

	<b>OFFICE OF STATE FIRE MARSHAL</b> <i>INCIDENT MANAGEMENT TEAMS</i> <b>STANDARD OPERATING GUIDELINES</b>	<b>Number:</b> <b>SOG-I-1009</b> <b>Adoption Date:</b> May 2019 <b>Author:</b> Mariah Rawlins <b>Review/Revision Date:</b> June 1, 2024 (Annual Revision)
OSFM Approved: <i>Mariana Ruiz-Temple</i> Date 6/5/2024 Mariana Ruiz-Temple, State Fire Marshal		<i>Travis Medema</i> Date 6/5/2024 Travis Medema, Chief Deputy State Fire Marshal
<b>SUBJECT: Reimbursement Rate Scale for Volunteer IMT Members</b> <b>OBJECTIVE: Create equitable pay scale for volunteer IMT members</b>		

## I. SCOPE

This SOG outlines the reimbursement rates for IMT members who identify as volunteers.

## II GUIDELINES

The reimbursement process itself will continue to follow the guidelines provided in the current Oregon Fire Service Mobilization Plan, which no longer identifies a rate for overhead team members.

Many agencies will add roll-ups to the rates outlined below. Those costs may include – but are not limited to – workers’ compensation insurance, transit taxes, PERS payments, etc.

## III. METHODOLOGY

The rates below are based off the current USFS AD Pay Plan for Emergency Workers. Because the presumption is that a USFS AD employee is being paid for no more than 16 hours per day, the following formula was used to determine the appropriate reimbursement rate for OSFM volunteer team members:

$$U * 16 / 24$$

where U is the USFS AD rate for the position

## IV. MAINTENANCE

OSFM will revise this SOG prior to fire season; only when USFS has updated their AD pay plan.

## V. RATES

The rates below become effective June 1, 2024. The previous rate schedules are included in the attachments of this guideline.

<b>Position</b>	<b>AD Class</b>	<b>OSFM Hourly Rate</b>	<b>OT Rate</b>
Incident Commander Type 2*	AD-L	38.08	57.12
Safety Officer Type 2	AD-K	31.81	47.72
Safety Officer Line	AD-I	26.29	39.44
Public Information Officer Type 2	AD-K	31.81	47.72
Public Information Officer Field	AD-I	26.29	39.44
Liaison Officer	AD-K	31.81	47.72
Operations Section Chief Type 2*	AD-K	31.81	47.72
Division/Group Supervisor	AD-J	28.99	43.49
Planning Section Chief Type 2*	AD-K	31.81	47.72
Situation Unit Leader	AD-H	23.81	35.72
Resource Unit Leader	AD-H	23.81	35.72
GIS Specialist	AD-G	21.21	31.82
Logistics Section Chief Type 2*	AD-K	31.81	47.72
Communications Unit Leader	AD-H	23.81	35.72
Equipment Manager	AD-F	19.47	29.21
Incident Communications Technician	AD-F	19.47	29.21
Finance Section Chief Type 2	AD-K	31.81	47.72

\*Denotes these positions have Deputies which share the same AD class/rate

ATTACHMENT 1  
**PAST RATES, EFFECTIVE MAY 1, 2023 THROUGH MAY 31, 2024**

<b>Position</b>	<b>AD Class</b>	<b>OSFM Hourly Rate</b>	<b>OT Rate</b>
Incident Commander Type 2*	AD-L	36.27	54.41
Safety Officer Type 2	AD-K	30.29	45.43
Safety Officer Line	AD-I	25.04	37.56
Public Information Officer Type 2	AD-K	30.29	45.43
Public Information Officer	AD-I	25.04	37.56
Liaison Officer	AD-K	30.29	45.43
Health Liaison	AD-K	30.29	45.43
COVID Responder – Paramedic	AD-J	27.60	41.40
COVID Responder – EMT	AD-I	25.04	37.56
Operations Section Chief Type 2*	AD-K	30.29	45.43
Division/Group Supervisor	AD-J	27.60	41.40
Planning Section Chief Type 2*	AD-K	30.29	45.43
Situation Unit Leader	AD-H	22.67	34.00
Resource Unit Leader	AD-H	22.67	34.00
GIS Specialist	AD-G	20.21	30.32
Logistics Section Chief Type 2*	AD-K	30.29	45.43
Communications Unit Leader	AD-H	22.67	34.00
Equipment Manager	AD-F	18.53	27.80
Incident Communications Technician	AD-F	18.53	27.80
Finance Section Chief Type 2	AD-K	30.29	45.43

**PAST RATES, EFFECTIVE MAY 1, 2022 THROUGH APRIL 30, 2023**

<b>Position</b>	<b>AD Class</b>	<b>OSFM Hourly Rate</b>	<b>OT Rate</b>
Incident Commander Type 2*	AD-L	34.74	52.11
Safety Officer Type 2	AD-K	29.01	43.52
Safety Officer Line	AD-I	23.97	35.96
Public Information Officer Type 2	AD-K	29.01	43.52
Public Information Officer	AD-I	23.97	35.96
Liaison Officer	AD-K	29.01	43.52
Health Liaison	AD-K	29.01	43.52
COVID Responder – Paramedic	AD-J	25.79	38.68
COVID Responder – EMT	AD-I	23.97	35.96
Operations Section Chief Type 2*	AD-K	29.01	43.52
Division/Group Supervisor	AD-J	26.43	39.65
Planning Section Chief Type 2*	AD-K	29.01	43.52
Situation Unit Leader	AD-H	21.71	43.52
Resource Unit Leader	AD-H	21.71	32.57
GIS Specialist	AD-G	19.36	29.04
Logistics Section Chief Type 2*	AD-K	29.01	43.52
Communications Unit Leader	AD-H	21.71	32.57
Equipment Manager	AD-F	17.76	26.64
Incident Communications Technician	AD-F	17.76	26.64
Finance Section Chief Type 2	AD-K	29.01	43.52

**PAST RATES, EFFECTIVE MAY 1, 2021 THROUGH APRIL 30, 2022**

<b>Position</b>	<b>AD Class</b>	<b>OSFM Hourly Rate</b>	<b>OT Rate</b>
Incident Commander Type 2*	AD-L	33.92	50.88
Safety Officer Type 2	AD-K	28.32	42.48
Safety Officer Line	AD-I	23.39	35.08
Public Information Officer Type 2	AD-K	28.32	42.48
Public Information Officer	AD-I	23.39	35.08
Liaison Officer	AD-K	28.32	42.48
Health Liaison	AD-K	28.32	42.48
COVID Responder – Paramedic	AD-J	25.79	38.68
COVID Responder – EMT	AD-I	23.39	35.08
Operations Section Chief Type 2*	AD-K	28.32	42.48
Division/Group Supervisor	AD-J	25.79	38.68
Planning Section Chief Type 2*	AD-K	28.32	42.48
Resource Unit Leader	AD-H	21.17	31.76
GIS Specialist	AD-G	18.88	28.32
Logistics Section Chief Type 2*	AD-K	28.32	42.48
Communications Unit Leader	AD-H	21.17	31.76
Incident Communications Technician	AD-F	17.33	26.00
Finance Section Chief Type 2	AD-K	28.32	42.48

**PAST RATES, EFFECTIVE APRIL 1, 2020 THROUGH APRIL 30, 2021**

<b>Position</b>	<b>AD Class</b>	<b>OSFM Hourly Rate</b>	<b>OT Rate</b>
Incident Commander Type 2*	AD-L	33.57	50.36
Safety Officer Type 2	AD-K	28.03	42.04
Safety Officer Line	AD-I	23.15	34.72
Public Information Officer Type 2	AD-K	28.03	42.04
Public Information Officer	AD-I	23.15	34.72
Liaison Officer	AD-K	28.03	42.04
Operations Section Chief Type 2*	AD-K	28.03	42.04
Division/Group Supervisor	AD-J	25.52	38.28
Planning Section Chief Type 2*	AD-K	28.03	42.04
Resource Unit Leader	AD-H	20.96	31.44
GIS Specialist	AD-G	18.69	28.04
Logistics Section Chief Type 2*	AD-K	28.03	42.04
Communications Unit Leader	AD-H	20.96	31.44
Incident Communications Technician	AD-F	17.15	25.72
Finance Section Chief Type 2	AD-K	28.03	42.04