

	<b>DEPARTMENT OF THE STATE FIRE MARSHAL</b> INCIDENT MANAGEMENT TEAMS <b>STANDARD OPERATING GUIDELINE</b>	<b>Revised:</b> 5/15/2026 <b>Adopted:</b> 05/2006
<b>Subject:</b>	<b>Reimbursement Rate Scale for Volunteer IMT Members</b>	<b>Number:</b> SOG-I-1009
<b>Approved by:</b>	<i>Mariah Rawlins</i> <hr/> Mariah Rawlins, Assistant Chief Deputy	<b>Date:</b> 5/15/26

**PURPOSE:**

This Standard Operating Guideline (SOG) is adopted to create equitable pay scale for volunteer IMT members.

**SCOPE:**

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

**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.

**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

**MAINTANANCE:**

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

**RATES:**

The rates below become effective June 1, 2026. 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	\$39.23	\$58.84
Safety Officer Type 2	AD-K	\$32.77	\$49.16
Safety Officer Line	AD-I	\$27.07	\$40.60
Public Information Officer Type 2	AD-K	\$32.77	\$49.16
Public Information Officer Field	AD-I	\$27.07	\$40.60
Liaison Officer	AD-K	\$32.77	\$49.16
Operations Section Chief Type 2*	AD-K	\$32.77	\$49.16
Division/Group Supervisor	AD-J	\$29.84	\$44.76
Planning Section Chief Type 2*	AD-K	\$32.77	\$49.16
Situation Unit Leader	AD-H	\$24.51	\$36.76
Resource Unit Leader	AD-H	\$24.51	\$36.76
GIS Specialist	AD-G	\$21.87	\$32.80
Logistics Section Chief Type 2*	AD-K	\$32.77	\$49.16
Communications Unit Leader	AD-H	\$24.51	\$36.76
Equipment Manager	AD-F	\$20.05	\$30.08
Incident Communications Technician	AD-F	\$20.05	\$30.08
Finance Section Chief Type 2	AD-K	\$32.77	\$49.16

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

## ATTACHMENT

### PAST RATES, EFFECTIVE MAY 1, 2025 THROUGH MAY 31, 2026

<b>Position</b>	<b>AD Class</b>	<b>OSFM Hourly Rate</b>	<b>OT Rate</b>
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

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

<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

**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