

2026 Pay Plan

Effective 12/12/2025

Total Compensation Philosophy

Loveland Fire Rescue Authority (LFRA) recognizes our employees are our most valuable asset and critical to our ongoing success.

We strive to attract, train, and retain highly skilled and competent individuals who demonstrate initiative, reinforce and support exceptional customer service, apply critical thinking and problem-solving skills, and take personal responsibility in continuing LFRA's vision, mission, and values.

Our compensation package consists of:

- competitive pay relative to our labor markets and based on our financial capabilities,
- comprehensive benefits including paid time off, insurance, and retirement programs, and
- training and professional development opportunities

SWORN Rank	Annual Base Wage	Hourly Base Wage		FLSA Status
		Shift 56-hour	Day 40-hour	
Firefighter step 1	\$76,659	\$26.3252	\$36.8553	Non-exempt
Firefighter step 2*	\$87,610	\$30.0859	\$42.1202	
Firefighter step 3*	\$98,561	\$33.8465	\$47.3851	
Firefighter step 4*	\$109,513	\$37.6075	\$52.6505	
Engineer step 1	\$116,697	\$40.0745	\$56.1043	Non-exempt
Engineer step 2*	\$121,559	\$41.7442	\$58.4418	
Lieutenant step 1	\$128,261	\$44.0457	\$61.6639	Non-exempt
Lieutenant step 2	\$133,605	\$45.8808	\$64.2332	
Captain step 1	\$140,877	\$48.3781	\$67.7293	Non-exempt
Captain step 2	\$146,747	\$50.3939	\$70.5514	
Battalion Chief step 1	\$168,211	\$57.7648	\$80.8707	Exempt
Battalion Chief step 2	\$175,220	\$60.1717	\$84.2404	
Assistant Chief step 1	\$193,443	n/a	\$93.0014	Exempt
Assistant Chief step 2	\$201,503	n/a	\$96.8764	
Fire Chief	set by LFRA Board			Exempt

*Employees in these positions who have met the qualifications and have been approved to act up a rank receive a 2% increase to their base wage.

Step Key	Meeting Position Expectations and Months of Service
1	0 to 12 mos.
2	12 mos. + 1 day to 24 mos.
3	24 mos. + 1 day to 36 mos.
4	36 mos. + 1 day or more

NON-SWORN	Hourly Base Wage			Annual Base Wage			FLSA Status
Position Title	Min	Mid	Max	Min	Mid	Max	
Business Support Specialist	\$19.7596	\$23.7159	\$27.6721	\$41,100	\$49,329	\$57,558	Non-exempt
Logistics Support Technician	\$21.3462	\$25.6131	\$29.8801	\$44,400	\$53,275	\$62,151	Non-exempt
Accounting Technician	\$23.0288	\$27.6622	\$32.2955	\$47,900	\$57,537	\$67,175	Non-exempt
Business Support Professional	\$23.0288	\$27.6622	\$32.2955	\$47,900	\$57,537	\$67,175	Non-exempt
Human Resources Assistant	\$23.0288	\$27.6622	\$32.2955	\$47,900	\$57,537	\$67,175	Non-exempt
Human Resources Coordinator	\$29.0385	\$34.8464	\$40.6543	\$60,400	\$72,480	\$84,561	Non-exempt
Community Ed. & Engage. Specialist	\$33.8942	\$40.6448	\$47.3954	\$70,500	\$84,541	\$98,582	Non-exempt
Fire Inspector	\$36.5865	\$43.8964	\$51.2063	\$76,100	\$91,305	\$106,509	Non-exempt
Plans Reviewer	\$39.5192	\$47.4081	\$55.2970	\$82,200	\$98,609	\$115,018	Non-exempt
Finance Manager	\$60.1923	\$75.2307	\$90.2692	\$125,200	\$156,480	\$187,760	Exempt
Human Resources Manager	\$60.1923	\$75.2307	\$90.2692	\$125,200	\$156,480	\$187,760	Exempt

TEMPORARY	Hourly Base Wage			Annual Base Wage			FLSA Status
Position Title	Min	Mid	Max	Min	Mid	Max	
Wildland Firefighter TEMP	\$17.8000	\$28.4361	\$39.0721	\$37,024	\$59,147	\$81,270	Non-exempt