

## **INTERAGENCY AD RATE TASK GROUP CHARTER**

**BACKGROUND:** In the face of expanding demands for IMT and logistical support needs, there is a simultaneous shrinking workforce to meet this demand within the traditional NWCG member agencies as well as non-traditional sources. The DOI and FS have utilized the AD Pay Plan as a hiring authority whenever it becomes necessary to employ persons hired for emergency situations such as firefighting. The original intent of the AD Pay Plan was to hire and pay temporary workers in emergency situations. Over the years the Pay Plan has become increasingly complex from it's original intent and many positions are now filled using this authority.

**PURPOSE:** Explore other hiring authorities to meet the demands of needed expertise for wildland firefighting. The majority of our experienced workforce is retiring at a rapid rate and we need to find other hiring avenues to bring back those who are retired to assist with fire suppression and other "non-traditional" incidents. This will allow FS and DOI the ability to take the AD Pay Plan back to it's original intent..

**OBJECTIVES:** Explore other hiring authorities (i.e. Reservist used by FEMA) that will meet the needs of providing emergency workers in an expedient and efficient manner at the least cost for the incident agency and with the least impact on the individual.

### **DELIVERABLES:**

1. Progress reports to IBPWT by November 15, 2004.
2. Draft report to IBPWT by January 1, 2005.
3. Final Report submitted by February 1, 2005 to include:
  - Identifying other hiring authorities that meet our needs
  - Backup information and research

### **BUDGET:**

Funds are not available to cover salary, travel, per diem, and meeting room rental. It is expected that groups will utilize conference calls and other technology to accomplish their tasks. If it becomes necessary for the group to travel to meet, each agency will cover the costs for its participants (with exception of participants from State agencies).

### **MEMBERSHIP:**

Liz Kinney, USFS, Task Group Leader  
Maggie Morin, BIA  
Sandy Tripp, BLM,  
Pam Douglas, NPS  
Hallie Locklear, IBPWT Liaison

**TIME ESTIMATE:** Beginning date, August 16, 2004, and ending date January 1, 2005.

**ROLES & RESPONSIBILITIES:**

Task Group:

- Explore other hiring authorities to provide emergency workers
- Work as a team
- Keep IBPWT liaison apprised of issues, concerns, and progress
- Identify and utilize other sources of information as necessary
- Communicate with other working teams for advice and guidelines.

IBPWT:

- Ensure that the interagency community's needs are represented
- Provide documentation gathered to date
- Provide oversight, and support
- Keep agencies apprised of issues, concerns, and progress
- Submit recommendations to agency representatives by February 15, 2005
- Work as a team

*/s/ Hallie Locklear*

---

**Hallie Locklear, Chair IBPWT**

Date: 8/12/2004

*/s/ Liz Kinney*

---

**Liz Kinney, Task Group Leader**

Date: 8/12/2004