

**Oregon Department of Forestry**  
**Incident Resource Agreement**  
**2026-2029**



**Appendix Eleven (11) – RADIO OPERATORS (RADO)**  
**RESOURCE DUTIES, QUALIFICATIONS, COMPENSATION, &**  
**INVENTORY**



## **A.1 - General Description of Duties**

### **A.1.1 – Scope of Work**

Provide safe coordinated effective communication on Incident.

### **A.1.2 – Performance Requirements**

Radio Operators must utilize the assigned communications systems accurately and efficiently in support of Incident Operations, as directed by the Incident. Radio Operators must also:

- a) Adhere to all NWCG radio communication standards, protocol, and terminology;
- b) Maintain strict radio discipline through correct use of call signs, appropriate prioritization of traffic, and concise, professional communications;
- c) Report communication system failures and coverage gaps; and
- d) Ensure all communications support Incident objectives without compromising safety.

### **A.1.3 – Documentation**

Radio Operators must accurately document communication activities as directed, including radio logs and Incident-specific reports.

### **A.1.4 – Supervision**

Radio Operators report directly to the Communications Unit Leader and functions within the Logistics Section.

## **A.2 – Qualifications & Requirements**

### **A.2.1 – Experience**

Radio Operators must have a completed taskbook on file with the Protection Contract Services Unit (see [NWCG Position Taskbook for Radio Operator, PCS 311-97](#)), in addition to completion of FEMA ICS-100 and IS-700.

### **A.2.2 - Change of Qualified Operators**

Whenever there is a change in Resource Provider's Operator(s) during an Incident assignment, the incoming Operator(s) must follow the Incident's Check-in and inspection procedures upon arrival at the Incident.

### **A.2.3 - Communication Requirements**

All personnel representing the Resource Provider must be able to proficiently communicate in English to ensure safe and effective performance of assigned duties. The Resource Provider's

representative must be able to proficiently communicate in English, and read and communicate the Incident Action Plan, Safety Alerts, and other operational documentation.

### **A.3 - Rates and Compensation**

#### A.3.1 – Wet Rates

Rates provided by Resource Provider, and approved by the State, are understood to be ‘Wet’ Rates. Wet Rates include:

- a) Equipment;
- b) Transports;
- c) Operator (s) and drivers;
- d) Fuel, and
- e) All required maintenance.

Unless modified under **Section A.4 - Exceptions**, payment will be made at the agreed-upon rates.

#### A.3.2 - Daily Rates

A.3.2.1 - Daily Rates apply when equipment with a Qualified Operator is ordered by the State and placed On-Shift.

#### A.3.2.2 – On-Shift Definition

**On-Shift** includes:

- a) Time the Operator is performing work;
- b) Time the Operator is held or directed to remain in a state of readiness;
- c) Time Operator spends in Operational Period briefings;
- d) Mobilization activities (Check-in time); and
- e) Compensable travel that has a defined start and end time.

#### A.3.3 - Minimum Daily Compensation

##### A.3.3.1 – Minimum Hours

Daily Rate payment are based on a minimum of eight (8) hours of On-Shift time between 0001 and 2400 hours.

##### A.3.3.2 – Reduced Hours

When On-Shift time totals fewer than eight (8) hours, payment will be made at one-half (½) of the agreed-upon Daily Rate.

##### A.3.3.3 – Shift Length

A single-shift Operator is not restricted to a 12-hour shift; shift duration will be determined by the operational needs of the Incident.

#### A.3.4 - Extended-Shift Rates

##### A.3.4.1 – Applicability

When Operator works eighteen (18) hours or more within a single day (0001–2400 hours), the Extended-Shift Rate applies. The Extended-Shift Rate is not determined by how many Operators are assigned, but hours worked.

##### A.3.4.2 – Rate

The Extended-Shift Rate is 165% of the agreed-upon Daily Rate.

#### A.3.5 - Double-Shift Rates

##### A.3.5.1 – Staffing Requirements

The Double-Shift Rate applies only when staffed with two (2) Operators provide continuous coverage over a 24-hour period (0001–2400 hours), typically through two 12-hour shifts (day and night). Double-shift staffing must be clearly documented on the Resource Order.

##### A.3.5.2 – Rate

The Double-Shift Rate is 165% of the agreed-upon Daily Rate.

### **A.4 – Exceptions**

#### A.4.1 - Inoperable Equipment or Unavailable Operator(s).

A.4.1.1 - No payment accrues for any period during which the equipment is not in a safe or operable condition, or when an Operator is not available for all or part of the assigned shift.

A.4.1.2 - Payment is based solely on the hours the equipment is operational during the assigned shift, as documented on the shift ticket, compared against the designated shift identified in the IAP.

A.4.1.3 – Operator work time of fewer than eight (8) hours is compensated at one-half (1/2) of the agreed-upon daily rate.

#### A.4.2 - Failure to Replace Operator

If Operator(s) cannot be replaced, the Operator(s) may be considered withdrawn by the Resource Provider.

#### A.4.3 - Voluntary Withdrawal by Resource Provider

If the Resource Provider withdraws Operator(s), or prior to release by the State, no further payment accrues. The Resource Provider bears all costs associated with returning the Operator(s) to the PoH.

#### A.4.4 - Mandatory Work/Rest and Length-of-Assignment Compliance

No payment accrues when the Resource is off-shift in compliance with mandatory Work/Rest or Length-of-Assignment provisions. As an alternative to rotating personnel or taking an unpaid mandatory day off, the Resource may be released from the Incident at the discretion of the State.

### A.5 - Inventory Requirements

FALLERS	
<input type="checkbox"/>	Handheld Programable Radio (Q=1)