

IBPWT Task Group Status Report

Task Group: Interagency AD Pay Plan

Group Leader: Judy Carvelho

Date: September 30, 2003

Phase: 1, 2nd progress report

Assignment: The task group was chartered to conduct an analysis of the AD Pay Plan on position classifications to assure that the positions are in the appropriate pay category, and to determine the feasibility of paying daily versus hourly rates.

Status: Classification process completed on the following positions –

- Air Operations: AOBD, ATGS, HEB1, HEB2, HECM, HCWN, TOLC, ASGS, ABRO, HLCO, DECK
- Expanded Dispatch: CORD, EDSP, IADP, EDRC, ESD
- Finance: CLMS, INJR, COMP, PRTC, CMSY, TIME, COST, EQTR, PROC, FSC1/2
- Logistics: SPUL, CASC, CDSP, COML, COMT, FACL, FDUL, GSUL, INCM, MEDL, ORDM, RADO, RCDM, SECM, BCMG
- Other Support: PACK, ATBM, MXMS

Classification efforts have been slow due to the severe fire season, the majority of the task group members were on fire assignments. As a result, several members have cancelled their participation in this effort. This leaves a heavy workload for the remaining members to accomplish, but every effort is being made to complete this task.

Group is utilizing a variety of tools available including task books, PMS 310-1, Interagency Operation Guides, state classified position descriptions, federally classified position descriptions, subject matter experts, etc. Information needed to provide a comprehensive and workable document is somewhat lacking and haphazard, therefore a combination of methods is being used.

Completed classification efforts have revised a majority of the positions into differing AD levels from those listed in the 2003 AD Pay Plan.

Staffing: As of this date the group consists of seven people, plus the IBPWT liaison -

Judy Carvelho, FS	Carol Salo, BLM	Rosie Morin, BIA
Terri Knauth, FS	Dana Stone, ST-WY	Loren Walker, FS
Jason Throngard, FS	Classification Specialist	
Tony Recker, IBPWT Liaison		

Issues:

1. Utilizing the historical data provided by G.Wilson (FS, WO), the wage levels seem to be inconsistent. (See attached wage level matrix.) Need to clarify the wage levels in order to accurately reflect GS/WG equivalencies to the AD level.
2. The 2003 pay plan has CAMP listed for 'camp' crew boss, 'camp' squad boss, 'camp' crew member, and 'camp' kitchen/camp helper. National mnemonics list has CAMP as camp help. Request IBPWT direction/clarification of this position – and the others as listed.

3. There is a huge difference in the complexities, fitness requirements, hazards, supervision, physical demands and work environment associated with a suppression crew boss versus a camp crew boss. Request IBPWT recommendation on approach to this classification effort.

4. There are some positions listed on the 2003 pay plan that do not have established task books or are agency specific. We are utilizing documents from those agencies for the classification process. If the IBPWT has other recommendations it would be appreciated.

5. A draft report is due November 1, 2003, and final report December 1, 2003. The severe fire season seriously hampered our efforts. Request the IBPWT provide some leeway on those dates.

Rate table used for GS = the 3.10% general increase and locality payment of 9.62% for locality pay area of the rest of the US, Total increase 4.03% effective January 2003 (Base/Overtime)

Rate table used for WG = Wage System Regular, Sacramento CA Wage Area, Issued April 2003 (Base/Overtime)

Comparison formula used = Base rate @ 8 hours + Overtime rate @ 4 hours = Total Rate divided by 12 hours = AD Rate

	GS Equiv	WG Equiv	Current Hrly Rate 48	REMARKS
AD-1	2 = \$8.99/\$13.49 (\$10.49) 3 = \$9.80/\$14.70 (\$11.43)	1 = \$9.57/\$14.35 (\$11.16)	\$9.96 (11.50)	Propose AD rate increase based on GS and WG equiv rates
AD-2	4 = \$11.01/\$16.52 (\$12.85)	2 = \$10.73/\$16.09 (\$12.51) 3 = \$11.88/\$17.82 (\$13.86)	\$11.68 (12.84)	Propose AD rate increase based on GS and WG equiv rates
AD-3	5 = \$12.31/\$18.47 (\$14.36)	4 = \$13.04/\$19.56 (\$15.21)	\$12.84 (14.60)	Propose AD rate increase based on GS and WG equiv rates
AD-4	6 = \$13.72/\$20.58 (\$16.00) 7 = \$15.25/\$22.88 (\$17.79)	5 = \$14.20/\$21.30 (\$16.56) 6 = \$15.35/\$23.02 (\$17.90)	\$14.60 (16.50)	Propose AD rate increase based on GS and WG equiv rates
AD-5	8 = \$16.89/\$25.34 (\$19.70)	7 = \$16.51/\$24.76 (\$19.26) 8 = \$17.61/\$26.41 (\$20.54) 9 = \$18.83/\$28.25 (\$21.97)	\$19.00 \$22.00	
AD-6	9 = \$18.66/\$27.99 (\$21.77) 10 = \$20.55/\$30.83 (\$23.97)	10 = \$19.98/\$29.97 (\$23.31) 11 = \$21.13/\$31.69 (\$24.65)	\$23.00 – \$24.00	
AD-7	11 = \$22.57/\$30.83 (\$25.32)	12 = \$22.29/\$33.43 (\$26.58)	\$25.00 – \$27.00	
AD-8	12 = \$27.05/\$30.83 (\$28.31) 13 = \$32.17/\$30.83 (\$31.72)		\$28.00 – \$34.00	
AD-9	14 = \$38.02/\$30.83 (\$35.62) 15 = \$44.72/\$30.83 (\$40.09)		\$35.00 – \$45.00	

From G.Wilson:

AD-1 = WG 1&2 and/or GS 2&3
 AD-2 = WG 3,4,5 and/or GS 4
 AD-3 = WG 6 and/or GS 5
 AD-4 = WG 7,8,9,10 and/or GS 6&7