

# Talking Points for ADFFA Members in Interviews

- ✚ AD stands for Administratively Determined, a 1951 Pay Authority that is an archaic, outmoded hiring method that was designed to literally hire emergency workers “off the street.”
- ✚ The AD Firefighter Association, ADFFA, was formed in March, 2003 in response to the continued use of the unfair Administratively-Determined (AD) pay rates issued and utilized by the five federal wildland fire agencies as well as most state forestry departments. It is also utilized to pay VFDs and National Guard resources. ADFFA represents hundreds of members from 26 states.
- ✚ This unfair method of pay has been subverted by wildland fire agencies to supplement their “regular hire” incident staffing. This totally inappropriate utilization of the AD hiring authority is said by many managers to be “*a cheap, quick source of labor.*”
- ✚ In today’s world, AD’s are emergency workers paid a straight hourly rate, with no overtime, holiday pay, hazard/environmental pay, health or retirement benefits. They could be involved in wildfire suppression, exotic disease taskforces, hurricane earthquake, floods, as well as Homeland Security assignments.
- ✚ The Draft 2005 Administratively Determined (AD) Pay Plan, drastically slashed pay by anywhere from \$1 to \$7 per hour. It has since been rescinded due to significant negative feedback from ADFFA and from within the agencies, and the agencies will utilize 2004 rates for 2005. The 2005 Proposal caused numerous AD’s to openly state that they would not fight fires at the proposed rates; due to the insulting and demeaning 2005 rates, some may not even be available at the 2004 rates. The agencies can ill afford to lose any more of this valuable experience base.
- ✚ **CREW EXAMPLE**, An AD Fire Crew under the 2004 or 2005 Pay Rates would receive around \$47,000 total crew pay for two weeks compared to \$70,000 for a comparable government crew with overtime and hazard pay. This does not even factor in the additional cost-to-government of federal employees (approximately +30% cost for their benefits and paid contributions).
- ✚ **SINGLE RESOURCE EXAMPLE**, the Pay Rate for an AD Expanded Dispatch Coordinator is \$26.00 in 2004. The comparable government employee in the same position as a GS-12 would receive \$29.44 per hour and \$44.16 overtime, a difference of \$2300 in a 2-week period, and *once again a large discrepancy for doing the same work.*
- ✚ ADFFA has three proposals to level the playing field for AD pay:
  - ✚ (1) Establish 2005 AD Rates Without The Arbitrary \$35 Cap (temporary solution until #3 can be implemented);
  - ✚ (2) Request Extension of OPM’s Waiver of Dual Compensation Reduction for Rehired Annuitants in an “easy-to-use” system (again, a temporary solution until #3 can be implemented); and,
  - ✚ (3) Utilize Contractors and/or Personal Services Contracts To Access Individuals Who Were Part Of The AD Workforce (this is the long-term, viable solution).