	AREA COMMANDER	M	\$39.10
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	L	\$32.88
ACPC	ASSISTANT AREA COMMANDER, PLANNING	L	\$32.88

BCMG	BASE CAMP MANAGER	E	\$15.34
THSP	BRANCH DIRECTOR, AREA COMMAND	L	\$32.88
BUYL	BUYING TEAM LEADER - GEOGRAPHIC	K	\$27.44
BUYL	BUYING TEAM LEADER - NATIONAL	L	\$32.88
BUYM	BUYING TEAM MEMBER	F	\$16.77
CDSP	CACHE DEMOB SPECIALIST	F	\$16.77
THSP	CAMP CREW BOSS	D	\$13.98
THSP	CAMP CREW HELP	A	\$10.35
THSP	CAMP CREW SQUAD BOSS	C	\$12.64
CLMS	CLAIMS SPECIALIST	E	\$15.34
CASC	CLERK	C	\$12.64
CMSY	COMMISSARY MANAGER	E	\$15.34
COML	COMMUNICATIONS UNIT LEADER	H	\$22.25
INJR	COMP FOR INJURY SPECIALIST	E	\$15.34
COMP	COMP/CLAIMS UNIT LEADER	H	\$22.25
CCOO	COMPUTER COORDINATOR	G	\$19.47
CDER	COMPUTER DATA ENTRY RECORDER	D	\$13.98
CTSP	COMPUTER TECHNICAL SPECIALIST	H	\$22.25
THSP	CONTRACT REPRESENTATIVE NATIONWIDE	G	\$19.47
CRNW	CONTRACT REPRESENTATIVE NORTHWEST	G	\$19.47
CONO	CONTRACTING OFFICER	K	\$27.44
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	G	\$19.47
COOK1	COOK, HEAD CAMP	F	\$16.77
COOK2	COOK, HELPER	D	\$13.98
COOK2	COOK, HELPER, TRAINEE	C	\$12.64
CORD	COORDINATOR, EXPANDED DISPATCH	J	\$24.97
THSP	COST APPORTIONMENT TECHNICAL SPECIALIST	H	\$22.25
COST	COST UNIT LEADER	H	\$22.25
CFAD	COUNTY FIRE ADVISOR	J	\$24.97
CRWB	CREW BOSS	F	\$16.77
CREP	CREW REPRESENTATIVE	G	\$19.47
CISD	CRITICAL INCIDENT STRESS PEER SUPPORT TEAM MEMBER	F	\$16.77
DECK	DECK COORDINATOR	F	\$16.77
DMOB	DEMOB UNIT LEADER	H	\$22.25
DIC1	DEPUTY INCIDENT COMMANDER TYPE 1	M	\$39.10
DIC2	DEPUTY INCIDENT COMMANDER TYPE 2	L	\$32.88
DPRO	DISPLAY PROCESSOR	C	\$12.64
DIVS	DIVISION/GROUP SUPERVISOR	J	\$24.97
PILO	DNRC PILOT	O	\$45.97
DOCL	DOCUMENTATION UNIT LEADER	F	\$16.77

DZOP	DOZER OPERATOR	H	\$22.25
DRCL	DRIVER, CDL REQUIRED	E	\$15.34
DRIV	DRIVER/OPERATOR	D	\$13.98
EMTB	EMERGENCY MEDICAL TECHNICIAN BASIC	G	\$19.47
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	H	\$22.25
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	J	\$24.97
ENGB	ENGINE BOSS	F	\$16.77
ENOP	ENGINE OPERATOR	E	\$15.34
EQPI	EQUIPMENT INSPECTOR	D	\$13.98
EQPM	EQUIPMENT MANAGER	E	\$15.34
EQTR	EQUIPMENT TIME RECORDER	E	\$15.34
EDRC	EXPANDED DISPATCH RECORDER	C	\$12.64
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	H	\$22.25
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	F	\$16.77
FACL	FACILITIES UNIT LEADER	H	\$22.25
FAL1	FALLER – CLASS C (EQUAL TO OR GREATER THAN 24" DBH)	I	\$22.73
FAL3	FALLER CLASS A (UP TO 12" DBH)	D	\$13.98
FAL2	FALLER CLASS B (UP TO 24" DBH)	F	\$16.77
FELB	FELLING BOSS	F	\$16.77
FOBS	FIELD OBSERVER	F	\$16.77
FSC1	FINANCE/ADMIN SECTION CHIEF TYPE 1	L	\$32.88
FSC2	FINANCE/ADMIN SECTION CHIEF TYPE 2	K	\$27.44
FSC3	FINANCE/ADMIN SECTION CHIEF TYPE 3	H	\$22.25
FBAN	FIRE BEHAVIOR ANALYST	J	\$24.97
FEMO	FIRE EFFECTS MONITOR	H	\$22.25
FINV	FIRE INVESTIGATOR	J	\$24.97
THSP	FIRE LOOKOUT	D	\$13.98
PETL	FIRE PREVENTION/EDUCATION TEAM LEADER	K	\$27.44
FFT2	FIREFIGHTER (TYPE 2 CREWMEMBER)	C	\$12.64
FFT1	FIREFIGHTER TYPE 1 (SQUAD BOSS)	D	\$13.98
FIRB	FIRING BOSS	F	\$16.77
FWBM	FIXED WING BASE MANAGER	H	\$22.25
FWPT	FIXED WING PARKING TENDER	C	\$12.64
FLIR	FLIR OPERATOR	H	\$22.25
FDUL	FOOD UNIT LEADER	H	\$22.25
THSP	FORKLIFT OPERATOR	C	\$12.64
FUEL	FUELING SPECIALIST	D	\$13.98
THSP	GACC METEOROLOGIST	J	\$24.97
GISS	GIS SPECIALIST	G	\$19.47

GSUL	GROUND SUPPORT UNIT LEADER	H	\$22.25
THSP	HAZARDOUS MATERIAL SPECIALIST	H	\$22.25
HEQB	HEAVY EQUIPMENT BOSS, SINGLE RESOURCE	F	\$16.77
THSP	HEAVY EQUIPMENT OPERATOR	E	\$15.34
HEB1	HELIBASE MANAGER TYPE 1	I	\$22.73
HEB2	HELIBASE MANAGER TYPE 2	H	\$22.25
HLCO	HELICOPTER COORDINATOR	I	\$22.73
HECM	HELICOPTER CREWMEMBER	D	\$13.98
HMGB	HELICOPTER MANAGER BOSS, SINGLE RESOURCE BOSS	G	\$19.47
HRSP	HUMAN RESOURCE SPECIALIST	H	\$22.25
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	L	\$32.88
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	K	\$27.44
ICT1	INCIDENT COMMANDER TYPE 1	M	\$39.10
ICT2	INCIDENT COMMANDER TYPE 2	L	\$32.88
ICT3	INCIDENT COMMANDER TYPE 3	J	\$24.97
ICT4	INCIDENT COMMANDER TYPE 4	F	\$16.77
ICT5	INCIDENT COMMANDER TYPE 5 (IA)	E	\$15.34
COMT	INCIDENT COMMUNICATION TECH	F	\$16.77
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	E	\$15.34
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	G	\$19.47
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	H	\$22.25
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	G	\$19.47
IRIN	INFRARED INTERPRETER	G	\$19.47
IADP	INITIAL ATTACK DISPATCHER	H	\$22.25
THSP	INSTRUCTOR (S300 COURSES AND BELOW)	H	\$22.25
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	J	\$24.97
INTL	INTELLIGENCE LEAD	J	\$24.97
INTS	INTELLIGENCE SUPPORT	G	\$19.47
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	G	\$19.47
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	G	\$19.47
CAMP	KITCHEN/CAMP HELPER	B	\$11.38
THSP	LABORER	C	\$12.64
THSP	LEAD ACCOUNTING TECHNICIAN	G	\$19.47
THSP	LEAD INSTRUCTOR (S300 COURSES AND BELOW)	I	\$22.73
THSP	LEAD INSTRUCTOR (S400 COURSES AND ABOVE)	K	\$27.44
THSP	LEAD PLANE COORDINATOR	G	\$19.47
THSP	LGFF COMPANY OFFICER	G	\$19.47
LOFR	LIAISON OFFICER	K	\$27.44
LOAD	LOADMASTER	E	\$15.34
LSC1	LOGISTICS SECTION CHIEF TYPE 1	L	\$32.88
LSC2	LOGISTICS SECTION CHIEF TYPE 2	K	\$27.44

LSC3	LOGISTICS SECTION CHIEF TYPE 3	H	\$22.25
LTAN	LONG TERM FIRE ANALYST	J	\$24.97
MCCO	MAC GROUP COORDINATOR	K	\$27.44
MABM	MAFFS AIRTANKER BASE MANAGER	H	\$22.25
MAFF	MAFFS LIAISON OFFICER	H	\$22.25
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	E	\$15.34
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE WORKER)	F	\$16.77
GMEC	MECHANIC (AUTOMOTIVE / HEAVY EQUIPMENT)	G	\$19.47
MEDL	MEDICAL UNIT LEADER	H	\$22.25
THSP	MESSENGER	A	\$10.35
THSP	MILITARY INSTALLATION LOGISTICS COORDINATOR	H	\$22.25
MXMS	MIXMASTER	G	\$19.47
THSP	MOBILIZATION CENTER COORDINATOR	K	\$27.44
THSP	NRCG EQUIPMENT INSPECTOR	F	\$16.77
HETS	NRCG HEAVY EQUIPMENT TECHNICAL SPECIALIST	K	\$27.44
THSP	NRCG LEAD EQUIPMENT INSPECTOR	K	\$27.44
THSP	NRCG LEAD INCIDENT CONTRACT PROJECT INSPECTOR	K	\$27.44
OPBD	OPERATIONS BRANCH DIRECTOR	K	\$27.44
OSC1	OPERATIONS SECTION CHIEF TYPE 1	L	\$32.88
OSC2	OPERATIONS SECTION CHIEF TYPE 2	K	\$27.44
OSC3	OPERATIONS SECTION CHIEF TYPE 3	H	\$22.25
ORDM	ORDERING MANAGER	E	\$15.34
PACK	PACKER	F	\$16.77
PTRC	PERSONNEL TIME RECORDER	E	\$15.34
THSP	PILOT	L	\$32.88
PSC1	PLANNING SECTION CHIEF TYPE 1	L	\$32.88
PSC2	PLANNING SECTION CHIEF TYPE 2	K	\$27.44
PSC3	PLANNING SECTION CHIEF TYPE 3	H	\$22.25
PETM	PREVENTION TEAM MEMBER	J	\$24.97
PREV	PREVENTION TECHNICIAN	C	\$12.64
THSP	PRINCIPLE ADVISOR (FEMA)	L	\$32.88
PBOP	PROBEYE OPERATOR	H	\$22.25
PROC	PROCUREMENT UNIT LEADER	I	\$22.73
PIOF	PUBLIC INFORMATION OFFICER	G	\$19.47
PIO1	PUBLIC INFORMATION OFFICER TYPE 1	L	\$32.88
PIO2	PUBLIC INFORMATION OFFICER TYPE 2	K	\$27.44
PA25	PURCHASING AGENT (\$25,000)	H	\$22.25
RADO	RADIO OPERATOR	B	\$11.38
RAMP	RAMP MANAGER	F	\$16.77

RCDM	RECEIVING AND DISTRIBUTION MANAGER	E	\$15.34
THSP	REGISTERED NURSE	N	\$31.67
READ	RESOURCE ADVISOR	I	\$22.73
RESC	RESOURCE CLERK	C	\$12.64
RESL	RESOURCE UNIT LEADER	H	\$22.25
SOFR	SAFETY OFFICER LINE	H	\$22.25
SOF1	SAFETY OFFICER TYPE 1	L	\$32.88
SOF2	SAFETY OFFICER TYPE 2	K	\$27.44
THSP	SEAT COORDINATOR	I	\$22.73
SECG	SECURITY GUARD (NOT LE)	C	\$12.64
SECM	SECURITY MANAGER	E	\$15.34
SEC2	SECURITY SPECIALIST	C	\$12.64
SVBD	SERVICE BRANCH DIRECTOR	K	\$27.44
SEMG	SINGLE ENGINE A/T MANAGER	G	\$19.47
SITL	SITUATION UNIT LEADER	H	\$22.25
SMEC	SMALL ENGINE MECHANIC	E	\$15.34
STAM	STAGING AREA MANAGER	F	\$16.77
THSP	STATE INCIDENT BUSINESS ADVISOR	H	\$22.25
THSP	STATE LIAISON	L	\$32.88
SCKN	STATUS/CHECK IN RECORDER	E	\$15.34
STCR	STRIKE TEAM LEADER CREW (NFPA Fire Officer)	H	\$22.25
STDZ	STRIKE TEAM LEADER DOZER (NFPA Fire Officer)	H	\$22.25
STEN	STRIKE TEAM LEADER ENGINE (NFPA Fire Officer)	H	\$22.25
STLM	STRIKE TEAM LEADER MILITARY	H	\$22.25
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW (NFPA Fire Officer)	H	\$22.25
STPS	STRUCTURAL PROTECTION SPECIALIST	J	\$24.97
CASC	SUPPLY CLERK	C	\$12.64
SPUL	SUPPLY UNIT LEADER	H	\$22.25
SUBD	SUPPORT BRANCH DIRECTOR	K	\$27.44
THSP	SWAMPER	C	\$12.64
TOLC	TAKE-OFF AND LANDING COORDINATOR	E	\$15.34
TFLD	TASK FORCE LEADER	H	\$22.25
TIME	TIME UNIT LEADER	H	\$22.25
TESP	TOOL AND EQUIPMENT SPECIALIST	C	\$12.64
TRPB	TRACTOR/PLOW BOSS	F	\$16.77
TPOP	TRACTOR/PLOW OPERATOR	H	\$22.25
TNSP	TRAINING SPECIALIST	F	\$16.77
THSP	VOUCHER EXAMINER	F	\$16.77
WHSP	WATER HANDLING SPECIALIST	F	\$16.77
WTOP	WATER TENDER DRIVER/OPERATOR	E	\$15.34
WOBS	WEATHER OBSERVER	E	\$15.34

XEDO	XEDAR OPERATOR	H	\$22.25
<b>POSITION CODE</b>	<b>ALL HAZARD</b>	<b>EFF CLASS</b>	<b>PAY RATE</b>
BIOL	BIOLOGIST	J	\$24.97
BSRT	BASIC SEARCH AND RESCUE TECHNICIAN	B	\$11.38
CANH	CANINE HANDLER	F	\$16.77
CANL	CANINE TEAM LEADER	G	\$19.47
CONS	CONSERVATION SPECIALIST	J	\$24.97
EPID	EPIDEMIOLOGIST	J	\$24.97
ESFA	FEMA EMERGENCY SUPPORT FUNCTION #4, ADMIN	F	\$16.77
ESFL	FEMA EMERGENCY SUPPORT FUNCTION #4, PRIMARY	K	\$27.44
ESFS	FEMA EMERGENCY SUPPORT FUNCTION #4, STRUCTURE	I	\$22.73
ESFW	FEMA EMERGENCY SUPPORT FUNCTION #4, WILDLAND	I	\$22.73
HAZ1	HAZARDOUS MATERIALS-TECHNICIAN LEVEL	G	\$19.47
HAZ2	HAZARDOUS MATERIALS-OPERATIONS LEVEL	F	\$16.77
HAZL	HAZARDOUS MATERIALS TEAM LEADER	H	\$22.25
HEQT	HEAVY EQUIPMENT TECHNICIAN	H	\$22.25
MSTC	MOUNTED SEARCH TECHNICIAN	F	\$16.77
SCOP	SMALL CRAFT OPERATOR	G	\$19.47
SOFL	STRUCTURAL FIRE LINE OFFICER	H	\$22.25
SRT1	ALL HAZARD SEARCH AND RESCUE SQUAD LEADER	F	\$16.77
SRT2	SEARCH AND RESCUE TECHNICIAN	D	\$13.98
SRTL	ALL HAZARD SEARCH AND RESCUE TEAM LEADER	G	\$19.47
SWF1	ALL HAZARD SWIFT WATER RESCUE SQUAD LEADER	F	\$16.77
SWF2	ALL HAZARD SWIFT WATER RESCUE TECHNICIAN	D	\$13.98
SWFL	ALL HAZARD SWIFT WATER RESCUE TEAM LEADER	G	\$19.47
TCA1	TRAFFIC CONTROL AID	B	\$11.38
TMRL	TECHNICAL MOUNTAIN RESCUE LEADER	G	\$19.47
TMRT	TECHNICAL MOUNTAIN RESCUE TECHNICIAN	F	\$16.77
TRT1	ALL HAZARD TECHNICAL RESCUE SQUAD LEADER	F	\$16.77
TRT2	ALL HAZARD TECHNICAL RESCUE TECHNICIAN	D	\$13.98
TRTL	ALL HAZARD TECHNICAL RESCUE TEAM LEADER	G	\$19.47

**EXHIBIT NR2 –**  
**OWCP addresses for all Northern Rockies Tribal Agencies**  
**(taken from the Northern Rockies Native American Crew Plan)**

OWCP CODE 7106BN  
Blackfeet Agency  
Bureau of Indian Affairs  
Browning, MT 59417

OWCP CODE 7106HA  
Fort Belknap Agency  
Bureau of Indian Affairs  
Harlem, MT 59526

OWCP CODE 7106CR  
Crow Agency  
Bureau of Indian Affairs  
Crow Agency, MT 59022

OWCP CODE 7106BX  
Rocky Boys Agency  
Chippewa Cree Tribe  
Box Elder, MT 59521

OWCP CODE 7106PO  
Fort Peck Agency  
Bureau of Indian Affairs  
Poplar, MT 59255

OWCP CODE 7156PA  
Flathead Agency  
CS&K Tribe  
Ronan, MT 59864

OWCP CODE 7106LD  
Northern Cheyenne Agency  
Bureau of Indian Affairs  
Lame Deer, MT 59043

OWCP CODE 7156NT  
Fort Berthold Agency  
Three Affiliated Tribes  
New Town, ND 58763-9402

OWCP CODE 7106FO  
Fort Totten Agency  
Bureau of Indian Affairs  
Fort Totten, ND 58335

OWCP CODE 7156BE  
Turtle Mountain Agency  
Bureau of Indian Affairs  
Belcourt, ND 58316

OWCP CODE 7156LA  
Northern Idaho Agency  
Nez Perce Tribe  
Lapwai, ID 83540

**EXHIBIT NR3****Montana First Report of Injury - Instructions**  
Work-Related Injury & Occupational Disease Reporting

All DNRC personnel, including EFF's, must fill out a First Report of Injury (FROI) form for every on-the-job injury. This form when submitted protects the employee's right to benefits in the event a seemingly minor injury develops into a more serious condition.

**Employees** – Notify the supervisor of any on-the-job injury **IMMEDIATELY**

**Supervisors** – Three options for submitting FROI:

- 1.) Fill out the FROI and fax it to: **(406) 444-1357**, Attn: Paige Tabor **within 24 hours** of the injury. Paige Tabor will check the report to verify completion and forward to Montana State Fund immediately.
- 2.) Contact **Paige Tabor**, DNRC, Safety Officer **(406) 444-2079** office; **(406) 437-2746** cell; **(406) 368-2398** home, **within 24 hours** of the injury. Inform her of all the details so she may submit the report to Montana State Fund
- 3.) If you do not have access to a fax machine and cannot reach Paige Tabor to give her the details to file **within 24 hours** of the injury, phone in the report to Montana State Fund directly at **(800) 332-6102, Ext 5337** for Mitzie Saltzman, Team 6.

It is the **supervisor's** responsibility to

- ❖ Report the injury to Paige Tabor within 24 hours via fax or phone **or**
- ❖ Submit the report directly to Montana State Fund via phone within 24 hours of the injury **and** notify Paige Tabor that a report has been filed as quickly as possible.

On fire assignments, the employee's supervisor is his/her immediate supervisor at the incident. If the immediate supervisor is not a DNRC employee, the **injured employee** is then responsible to submit the FROI with the fire supervisor's signature.

Contact the home unit as soon as possible to inform the DNRC supervisor of the injury.

- A hard copy of the FROI may be obtained from any DNRC area office.
- To print a copy from the MSF website go to:  
<http://www.montanastatefund.com/wps/portal>. Go to Reporting an Injury at the bottom left of the screen. Click on First Report of Injury Form. You will not be able to file online. Print the form, fill out, and **fax to Paige Tabor at (406) 444-1357**.

**Helpful Hints:**

- Fill out all sections, except 'Insurer Only' section, as completely and legibly as possible.
- Employee and supervisor should both sign, if available. Supervisor **must** sign

before submitting. Submit this form within 24 hours even if employee is not available to sign, e.g., hospitalized, etc.

- DNRC's federal tax ID # is **81-0302402**.
- Use payroll classification code **9422** for firefighters.
- For 'Employer mailing address,' use the main Helena DNRC address: P.O. Box 201601, Helena, MT 59620-1601. For phone number, use a number where the supervisor can be reached.
- For 'Location of Operation,' use the employee's home unit address.
- Leave the following boxes blank:
  - 'Employer is a sole proprietorship, partnership, corporation, limited liability company.'
  - 'Injured worker is a sole proprietorship, partnership, corporation, limited liability company.'
  - 'Insurance Agent's name'
  - 'Insurance Agency'
  - 'Agent's Telephone Number'