

Oregon Department of Forestry
Incident Resource Agreement
2026-2029



Appendix Six (6) - HEAVY EQUIPMENT
RESOURCE DUTIES, QUALIFICATIONS, COMPENSATION, &
INVENTORY

A.1 - General Description of Duties

A.1.1 – Scope of Work

Fire suppression and mop-up activities.

A.1.2 – Operational Conditions

Operators may be required to transport loads of up to the maximum GVWR rating of the tractor-trailer combination on steep and poorly maintained roads.

A.1.3 – Operational Environment

Operators should expect to drive on secondary roads with grades of up to 15 percent, with close radius switchbacks and road surfaces of natural material.

A.1.4 – Performance Requirements

Truck and trailer must be capable of working on secondary forest/range roads with adequate horsepower and trailer clearance to excel in this environment.

A.1.5 – Operational Knowledge

Operators must understand load securement requirements and operational limitations of tractor-trailer configurations.

A.1.6 – The Resource Provider must comply with all applicable federal and state laws, including but not limited to:

- a) [Migrant and Seasonal Agricultural Worker Protection Act](#)
- b) [Oregon Bureau of Labor Farm/Forest Labor Contractors License](#)

A.2 – Qualifications & Requirements

A.2.1 - Operator Qualifications

Heavy equipment must be operated only by individuals who are fully qualified to safely and efficiently perform all duties required by the Incident, and in accordance with the manufacturer's operating limitations.

A.2.2 - Change of Qualified Operators

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

A.2.3 - Commercial Driver's License Requirement

All transport Operators must maintain a valid Commercial Driver's License (CDL) in accordance with Oregon Department of Transportation requirements and any applicable federal regulations.

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 and chase vehicles;
- c) Qualified 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 equipment (with Qualified Operator) is performing work;
- b) Time the equipment (with Qualified Operator) is held or directed to remain in a state of readiness;
- c) Time Qualified Operator(s) spend 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 is 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 is 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 equipment (with a Qualified 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 equipment is staffed with two (2) operators providing 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

A.4.1.1 - No payment accrues for any period during which the equipment is not in a safe or operable condition, or when a Qualified 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 - Equipment work time (with a Qualified Operator) of fewer than eight (8) hours is compensated at one-half (½) of the agreed-upon daily rate.

A.4.2 - Failure to Replace or Repair Equipment/Operator

After inspection and acceptance for use, if equipment and/or Qualified Operator(s) cannot be replaced, or if equipment cannot be repaired at the Incident within twenty-four (24) hours, the equipment and/or Qualified Operator(s) may be considered withdrawn by the Resource Provider.

A.4.3 - Voluntary Withdrawal by Resource Provider

If the Resource Provider withdraws equipment, Qualified Operator(s), or both prior to release by the State, no further payment accrues. The Resource Provider bears all costs associated with returning the equipment and/or Qualified 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 – Transports and Stand-Alone Transports

For the purposes of this Agreement, a Transport differs from a Stand-Alone Transport based on whether it is paired with and hauling heavy equipment to an Incident, or whether the Resource Provider is furnishing the Transport as a single, independent resource for Incident use.

A.5.1. – Resource Orders

Transports are bundled with their associated heavy equipment on a single Resource Order unless ordered as a Stand-Alone Transport. When a Transport is subcontracted, it will be ordered, dispatched, and compensated solely through the primary Resource Provider and will not be ordered as a separate Resource.

A.5.2 – Capability and Certification

The Resource Provider is responsible for transporting heavy equipment to and from the Incident.

Transports are required to:

- a) Have current DOT certification;
- b) Be of legal and sufficient weight rating for the equipment transported;
- c) Comply with all state and federal hauling requirements, including weight restrictions, permit regulations, and applicable holiday or travel-restricted movement requirements (delays or standby resulting from such restrictions are not compensable);
- d) Maintain all special permits required for transport; and

- e) Provide chase vehicles when required by a permitting authority at no charge to the State.

A.5.3 – Operator Qualifications

- a) Operators of Transports with a GVWR of 26,001 pounds or greater must meet all federal and state Commercial Driver License (CDL) requirements, including all applicable endorsements.
- b) Operators of Transports with a GVWR of 10,001 pounds or greater must possess a valid Medical Examiner’s Certificate (medical card).

The Resource Provider is ultimately responsible for ensuring subcontracted Transport operators meet all qualification requirements.

A.5.4 – Transport Requirements

A.5.4.1 – Licensing and Legal Operability

All transports offered and used under this Agreement must be licensed and legally operable on all public roads. Transports with a GVWR of 10,001 or greater must have one of the following:

- a) A current USDOT annual certified vehicle inspection; or
- b) A current CVSA inspection as identified under 49 CFR 396.23.

A.5.4.2 – Mechanical Conditions and Performance

All vehicles and equipment are required to be in sound mechanical condition, with sufficient ability to operate on highways, uneven roads and the terrain.

A.5.4.3 – Brakes and Backup Alarms

All Transports are required to:

- a) Have functional brakes on all axles;
- b) Be equipped with an operator-controlled auxiliary braking device for Transports with a GVWR of 36,000 pounds or greater; and
- c) Be equipped with an electric or electronic backup alarm meeting SAE J994, Type D (87dBA).

A.5.4.4 – Application Requirement

The Resource Provider is not required to provide the quantity, Vehicle Identification Numbers (VINs), or other identifying information for Transports during the application process or prior to hire.

A.5.5 – Retention, Release and Payment Requirements

A.5.5.1 – Responsibility Prior to Unload

Equipment assigned may not be unloaded immediately upon arrival. The Resource Provider is responsible for all transport-related costs until the equipment is unloaded and the transport is released.

A.5.5.2 – Release of Transport

Once the heavy equipment is delivered and unloaded, the transport is considered released, unless it is retained under one of the conditions below.

A.5.5.3 – Retention for Transport

A Transport will be retained solely for the purpose of transporting the equipment for which it was originally ordered. Retention must be documented on the Shift Ticket as well as daily recording of times worked. If the Resource Provider elects to keep the Transport at the Incident after release, no payment will be made. A Transport may be required to remain with associated heavy equipment during Initial Attack until the Incident transitions to Extended Attack.

- A transition from Initial Attack occurs when Initial Attack resources are no longer capable of meeting Incident objectives—typically control—and additional resources and overhead are committed. At this point, Transports assigned to Initial Attack may be released upon direction from the resource’s Incident supervisor.

Stand-Alone Transports ordered under a separate, singular Resource, must remain at the Incident and will be paid for the entire duration of the Incident while under hire. Stand-Alone Transports will not be ordered for the use of another Resource Provider, but rather the use of the Incident.

A.5.5.4 – Transport Pricing and Payment

A.5.5.4.1 – Uniform Pricing Requirements

Transports provided by a single Resource Provider, including Stand-Alone Transports, must provide singular, identical pricing for all Provider Transports within the specified GVWR category. Transports are categorized as follows:

- a) Transports with GVWR over 10 Tons (example: tractor/trailer lowboys)
- b) Transports with GVWR under 10 Tons (example: pickup trucks with flatbed trailers)

A.5.5.4.2 – Double-Shift Payment Calculation for Single Operators

A Double-Shift occurs when a Resource is assigned to operate during two consecutive twelve (12)-hour operational periods within a twenty-four (24)-hour period (0100-2359 hours), as

directed by the State. The following is only applicable when a Transport has not been released from the Incident.

- a. When heavy equipment and its associated Transport are each staffed by separate, qualified Operators, both the heavy equipment and the Transport is compensated at the applicable Double-Shift rate, based on actual On-Shift or worked hours and documented on the Shift Ticket.
- b. When a single Operator is assigned to operate both the heavy equipment and the associated Transport during the second operational period, the Resource is considered Double-Shifted, if the Transport isn't released; however, due to the use of one Operator, a flat deduction of \$500 is applied to the Transport's Daily Rate for that twenty-four (24)-hour period.
- c. For work periods of less than eight (8) hours, a \$250 deduction rate is applied to the Transport's applicable Daily Rate.
- d. Double-Shift compensation eligibility is determined by the total On-Shift or hours worked within the 0001-2359 timeframe, in accordance with this Agreement.

A.5.5.4.3 – Transports Carrying Multiple Resources

When a single Transport is used to move multiple pieces of equipment belonging to the same Resource Provider, compensation is based on the actual hours worked and Under Hire within a twenty-four (24) hour period (0001–2359 hrs.), as documented on the Shift Ticket.

Only one (1) Transport may be compensated at any given time while hauling multiple resources for the same Resource Provider, regardless of the number of pieces of equipment being transported during that period. Hours worked by the Transport include time spent mobilizing equipment to the Incident, demobilizing equipment from the Incident, relocating to different locations, and relocation between the Incident and the PoH when directed or authorized by the State.

If the Transport is retained by the Incident to remain with an associated piece of equipment or is otherwise directed by the State to remain available for Incident operations, the Transport is considered Under Hire and compensated for the applicable On-Shift hours in addition to any Transport time worked.

Payment eligibility for the Transport's Daily Rate is determined by the total On-Shift hours worked by the Transport within the 0001–2359 timeframe, in accordance with this Agreement.

A.5.5.4.4 – Transport Payment Exceptions

No further payment accrues for the Transport during any period in which:

- a) The associated heavy equipment is not safe or operable, or
- b) The equipment is not available for the assigned shift or any portion thereof.

A.6 - Inventory and Equipment Requirements (in alpha order)

A.6.1 - Chippers

CHIPPERS	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Spare Tire (Q=1)
<input type="checkbox"/>	Hand-Fed Operation
<input type="checkbox"/>	Tow-Behind or Self-Propelled
<input type="checkbox"/>	Operates in Forward, Reverse, and Stop Modes
<input type="checkbox"/>	Tow-Behind Chippers Must be Hauled by 4-Wheel or All Wheel Drive Vehicles, correctly rated, with Spare Tire
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.2 - Dozers

DOZERS	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (4 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Seat Belt
<input type="checkbox"/>	Pulaski (Q=1)
<input type="checkbox"/>	Shovel (Q=1)
<input type="checkbox"/>	Cab with Roll Over Protection (ROPS) & Falling Object Protective Structures (FOPS)
<input type="checkbox"/>	Deflectors, Sweeps / Limb Risers (mounted in front for whipping saplings and branches)
<input type="checkbox"/>	Cab Exits (Q=2)
<input type="checkbox"/>	Grapple (optional)
<input type="checkbox"/>	Winch (optional)
<input type="checkbox"/>	Ripper (optional)
<input type="checkbox"/>	Low Ground Pressure Wide Tracks (if included)
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.3 - Excavators

EXCAVATORS	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (2 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Seat Belt
<input type="checkbox"/>	Pulaski (Q=1)
<input type="checkbox"/>	Shovel (Q=1)
<input type="checkbox"/>	Cab with Roll Over Protection (ROPS) & Falling Object Protective Structures (FOPS)
<input type="checkbox"/>	Deflectors, Sweeps / Limb Risers (mounted in front for whipping saplings and branches)
<input type="checkbox"/>	Cab Exits (Q=2) (can be single door with additional rear or side window)
<input type="checkbox"/>	Steel Tracks (required for fireline use only)
<input type="checkbox"/>	Hydraulic Thumb or Clamshell (optional)
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.4 – Feller Bunchers

FELLER BUNCHERS	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (2 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Seat Belt
<input type="checkbox"/>	Pulaski (Q=1)
<input type="checkbox"/>	Shovel (Q=1)
<input type="checkbox"/>	Cab with Roll Over Protection (ROPS) & Falling Object Protective Structures (FOPS)
<input type="checkbox"/>	Rotating Disk Saw OR Bar Saw
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.5 – Mulcher / Masticators

MULCHER / MASTICATORS (Excavators)	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (2 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Seat Belt
<input type="checkbox"/>	Pulaski (Q=1)
<input type="checkbox"/>	Shovel (Q=1)
<input type="checkbox"/>	Cab with Roll Over Protection (ROPS) & Falling Object Protective Structures (FOPS)
<input type="checkbox"/>	Steel Tracks (Boom Mounted) (required for fireline use only)
<input type="checkbox"/>	Cab Exits (Q=2) (can be single door with additional rear or side window)
<input type="checkbox"/>	Steel Tracks (required for fireline use only)
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.6 - Skidders

SKIDDERS	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (2 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Cab Exits (Q=2)
<input type="checkbox"/>	Winch or Grapple (if included)
<input type="checkbox"/>	Tire Chains (suggested, not required, not required to be mounted)
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.7 - Skidgines

SKIGINES	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (2 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Seat Belt

<input type="checkbox"/>	Cab with Roll Over Protection (ROPS) & Falling Object Protective Structures (FOPS)
<input type="checkbox"/>	Cab Exits (Q=2)
<input type="checkbox"/>	Steel Tracks (required for fireline use only)
<input type="checkbox"/>	Discharge Outlets
<input type="checkbox"/>	Pump Discharge Pressure Guage
<input type="checkbox"/>	1" Hose – 300'
<input type="checkbox"/>	1 ½" Hose – 300'
<input type="checkbox"/>	Draft Hose with Screened Foot Valve
<input type="checkbox"/>	Fuel & Tool Kit for Pump
<input type="checkbox"/>	Spanner Wrench, Fire Hose Clamp
<input type="checkbox"/>	Live Hose Reel
<input type="checkbox"/>	Detachable Drop Tank (optional)
<input type="checkbox"/>	Baffling (1 longitudinal, 1 traverse)
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection

A.6.1.8 – Miscellaneous Heavy Equipment

MISCELLANEOUS HEAVY EQUIPMENT (Forwarder, Backhoe, Grader, etc.)	
<input type="checkbox"/>	Fire Extinguisher, 2A 10BC with Current Inspection Tag
<input type="checkbox"/>	First Aid Kit (5 persons)
<input type="checkbox"/>	Handheld Programable Radio (Q=1)
<input type="checkbox"/>	Lighting (2 forward / 2 rear)
<input type="checkbox"/>	Back Up Alarm
<input type="checkbox"/>	Pulaski (Q=1)
<input type="checkbox"/>	Shovel (Q=1)
<input type="checkbox"/>	Cab with Roll Over Protection (ROPS) & Falling Object Protective Structures (FOPS)
<input type="checkbox"/>	Personal Protective Equipment (PPE) - Nomex shirt/pants, fire shelter (New Generation – no older than 2006), hardhat, leather gloves, boots (meet NFPA 1977 standards), headlamp, eye protection, ear protection