



OFFICE OF STATE FIRE MARSHAL
INCIDENT MANAGEMENT TEAMS
STANDARD OPERATING GUIDELINES

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OSFM Approved:

Mariana Ruiz-Temple Date 6/1/2025
Mariana Ruiz-Temple, State Fire Marshal

Travis Medema Date 6/1/2025
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SUBJECT: Reimbursement Rate Scale for Volunteer IMT Members

OBJECTIVE: Create equitable pay scale for volunteer IMT members

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, 2025. The previous rate schedules are included in the attachments of this guideline.

Position	AD Class	OSFM Hourly Rate	OT Rate
Incident Commander Type 2*	AD-L	\$38.83	\$58.24
Safety Officer Type 2	AD-K	\$32.43	\$48.64
Safety Officer Line	AD-I	\$26.80	\$40.20
Public Information Officer Type 2	AD-K	\$32.43	\$48.64
Public Information Officer Field	AD-I	\$26.80	\$40.20
Liaison Officer	AD-K	\$32.43	\$48.64
Operations Section Chief Type 2*	AD-K	\$32.43	\$48.64
Division/Group Supervisor	AD-J	\$29.55	\$44.32
Planning Section Chief Type 2*	AD-K	\$32.43	\$48.64
Situation Unit Leader	AD-H	\$24.27	\$36.40
Resource Unit Leader	AD-H	\$24.27	\$36.40
GIS Specialist	AD-G	\$21.65	\$32.48
Logistics Section Chief Type 2*	AD-K	\$32.43	\$48.64
Communications Unit Leader	AD-H	\$24.27	\$36.40
Equipment Manager	AD-F	\$19.84	\$29.76
Incident Communications Technician	AD-F	\$19.84	\$29.76
Finance Section Chief Type 2	AD-K	\$32.43	\$48.64

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

ATTACHMENT 1

PAST RATES, EFFECTIVE MAY 1, 2024 THROUGH MAY 31, 2025

Position	AD Class	OSFM Hourly Rate	OT Rate
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

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

Position	AD Class	OSFM Hourly Rate	OT Rate
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

Position	AD Class	OSFM Hourly Rate	OT Rate
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

Position	AD Class	OSFM Hourly Rate	OT Rate
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

Position	AD Class	OSFM Hourly Rate	OT Rate
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