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SUBJECT: Hazardous Duty Pay Differential		
Kathleen Clarke, Executive Director		

I. Background

State law declares any fire burning uncontrolled on forest, range and watershed lands within the state a public nuisance. The State Forester is charged with making certain that appropriate action is taken to control wildland fires on non-federal forest, range and watershed lands within the state. The State Forester may enter into agreements with Federal agencies and the counties for these purposes. Duty involving the suppression of wildland fires poses a hazard to the lives, health and well being of wildland firefighters. Hazardous duty may involve exposure to flames, smoke, aircraft accidents, and work in rough remote terrain where the potential for serious injury or death may result. These hazards can=t be totally mitigated

II. Definitions

- A. **Fire line.** For purposes of pay administration for hazardous duty, a fire line is defined as the area within or adjacent to the perimeter of an uncontrolled wildfire of any size in which action is being taken to control the fire. Such action includes operations, which directly support control of the fire (e.g., activities to extinguish the fire, ground scouting, spot fire patrolling, search and rescue operations, intelligence gathering, and backfiring).
- B. **Control of Fire.** The Incident Commander or Agency Administrator will determine when the fire is controlled. Fire may be controlled even if confinement strategy is applied.
- C. **Flying.** Participating in limited control flights, such as those undertaken under unusual and adverse conditions (e.g., extreme weather, maximum load, limited visibility, extreme turbulence, or low level flights involving fixed or tactical patterns), which threaten or severely limit control of the aircraft.

III. Purpose of Hazardous Duty Pay Differential

To compensate employees of the state of Utah for duty involving exposure to hazards associated with the suppression of wildland fires while in the service of the state or its cooperators.

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IV. Purpose of Policy

To establish guidelines for the payment of hazardous duty pay differential to employees of the State of Utah involved in wildland fire suppression while in the service of the state or its cooperators.

V. Policy Statement

It shall be the policy of the Utah Department of Natural Resources to pay full time, seasonal and part time schedule B, AL, and AJ employees a hazardous duty pay differential of 25 percent of the employees base rate when performing duties specified below:

- A. **Firefighting.** Participating as a member of a firefighting crew or incident overhead in fighting uncontrolled forest, range and watershed fires on the fire line. Persons assigned to firefighting duties, after the official control time, are not entitled to hazardous duty pay differential.
- B. **Flying.** Individuals, except pilots, who are participating in limited control or low-level flights in support of fire suppression operations.

VII. Policy Implementation

- A. **Eligible Employees.** Any member of the incident fire suppression organization is eligible for hazard pay while carrying out assigned duties, if hazard pay criteria, as described above, is met. This does not include personnel engaged in logistical support, service, and non-suppression activities (e.g., media tours to the Fire line, delivery of supplies to the Fire line). Eligible persons must also be qualified under National Wildfire Coordinating Group standards for their particular function or position on a fire assignment.
- B. **Hazardous Duty Criteria.** Travel time to an incident assignment and return travel to the employees home duty station is not eligible for hazardous duty pay differential.

Employees must be performing duties within or adjacent to the perimeter of an uncontrolled wildfire of any size in which action is being taken to control the fire. Such action includes

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operations, which directly support control of the fire (e.g., activities to extinguish the fire, ground scouting, spot fire patrolling, search and rescue operations, intelligence gathering, and backfiring).

The incident must be in an uncontrolled status for hazardous duty pay differential to apply. Once the Incident Commander or Agency Administrator declares the fire Acontrolled@, the hazardous duty pay differential will no longer be authorized. A fire may be declared controlled even if a confinement strategy is applied.

- C. **Supervision.** Incident supervisors must manage for the appropriate application of this authority by signature on firefighter time sheets.
- D. **Computation.** An individual who performs duties for which hazardous duty pay differential is authorized shall be paid the hazard differential for those hours hazardous duty is actually performed.

Hazard pay shall be computed on the basis of an individual=s basic compensation and shall be paid in addition to any other compensation which the individual earns under other authority.

- E. **Prescribed Fire.** Prescribed fire does not meet fire line hazard definition for hazard pay unless the prescribed fire burns out of prescription and is declared a wildfire by the Incident Commander/Burn Boss.