

**PAY DIFFERENTIAL 63
INCIDENT COMMAND ASSIGNMENT (ICA) DIFFERENTIAL PAY – BARGAINING
UNIT 01 AND EXCLUDED EMPLOYEES**

Established: 07/01/99

Revised: 07/01/18, 01/01/23, 10/01/23

CLASS TITLE	DEPARTMENT
Bargaining Unit 1* employees who are in Fair Labor Standards Act (FLSA) Exempt (WWG E) classifications and Excluded employees** who are in classes exempt from FLSA and meet the criteria below.	Department of Forestry and Fire Protection

RATE	EARNINGS ID
<p>ICA established a daily rate of compensation for all days meeting the eligibility criteria. The daily rate shall be calculated as defined below.</p> <p>Payment Rate 5/8/40 Schedule:</p> <p>Range A Rate:</p> <ul style="list-style-type: none"> • Scheduled Workday (*Base Salary/173.33) x 1.5) x 16 • Off Duty Day (*Base Salary/173.33) x 1.5) x 24 <p>Range B Rate:</p> <ul style="list-style-type: none"> • Scheduled Workday (*Base Salary/173.33) x 1.5) x 8 • Off Duty Day (*Base Salary/173.33) x 1.5) x 16 <p>Payment Rate 4/10/40 Schedule:</p> <p>Range A Rate:</p> <ul style="list-style-type: none"> • Scheduled Workday (*Base Salary/173.33) x 1.5) x 14 • Off Duty Day (*Base Salary/173.33) x 1.5) x 24 <p>Range B Rate:</p> <ul style="list-style-type: none"> • Scheduled Workday (*Base Salary/173.33) x 1.5) x 6 • Off Duty Day (*Base Salary/173.33) x 1.5) x 16 <p>Payment Rate 9/8/80 Schedule:</p> <p>Range A Rate:</p> <ul style="list-style-type: none"> • 9 hour Scheduled Workday (*Base Salary/173.33) x 1.5) x 15 • 8 hour Scheduled Workday (*Base Salary/173.33) x 1.5) x 16 • Off Duty Day (*Base Salary/173.33) x 1.5) x 24 <p>Range B Rate:</p> <ul style="list-style-type: none"> • 9 hour Scheduled Workday (*Base Salary/173.33) x 1.5) x 7 • 8 hour Scheduled Workday (*Base Salary/173.33) x 1.5) x 8 • Off Duty Day (*Base Salary/173.33) x 1.5) x 16 <ul style="list-style-type: none"> • The Longevity and the Assistant Chief Differential Pay will be included, where applicable, in the base pay when computing the ICA for eligible employees. <p>**Except CEAs and Exempts, unless they are performing work in response to an emergency declared by the Governor.</p>	GM

*Bargaining Unit 1 is subject to the pay differential effective 10/01/23.	
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CRITERIA

To be eligible for the ICA differential (Range A and Range B), employees must work more than the employee's regularly scheduled shift and must meet all the following criteria. Eligibility ceases when an incident is declared contained or when the need to support incident activity is no longer necessary.

- Range A ICA:
 - Perform work, while directly assigned to managing significant, complex or multiple emergency situations, in an assignment with complexity equivalent to command and general staff positions on an Incident Management Team or other single resource assignments such as: the Agency Administrator/Line Officer; Agency Representative; Air Operations Branch Director; California Fire Behavior Technical Specialist; Cost Apportionment Technical Specialist; Damage Assessment Technical Specialist; Equipment Demobilization Technical Specialist; Fire Crew Technical Specialist; Incident Command System Advisor; Incident Technical Specialist; MAFFS Liaison Officer; Operations Branch Director; Suppression Repair Technical Specialist; Service Branch Director; Support Branch Director; Training Specialist; Vehicle Service and Repair Technical Specialist; ICS trainees performing work that is required to qualify for a command and general staff position; and other Technical Specialists with responsibilities of complexity equivalent to the command and general staff positions.
- Range B ICA:
 - Perform work in an assignment with complexity equivalent to command and general staff positions in support of significant, complex or multiple emergency situations in a unit or region such as: Emergency Operations Center Coordinator; MAC Group Coordinator; Agency Aviation Military Coordinator; Military Air Operations Coordinator; Serious Accident Review Team; Region Duty Chief (excluding routine Duty Chief coverage); Unit Duty Chief (excluding routine Duty Chief coverage); ICS trainees performing work that is required to qualify for a command and general staff position; law enforcement operations, Watershed Emergency Response Team (WERT) and other Technical Specialists with responsibilities of complexity equivalent to the command and general staff positions but are not directly assigned to an incident. These positions are usually associated with, but not limited to, special staffing patterns or cover behind assignments.
- The first qualifying day is the day in which 12 or more hard time hours must be worked. Any hours worked by the employee during their regular work assignment will be combined with hours worked at or in support of an incident to meet the required time.
- The last day on incident will not qualify if 12 or more hard time hours are not worked while assigned to incident. Any hours worked by the employee during their regular work assignment will not be combined with hours worked at or in support of an incident to meet the required time.
- Time spent traveling to and from the incident is considered time worked.
- Excluding the first and last day, the commitment time to an assignment meeting Range A or Range B criteria must be 24 consecutive hours each day.
- Employees receiving this differential are not eligible to receive the FLSA Exempt Employee Differential for Extremely Arduous Work and Emergencies (EDIF) or any other similar pay differential that proves extra compensation by way of leave or cash.
- Region Chief, Deputy Director, or department designee may approve ICA pay at the appropriate range for non-wildland emergency situations.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.