

PAY ANALYSIS: ADFA PROPOSED 2005 PAY SCALES TO ACHIEVE PAY COMMENSURATE WITH THE DUTIES, RESPONSIBILITIES AND COMPLEXITY OF THE POSITION (MARCH, 2005)

*GS PAY PERIOD TOTALS CALCULATED WITH BASE 80 REGULAR HRS + 116 HOURS OVERTIME
(AVERAGE SHIFT 14 HOURS/DAY FOR 14 DAYS) = 196 HOURS*

FOR APPLICABLE LINE POSITIONS, AD RATES HAVE BEEN ADJUSTED UPWARD TO ACCOMMODATE HAZARD DUTY PAY

HAZARD PAY CALCULATED AT 10 DAYS AT 15.5 HOURS/DAY = 155 HOURS OUT OF THE TOTAL 196 HOURS WORKED IN A 2-WEEK PERIOD

ICS MNEM- ONIC	POSITION TITLE	ADFA Proposed Equivalent GS Grade	GS Grade Regular Per Hour @ Step 5	GS Grade Overtime Per Hour @ Step 5	If Applic, GS Grade Hazard Per Hour @ Step 5	GS 2-Wk Pay At Equip Grade	ADFA's Proposed 2005 AD Hourly Rate To Achieve Pay Equality	AD 2-Wk Pay At Equip Grade
COMMAND								
AREP	AGENCY REPRESENTATIVE	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
ICT3	INCIDENT COMMANDER TYPE 3	12	\$29.44	\$44.16	\$7.36	\$8,618.56	\$43.97	\$8,618.56
ICT4	INCIDENT COMMANDER TY 4	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
ICT5	INCIDENT COMMANDER TY 5	7	\$16.60	\$24.90	\$4.15	\$4,859.65	\$24.79	\$4,859.65
IOF1	INFORMATION OFFICER TY 1	13	\$35.01	\$52.52		\$8,892.54	\$45.37	\$8,892.54
IOF2	INFORMATION OFFICER TY 2	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
IOF3	INFORMATION OFFICER TY 3	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
LOFR	LIAISON OFFICER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
SOF1	SAFETY OFFICER TY 1	13	\$35.01	\$52.52	\$8.75	\$10,249.18	\$52.29	\$10,249.18
SOF2	SAFETY OFFICER TY 2	12	\$29.44	\$44.16	\$7.36	\$8,618.56	\$43.97	\$8,618.56
SOF3	SAFETY OFFICER TY 3	11	\$24.57	\$36.86	\$6.14	\$7,192.87	\$36.70	\$7,192.87
FINANCE								
CLMS	CLAIMS SPECIALIST	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20

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FINANCE(CONT)								
CMSY	COMMISSARY MANAGER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
COMP	COMP/CLAIMS UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
COST	COST UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
EQTR	EQUIPMENT TIME RECORDER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
FSC1	FINANCE SECTION CHIEF TY 1	13	\$35.01	\$52.52		\$8,892.54	\$45.37	\$8,892.54
FSC2	FINANCE SECTION CHIEF TY 2	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
INJR	COMP FOR INJURY SPECIALIST	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
PROC	PROCUREMENT UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
PTRC	PERSONNEL TIME RECORDER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
TIME	TIME UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
OPERATIONS								
ABRO	AIRCRAFT BASE RADIO OPERATOR	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20

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OPERATIONS(CONT)								
ACAC	AREA COMMAND AVIATION COORDINATOR	14	\$41.38	\$62.07		\$10,510.52	\$53.63	\$10,510.52
AERO	AERIAL OBSERVER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
AOBD	AIR OPERATIONS BRANCH DIRECTOR	13	\$35.01	\$52.52		\$8,892.54	\$45.37	\$8,892.54
ASGS	AIR SUPPORT GROUP SUPV	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
ATGS	AIR TACTICAL GROUP SUPV	12	\$29.44	\$44.16	\$7.36	\$8,618.56	\$43.97	\$8,618.56
CREP	CREW REPRESENTATIVE	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
CRWB	CREW BOSS	8	\$18.38	\$27.57	\$4.60	\$4,668.52	\$23.82	\$4,668.52
DECK	DECK COORDINATOR	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
DIVS	DIVISION/GROUP SUPV	11	\$24.57	\$36.86	\$6.14	\$7,192.87	\$36.70	\$7,192.87
DOZ1	DOZER OPERATOR	8	\$18.38	\$27.57	\$4.60	\$5,380.75	\$27.45	\$5,380.75
DOZB	DOZER BOSS	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
ENGB	ENGINE BOSS	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
ENOP	ENGINE OPERATOR	8	\$18.38	\$27.57	\$4.60	\$5,380.75	\$27.45	\$5,380.75

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OPERATIONS (CONT+A13)								
FALA	FALLER CLASS A (UP TO 12" DBH)	7	\$16.60	\$24.90	\$4.15	\$4,859.65	\$24.79	\$4,859.65
FALB	FALLER CLASS B (BETWEEN 12" AND UP TO 24" DBH)	8	\$18.38	\$27.57	\$4.60	\$5,380.75	\$27.45	\$5,380.75
FALC	FALLER CLASS C (EQUAL TO OR GREATER THAN 24" DBH)	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
FELB	FELLING BOSS	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
FFT1	ADVANCED FIREFIGHTER (SQUADBOSS)	6	\$14.94	\$22.41	\$3.74	\$4,373.69	\$22.31	\$4,373.69
FFT2	FIREFIGHTER (TY 2 CREWMEMBER)	4	\$11.98	\$17.97	\$3.00	\$3,507.15	\$17.89	\$3,507.15
FIRB	FIRING BOSS	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
HCWN	HELICOPTER MANAGER, CWN	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
HEB1	HELIBASE MANAGER TY 1	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
HEB2	HELIBASE MANAGER TY 2	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
HECM	HELICOPTER CREWMEMBER	6	\$14.94	\$22.41	\$3.74	\$4,373.69	\$22.31	\$4,373.69

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OPERATIONS (CONT)								
HELB	HELICOPTER BOSS, SINGLE RESOURCE	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
HLCO	HELICOPTER COORDINATOR	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
OPBD	OPERATIONS BRANCH DIRECTOR	12	\$29.44	\$44.16	\$7.36	\$8,618.56	\$43.97	\$8,618.56
OSC1	OPERATIONS SECTION CHIEF TY 1	13	\$35.01	\$52.52		\$8,892.54	\$45.37	\$8,892.54
OSC2	OPERATIONS SECTION CHIEF TY 2	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
SECO	SEAT COORDINATOR	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
SEMG	SINGLE ENGINE A/T MANAGER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
STAM	STAGING AREA MANAGER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
THSP	FIRE LOOKOUT	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
TOLC	TAKEOFF AND LANDING COORDINATOR	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
TRPB	TRACTOR/PLOW BOSS	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
WHSP	WATER HANDLING SPECIALIST	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89

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OPERATIONS (CONT)								
STCR	STRIKE TEAM LEADER CREW	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
STDZ	STRIKE TEAM LEADER DOZER	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
STEN	STRIKE TEAM LEADER ENGINE	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
STLM	STRIKE TEAM LEADER MILITARY	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
STPS	STRUCTURAL PROTECTION SPECIALIST	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
TFLD	TASK FORCE LEADER	10	\$22.36	\$33.54	\$5.59	\$6,545.89	\$33.40	\$6,545.89
THSP	AIR SPACE COORDINATOR SPECIALIST	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
PLANNING								
ACPC	ASSISTANT AREA COMMANDER, PLANNING	14	\$41.38	\$62.07		\$10,510.52	\$53.63	\$10,510.52
DMOB	DEMOBE UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78

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PLANNING (CONT)								
DOCL	DOCUMENTATION UNIT LEADER	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
DPRO	DISPLAY PROCESSOR	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
FBAN	FIRE BEHAVIOR ANALYST	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
FOBS	FIELD OBSERVER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
GIST	GIS TECHNICAL SPECIALIST	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
HRSP	HUMAN RESOURCE SPECIALIST	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
LTAN	LONG TERM FIRE ANALYST	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
PSC1	PLANNING SECTION CHIEF TY 1	13	\$35.01	\$52.52		\$8,892.54	\$45.37	\$8,892.54
PSC2	PLANNING SECTION CHIEF TY 2	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
RESL	RESOURCES UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
SCKN	STATUS/CHECK IN RECORDER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
SITL	SITUATION UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78

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PLANNING (CONT)								
TNSP	TRAINING SPECIALIST	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
WOBS	WEATHER OBSERVER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
LOGISTICS								
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	14	\$41.38	\$62.07		\$10,510.52	\$53.63	\$10,510.52
BCMG	BASE CAMP MANAGER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
CAMP	KITCHEN/CAMP HELPER	5	\$13.40	\$20.10		\$3,403.60	\$17.37	\$3,403.60
CCSB	CAMP CREW SQUAD BOSS	6	\$14.94	\$22.41		\$3,794.76	\$19.36	\$3,794.76
CCCB	CAMP CREW CREW BOSS	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
CASC	SUPPLY CLERK	5	\$13.40	\$20.10		\$3,403.60	\$17.37	\$3,403.60
CCOO	COMPUTER COORDINATOR	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
CDSP	CACHE DEMOB SPECIALIST	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
COML	COMMUNICATIONS UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78

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LOGISTICS (CONT)								
COMT	INCIDENT COMMUNICATIONS TECHNICIAN	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
EMTB	EMERGENCY MEDICAL TECHNICIAN BASIC	8	\$18.38	\$27.57		\$4,668.52	\$23.82	\$4,668.52
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
EQPI	EQUIPMENT INSPECTOR	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
EQPM	EQUIPMENT MANAGER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
FACL	FACILITIES UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
FDUL	FOOD UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
GSUL	GROUND SUPPORT UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40

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LOGISTICS (CONT)								
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
LSC1	LOGISTICS SECTION CHIEF TY 1	13	\$35.01	\$52.52		\$8,892.54	\$45.37	\$8,892.54
LSC2	LOGISTICS SECTION CHIEF TY 2	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
MEDL	MEDICAL UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
ORDM	ORDERING MANAGER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
RADO	RADIO OPERATOR	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
RCDM	RECEIVING AND DISTRIBUTION MANAGER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
SECM	SECURITY MANAGER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78

PAY ANALYSIS: ADFA PROPOSED 2005 PAY SCALES TO ACHIEVE PAY COMMENSURATE WITH THE DUTIES, RESPONSIBILITIES AND COMPLEXITY OF THE POSITION (MARCH, 2005)

*GS PAY PERIOD TOTALS CALCULATED WITH BASE 80 REGULAR HRS + 116 HOURS OVERTIME
(AVERAGE SHIFT 14 HOURS/DAY FOR 14 DAYS) = 196 HOURS*

FOR APPLICABLE LINE POSITIONS, AD RATES HAVE BEEN ADJUSTED UPWARD TO ACCOMMODATE HAZARD DUTY PAY

HAZARD PAY CALCULATED AT 10 DAYS AT 15.5 HOURS/DAY = 155 HOURS OUT OF THE TOTAL 196 HOURS WORKED IN A 2-WEEK PERIOD

ICS MNEM- ONIC	POSITION TITLE	ADFA Proposed Equivalent GS Grade	GS Grade Regular Per Hour @ Step 5	GS Grade Overtime Per Hour @ Step 5	If Applic, GS Grade Hazard Per Hour @ Step 5	GS 2-Wk Pay At Equiv Grade	ADFA's Proposed 2005 AD Hourly Rate To Achieve Pay Equality	AD 2-Wk Pay At Equiv Grade
LOGISTICS (CONT)								
SECG	SECURITY GUARD	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
SUBD	SUPPORT BRANCH DIRECTOR	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
SPUL	SUPPLY UNIT LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
SVBD	SERVICE BRANCH DIRECTOR	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
TESP	TOOL AND EQUIPMENT SPECIALIST	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
COORDINATION AND SUPPORT								
ATBM	A/T BASE MANAGER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
CAMP	KITCHEN/CAMP HELPER	5	\$13.40	\$20.10		\$3,403.60	\$17.37	\$3,403.60
CASC	CLERK	5	\$13.40	\$20.10		\$3,403.60	\$17.37	\$3,403.60
CDER	COMPUTER DATA ENTRY RECORDER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
COOK	COOK, HEAD CAMP	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
CORD	COORDINATOR, EXPANDED DISPATCH	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76

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COORDINATION AND SUPPORT (CONT)								
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
CTSP	COMPUTER TECHNICAL SPECIALIST	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
DRIV	DRIVER, CDL REQUIRED	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
DRIV	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQUIRED	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
DRIV	DRIVER, UP TO AND INCLUDING 1 TON	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
EDRC	DISPATCH RECORDER	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
EDSD	SUPPORT DISPATCHER	10	\$22.36	\$33.54		\$5,679.44	\$28.98	\$5,679.44
EDSP	SUPERVISORY DISPATCHER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
FUEL	FUELING SPECIALIST	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
FUMA	FIRE USE MANAGER	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76

PAY ANALYSIS: ADFA PROPOSED 2005 PAY SCALES TO ACHIEVE PAY COMMENSURATE WITH THE DUTIES, RESPONSIBILITIES AND COMPLEXITY OF THE POSITION (MARCH, 2005)

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COORDINATION AND SUPPORT (CONT)								
GIST	GIS TECHNICAL SPECIALIST	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
GMEC	MECHANIC (AUTOMOTIVE/HEAVY EQUIPMENT)	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
IADP	INITIAL ATTACK DISPATCHER	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
IBA1	INCIDENT BUSINESS ADVISOR, TY 1	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
IBA2	INCIDENT BUSINESS ADVISOR, TY 2	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
MCCO	MAC GROUP COORDINATOR	14	\$41.38	\$62.07		\$10,510.52	\$53.63	\$10,510.52
MXMS	MIXMASTER	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
PACK	PACKER	9	\$20.30	\$30.45	\$5.08	\$5,942.83	\$30.32	\$5,942.83
SEC2	SECURITY SPECIALIST	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20
THSP	PREVENTION TEAM LEADER	11	\$24.57	\$36.86		\$6,240.78	\$31.84	\$6,240.78
THSP	RESOURCE ADVISOR	12	\$29.44	\$44.16		\$7,477.76	\$38.15	\$7,477.76
WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	7	\$16.60	\$24.90		\$4,216.40	\$21.51	\$4,216.40
WHLR	MATERIALS HANDLER, LEADER (WHSE/CACHE LDR)	9	\$20.30	\$30.45		\$5,156.20	\$26.31	\$5,156.20