EMERGENCY FIREFIGHTER (EFF) PAY PLAN AND POSITION MATRIX

Effective February 21, 2026

Per MCA 76-13-104, the DNRC may employ additional personnel to protect the natural resources of the state. When conditions warrant, the DNRC hires temporary Emergency Firefighters (EFFs) for emergency operations that require more personnel than are already on staff.

A DNRC EFF is an individual hired out of necessity to cope with a sudden emergency, actual or potential. EFFs are hired without a competitive interview process. While individuals may complete all necessary paperwork to be available as an EFF during a wildfire season, or an extension of the wildfire season, they are not employed; and are therefore, not paid until they are hired and work on an as-needed basis for an incident. EFF employment is sponsored for an individual wildfire or other hazard incident basis. Employment terminates when the EFF's work on the incident is complete. Employment as an EFF is not guaranteed. Hiring and dispatching EFFs for incidents impacts the limited resources at the DNRC offices that sponsor the EFFs, limiting how many EFFs can be sponsored at any given time.

All assignments and assignment extensions must be pre-approved by the hiring office.

EFFs are not authorized for non-suppression projects or support, such as for RX fires or fuels management.

EFF rates of pay are determined by the position or nature of the EFF work assigned. 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 engine boss (ENGB - EFF-F) as a trainee would be paid at the EFF-E class.

Personnel resource ordered as Command and General Staff for a Complex incident must be qualified with Complex credentials to be paid at a higher Complex rate. Those same resources ordered to a lower complexity incident (for example, a Type 3), but performing in a Complex-qualified capacity and seeking payment at the Complex rate, must have a General Message that justifies the higher rate, describes the complexity of the work performed, and is signed by the Incident Commander with concurrence from the hiring office.

Refer to section 01.3 in this manual (the Montana Incident Business Operating Guidelines for Firefighting Resources) for EFF hiring information and pay provisions. This manual can be found online at the following website under DNRC Business Manuals: https://dnrc.mt.gov/Forestry/Wildfire/forms-information.

Reference information may also be found in the NRCG SIIBM supplement to Chapter 10. https://dnrc.mt.gov/Forestry/Wildfire/forms-information.

In the event there is an emergency in progress on the effective date of this Pay Plan, the EFFs on that emergency shall be paid under the provisions of the EFF Pay Plan in effect at the time of hire.

The DNRC Incident Business Committee facilitates establishment of rates and reviews positions on an annual basis.

2026 MT DNRC EFF PAY PLAN
Effective February 21, 2026

EFF Class	Regular Hourly Pay Rate
A	$19.83
B	$20.88
C	$22.16
D	$23.53
E	$24.92
F	$26.38
G	$29.13
H	$31.97
I	$32.46
J	$34.74
K	$37.26
L	$42.97
M	$50.17
N	$41.62
O	$58.14

POSITION CODE	POSITION TITLE	EFF CLASS
THSP	ACCOUNTING TECHNICIAN LEAD	G
AOBS	AERIAL OBSERVER	F
AREP	AGENCY REPRESENTATIVE	K
AOBD	AIR OPERATIONS BRANCH DIRECTOR	K
ASCO	AIR SPACE COORDINATOR	K
ASGS	AIR SUPPORT GROUP SUPERVISOR	J
ATGS	AIR TACTICAL GROUP SUPERVISOR	J
AITS	AIR TACTICAL SUPERVISOR - attached to ASM1	J
ATBM	AIR TANKER BASE MANAGER	H
ATCO	AIR TANKER/FIXED WING COORDINATOR	I
ABRO	AIRCRAFT BASE RADIO OPERATOR	E
THSP	AIRCRAFT COORDINATOR (National and GACC)	I
ACDP	AIRCRAFT DISPATCHER	H
THSP	AIRCRAFT MECHANIC	L
ATIM	AIRCRAFT TIMEKEEPER	D
ARCH	ARCHEOLOGIST	K
ACAC	AREA COMMAND AVIATION COORDINATOR	L
ACDR	AREA COMMANDER	M
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	L
ACPC	ASSISTANT AREA COMMANDER, PLANNING	L

POSITION CODE	POSITION TITLE	EFF CLASS
BCMG	BASE CAMP MANAGER	E
THSP	BRANCH DIRECTOR, AREA COMMAND	L
BUYL	BUYING TEAM LEADER - GEOGRAPHIC	K
BUYL	BUYING TEAM LEADER - NATIONAL	L
THSP	BUYING TEAM LEADER – MENTOR	J
BUYM	BUYING TEAM MEMBER	F
CDSP	CACHE DEMOB SPECIALIST	F
CASC	CACHE SUPPLY CLERK	C
THSP	CADRE SUPPORT	F
CACB	CAMP CREW BOSS	D
CAMP	CAMP CREW HELP	A
THSP	CAMP CREW SQUAD BOSS	C
COML	COMMUNICATIONS UNIT LEADER	H
COMP	COMP/CLAIMS UNIT LEADER	H
THSP	CONTRACT REPRESENTATIVE NATIONWIDE	G
COPA	CONTRACTING OFFICER'S PURCHASING AGENT	K
COTR	CONTRACTING OFFICER TECHNICAL REP	G
COOK	COOK, HEAD CAMP	F
COOK2	COOK, HELPER	D
CORD	COORDINATOR, EXPANDED DISPATCH	J
THSP	COST APPORTIONMENT TECHNICAL SPECIALIST	H
COST	COST UNIT LEADER	H
CFAD	COUNTY FIRE ADVISOR	J
CRWB	CREW BOSS	F
CREP	CREW REPRESENTATIVE	G
CISL	CRITICAL INCIDENT STRESS MANAGEMENT LEADER	K
CISM	CRITICAL INCIDENT STRESS MANGEMENT MEMBER	H
DECK	DECK COORDINATOR	F
DMOB	DEMOB UNIT LEADER	H
DIC1	DEPUTY INCIDENT COMMANDER TYPE 1	M
DIC2	DEPUTY INCIDENT COMMANDER TYPE 2	L
DIC3	DEPUTY INCIDENT COMMANDER TYPE 3	J
DPRO	DISPLAY PROCESSOR	C
DIVS	DIVISION/GROUP SUPERVISOR	J
PILO	PILOT, DNRC	O
DOCL	DOCUMENTATION UNIT LEADER	F
DZOP	DOZER OPERATOR	H
DRVA	DRIVER, CLASS A CDL – TOW WEIGHT >10,000 LBS	F

POSITION CODE	POSITION TITLE	EFF CLASS
DRVB	DRIVER, CLASS B CDL – TOW WEIGHT <10,000 LBS	E
DRIV	DRIVER/OPERATOR	D
FUEL	DRIVER, FUELING SPECIALIST	G
AEMT	EMERGENCY MEDICAL TECH-ADVANCED	H
AEMF	EMERGENCY MEDICAL TECH-ADVANCD FIRELINE	I
EMTF	EMERGENCY MEDICAL TECH-FIRELINE	H
EMTB	EMERGENCY MEDICAL TECH-NON FIRELINE	G
EMTP	EMERGENCY MEDICAL TECH-PARAMEDIC	J
EMPF	EMERGENCY MEDICAL TECH-PARAMEDIC FIRELINE	J
ENGB	ENGINE BOSS	F
ENOP	ENGINE OPERATOR	E
EQPI	EQUIPMENT INSPECTOR	F
EQPM	EQUIPMENT MANAGER	E
EQTR	EQUIPMENT TIME RECORDER	E
EDRC	EXPANDED DISPATCH RECORDER	C
EDSP	EXPANDED DISPATCH SUPERVISORY DISPATCHER	H
EDSD	EXPANDED DISPATCH SUPPORT DISPATCHER	F
FACL	FACILITIES UNIT LEADER	H
FAL1	FALLER ADVANCED	J
FAL3	FALLER BASIC	D
FAL2	FALLER INTERMEDIATE	F
FELB	FELLING BOSS	F
FOBS	FIELD OBSERVER	F
FSCC	FINANCE/ADMIN SECTION CHIEF COMPLEX	L
FSC1	FINANCE/ADMIN SECTION CHIEF TYPE 1	L
FSC2	FINANCE/ADMIN SECTION CHIEF TYPE 2	K
FSC3	FINANCE/ADMIN SECTION CHIEF TYPE 3	J
FBAN	FIRE BEHAVIOR ANALYST	J
INVF	WILDLAND FIRE INVESTIGATOR	I
INVL	WILDLAND FIRE INVESTIGATOR, TEAM LEADER	K
THSP	FIRE LOOKOUT	D
FFT1	FIREFIGHTER TYPE 1 (SQUAD BOSS)	D
FFT2	FIREFIGHTER TYPE 2 (CREW/MEMBER)	C
FIRB	FIRING BOSS	F
FWBM	FIXED WING BASE MANAGER	I
FWPT	FIXED WING PARKING TENDER	C
FLIR	FLIR OPERATOR	H
FDUL	FOOD UNIT LEADER	H
THSP	FORKLIFT OPERATOR	C

POSITION CODE	POSITION TITLE	EFF CLASS
THSP	GACC METEOROLOGIST	J
GISS	GIS SPECIALIST	G
GSUL	GROUND SUPPORT UNIT LEADER	H
HEQB	HEAVY EQUIPMENT BOSS, SINGLE RESOURCE	F
THSP	HEAVY EQUIPMENT OPERATOR	E
HETS	HEAVY EQUIPMENT TECH SPECIALIST	K
HEBM	HELIBASE MANAGER	I
HLCO	HELICOPTER COORDINATOR	I
HECM	HELICOPTER CREWMEMBER	D
HMGB	HELICOPTER MANAGER, SINGLE RESOURCE BOSS	G
HRSP	HUMAN RESOURCE SPECIALIST	H
INBA	INCIDENT BUSINESS ADVISOR	L
THSP	INCIDENT BUSINESS ADVISOR - STATE	H
ICCI	INCIDENT COMMANDER COMPLEX	M
ICT1	INCIDENT COMMANDER TYPE 1	M
ICT2	INCIDENT COMMANDER TYPE 2	L
ICT3	INCIDENT COMMANDER TYPE 3	J
ICT4	INCIDENT COMMANDER TYPE 4	F
ICT5	INCIDENT COMMANDER TYPE 5 (IA)	E
COMT	INCIDENT COMMUNICATION TECH	F
ICPI	INCIDENT CONTRACT PROJECT INSPECTOR	G
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	E
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	G
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	H
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	G
ITSS	INCIDENT TECHNICAL SUPPORT SPECIALIST	I
IRIN	INFRARED INTERPRETER	G
IADP	INITIAL ATTACK DISPATCHER	H
THSP	INSTRUCTOR (S300 COURSES AND BELOW)	H
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	J
INTS	INTELLIGENCE SUPPORT	G
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	G
THSP	INSTRUCTOR LEAD (S300 COURSES AND BELOW)	I
THSP	INSTRUCTOR LEAD (S400 COURSES AND ABOVE)	K
THSP	LABORER	C
THSP	LGFF COMPANY OFFICER	G
LOFR	LIAISON OFFICER	K
THSP	LIAISON - STATE	L
LOAD	LOADMASTER	E

POSITION CODE	POSITION TITLE	EFF CLASS
LSCC	LOGISTICS SECTION CHIEF COMPLEX	L
LSC1	LOGISTICS SECTION CHIEF TYPE 1	L
LSC2	LOGISTICS SECTION CHIEF TYPE 2	K
LSC3	LOGISTICS SECTION CHIEF TYPE 3	J
LTAN	LONG TERM FIRE ANALYST	J
MCCO	MAC GROUP COORDINATOR	K
MABM	MAFFS AIRTANKER BASE MANAGER	H
MAFF	MAFFS LIAISON OFFICER	J
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	E
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE WORKER)	F
MEDL	MEDICAL UNIT LEADER	J
THSP	MESSENGER	A
THSP	MILITARY INSTALLATION LOGISTICS COORDINTR	H
MXMS	MIXMASTER	G
THSP	MOBILIZATION CENTER COORDINATOR	K
THSP	NRCG EQUIPMENT INSPECTOR	H
THSP	NRCG LEAD INCIDENT CONTRACT PROJECT INSPECTOR	K
OPBD	OPERATIONS BRANCH DIRECTOR	K
OSCC	OPERATIONS SECTION CHIEF COMPLEX	L
OSC1	OPERATIONS SECTION CHIEF TYPE 1	L
OSC2	OPERATIONS SECTION CHIEF TYPE 2	K
OSC3	OPERATIONS SECTION CHIEF TYPE 3	J
ORDM	ORDERING MANAGER	E
PACK	PACKER	F
PTRC	PERSONNEL TIME RECORDER	E
THSP	PILOT	L
PSCC	PLANNING SECTION CHIEF COMPLEX	L
PSC1	PLANNING SECTION CHIEF TYPE 1	L
PSC2	PLANNING SECTION CHIEF TYPE 2	K
PSC3	PLANNING SECTION CHIEF TYPE 3	J
PETL	PREVENTION TEAM LEADER	K
PETM	PREVENTION TEAM MEMBER	J
PREV	PREVENTION TECHNICIAN	C
THSP	PRINCIPLE ADVISOR (FEMA)	L
PROC	PROCUREMENT UNIT LEADER	H
PIOC	PUBLIC INFORMATION OFFICER COMPLEX	L
PIO1	PUBLIC INFORMATION OFFICER TYPE 1	L

POSITION CODE	POSITION TITLE	EFF CLASS
PIO2	PUBLIC INFORMATION OFFICER TYPE 2	K
PIO3	PUBLIC INFORMATION OFFICER TYPE 3	J
PIOT	PUBLIC INFORMATION OFFICER, TECHNICIAN	E
RADO	RADIO OPERATOR	B
RAMP	RAMP MANAGER	F
RCDM	RECEIVING AND DISTRIBUTION MANAGER	E
THSP	REGISTERED NURSE	N
READ	RESOURCE ADVISOR	I
REAC	RESOURCE ADVISOR, COORDINATOR	J
REAF	RESOURCE ADVISOR, FIRELINE	J
RESL	RESOURCES UNIT LEADER	H
RTCM	RETARDENT CREW MEMBER	E
SOFC	SAFETY OFFICER COMPLEX	L
SOFF	SAFETY OFFICER, FIELD	H
SOF3	SAFETY OFFICER LINE	I
SOF1	SAFETY OFFICER TYPE 1	L
SOF2	SAFETY OFFICER TYPE 2	K
THSP	SEAT COORDINATOR	I
SECG	SECURITY GUARD (NOT LE)	C
SECM	SECURITY MANAGER	E
SEMG	SINGLE ENGINE A/T MANAGER	G
SITL	SITUATION UNIT LEADER	H
SMEC	SMALL ENGINE MECHANIC	E
STAM	STAGING AREA MANAGER	F
SCKN	STATUS/CHECK IN RECORDER	E
STCR	STRIKE TEAM LEADER CREW (NFPA Fire Officer)	H
STEN	STRIKE TEAM LEADER ENGINE (NFPA Fire Officer)	H
STEQ	STRIKE TEAM LEADER HEAVY EQUIPMENT (NFPA Fire Officer)	H
STLM	STRIKE TEAM LEADER MILITARY	H
STPS	STRUCTURAL PROTECTION SPECIALIST	J
SPUL	SUPPLY UNIT LEADER	H
TFLD	TASK FORCE LEADER	H
TIME	TIME UNIT LEADER	H
TESP	TOOL AND EQUIPMENT SPECIALIST	C
TPOP	TRACTOR/PLOW OPERATOR	H
TNSP	TRAINING SPECIALIST	F
UASD	UNMANNED AIRCRAFT SYSTEM DATA SPECIALIST	H
UASM	UNMANNED AIRCRAFT SYSTEM MANGER	I

POSITION CODE	POSITION TITLE	EFF CLASS
UASL	UNMANNED AIRCRAFT SYSTEM MODULE LEADER	I
UASP	UNMANNED AIRCRAFT SYSTEM PILOT	I
THSP	VOUCHER EXAMINER	F
WHSP	WATER HANDLING SPECIALIST	F
WTOP	WATER TENDER DRIVER/OPERATOR	E
XEDO	XEDAR OPERATOR	H
POSITION CODE	**ALL HAZARD**	**EFF CLASS**
BIOL	BIOLOGIST	J
CANH	CANINE HANDLER	F
CANL	CANINE TEAM LEADER	G
CONS	CONSERVATION SPECIALIST	J
EPID	EPIDEMIOLOGIST	J
HAZ2	HAZARDOUS MATERIALS-OPERATIONS LEVEL	F
HAZL	HAZARDOUS MATERIALS TEAM LEADER	H
HAZ1	HAZARDOUS MATERIALS-TECHNICIAN LEVEL	G
HEQT	HEAVY EQUIPMENT TECHNICIAN	H
MSTC	MOUNTED SEARCH TECHNICIAN	F
SCOP	SMALL CRAFT OPERATOR	G
SFF1	STRUCTURAL FIREFIGHTER 1	C
THSP	STRUCTURAL FIREFIGHTER 2	D
SOFL	STRUCTURAL FIRE LINE OFFICER	H
SRT1	SEARCH AND RESCUE SQUAD LEADER	F
SRTL	SEARCH AND RESCUE TEAM LEADER	G
SRT2	SEARCH AND RESCUE TECHNICIAN	D
SRT3	SEARCH AND RESCUE TECHNICIAN-BASIC	B
SWF1	SWIFT WATER RESCUE SQUAD LEADER	F
SWFL	SWIFT WATER RESCUE TEAM LEADER	G
SWF2	SWIFT WATER RESCUE TECHNICIAN	D
TMRL	TECHNICAL MOUNTAIN RESCUE LEADER	G
TMRT	TECHNICAL MOUNTAIN RESCUE TECHNICIAN	F
TRT1	TECHNICAL RESCUE SQUAD LEADER	F
TRTL	TECHNICAL RESCUE TEAM LEADER	G
TRT2	TECHNICAL RESCUE TECHNICIAN	D
TCA1	TRAFFIC CONTROL AID	B