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| **Montana Local Government Fire Forces (LGFF)-Hiring Options Chart-Updated 1/2025** |
| **Hiring Method** | **Option-1 Un-Operated** | **Option-2 Fully Operated** | **Option-3 Cooperative Agreement** | **Single Resource or Unaffiliated EFF** |
| **Personnel** | LGFF personnel are hired as DNRC Emergency Firefighters (EFFs).EFF pay rates can be found on the DNRC web site at <https://dnrc.mt.gov/Forestry/Wildfire/forms-information>, then select Emergency Firefighter Forms and Information. | Personnel remain employees of the LGFF entity.LGFF equipment is hired staffed with personnel (operators) included in the rate.Fully operated equipment rates are found in the MIBOG. | A Cooperative Agreement is executed between DNRC and the LGFF. Personnel remain employees of the LGFF and are paid at their salaried or collective bargaining agreement rate. A Cooperative Fire Support Agreement Billing Rate Form is required prior to mobilization. This can be found at: <https://dnrc.mt.gov/Forestry/Wildfire/local-government-fire-forces>  | LGFF personnel are hired as DNRC Emergency Firefighters (EFFs).EFF pay rates can be found on the DNRC web site at <https://dnrc.mt.gov/Forestry/Wildfire/forms-information>, then select Emergency Firefighter Forms and Information. |
| **Equipment** | LGFF equipment is hired on a DNRC Unoperated IRA. Unoperated equipment rates are found in the Montana Incident Business Operating Guidelines for Firefighting Resources (MIBOG). | LGFF equipment is hired on a DNRC Option 3 IRA (Unoperated).Unoperated equipment rates are found in the MIBOG. | An LGFF-owned vehicle used by a Single Resource must be hired on a DNRC IRA (Unoperated) using vehicle rates found in the MIBOG. Privately-owned vehicles used strictly for transportation to/from the incident must be approved in advance. The owner assumes all liability. Privately-owned vehicles are prohibited from being used on the incident in support of the Single Resource. Use of Rental vehicles should be discussed with the DNRC Hiring Office. |
| **Party Responsible for payroll costs, taxes, and workers’ compensation** | EFFs are MT State/DNRC temporary employees. DNRC is responsible for payroll costs, tax withholding and workers’ compensation. | Personnel remain employees of the LGFF entity. The LGFF entity is responsible for all payroll costs, tax withholding and workers’ compensation. | Per the Cooperative Agreement, personnel remain employees of the LGFF entity. The LGFF entity is responsible for payroll, taxwithholding and workers’ compensation costs. LGFF payroll expenses are then submitted to DNRC for reimbursement with the LGFF invoice. | EFFs are MT State/DNRC temporary employees. DNRC is responsible for payroll costs, tax withholding, and workers’ compensation. |
| **Travel, Per Diem** | EFFs are MT State/DNRC temporary employees. Travel is reimbursed according to State of Montana/DNRC travel policies and include Fire Meal Rates. | Travel and per diem costs associated with LGFF resources responding to/from an incident will be paid according to guidelines in Chapter 10 (white pages) of the SIIBM handbook and reimbursed according to the travel policies of the LGFF payroll entity. In the absence of an established LGFF Travel Policy, State of Montana/DNRC travel policies and Fire Meal Rates will be followed. | Travel and per diem costs associated with LGFF resources responding to/from an incident will be paid according to guidelines in Chapter 10 (white pages) of the SIIBM handbook and reimbursed according to the travel policies of the LGFF payroll entity. In the absence of an established LGFF Travel Policy, State of Montana/DNRC travel policies and Fire Meal Rates will be followed. | EFFs are MT State/DNRC temporary employees. Travel is reimbursed according to State of Montana/DNRC travel policies and Fire Meal Rates. |
| **Qualification Documentations** | Qualifications of ENGB, FFT1, FFT2, ENOP, and WTOP are to be documented on the Chiefs Certification form. Qualifications beyond those listed above, require a DNRC sponsored Incident Qualification Card. | Qualifications of ENGB, FFT1, FFT2, ENOP, and WTOP are to be documented on the Chiefs Certification form. Qualifications beyond those listed above require a DNRC sponsored Incident Qualification Card. | Qualifications of ENGB, FFT1, FFT2, ENOP, and WTOP are to be documented on the Chiefs Certification form. Qualifications beyond those listed above require a DNRC sponsored Incident Qualification Card. | Qualifications of ENGB, FFT1, FFT2, ENOP, and WTOP are to be documented on the Chiefs Certification form. Qualifications beyond those listed above require a DNRC sponsored Incident Qualification Card. |
| **Eligible for out of GACC****Assignments?** | No. Rental agreements for LGFF engines and water tenders hired Unoperated under this option, are not valid outside the Northern Rockies Geographic Area. | Yes. LGFF equipment hired on an Option 2, Fully Operated basis is eligible to accept assignments outside of the Northern Rockies Geographic Area with the approval of the local DNRC Hiring Office. Any out of region assignment with a piece of equipment that is over 26,000 lbs. GVW will require anInterstate Commercial Driver’s License (CDL)with all applicable endorsements. | Yes. LGFF equipment hired on an Option 3, Cooperative Agreement basis is eligible to accept assignments outside of the Northern Rockies Geographic Area with the approval of the local DNRC Hiring Office. Any out of region assignment with a piece of equipment that is over 26,000 lbs. GVW will require an Interstate Commercial Driver’s License (CDL) with all applicable endorsements. | Yes, with the approval of the local DNRC Hiring Office and a DNRC sponsored Incident Qualification Card. |