

# 2022 Pay Plan

Effective 12/17/2021

## 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
- training and professional development opportunities

SWORN Rank	Annual Base Wage	Hourly Base Wage		FLSA Status
		Shift 56-hour	Day 40-hour	
Firefighter step 1	\$63,028	\$21.6442	\$30.3019	Non-exempt
Firefighter step 2*	\$72,032	\$24.7363	\$34.6308	
Firefighter step 3*	\$81,036	\$27.8283	\$38.9596	
Firefighter step 4*	\$90,040	\$30.9203	\$43.2885	
Engineer step 1	\$93,888	\$32.2418	\$45.1385	Non-exempt
Engineer step 2*	\$99,881	\$34.2998	\$48.0197	
Lieutenant step 1	\$106,102	\$36.4361	\$51.0106	Non-exempt
Lieutenant step 2	\$110,523	\$37.9543	\$53.1361	
Captain step 1	\$118,658	\$40.7479	\$57.0471	Non-exempt
Captain step 2	\$123,602	\$42.4457	\$59.4240	
Battalion Chief step 1	\$136,474	\$46.8661	\$65.6125	Exempt
Battalion Chief step 2	\$142,160	\$48.8187	\$68.3462	
Division Chief step 1	\$156,104	\$53.6071	\$75.0500	Exempt
Division Chief step 2	\$162,608	\$55.8407	\$78.1769	
Fire Chief	set by LFRA Board			Exempt

*\*Employees in these positions who have met the qualifications to act up a rank will 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

<b>NON-SWORN</b>	<b>Hourly Base Wage</b>			<b>Annual Base Wage</b>		
<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Administrative Technician	\$18.0288	\$21.6346	\$25.2404	\$37,500	\$45,000	\$52,500
Human Resources Analyst	\$20.8173	\$25.0000	\$29.1827	\$43,300	\$52,000	\$60,700
Administrative Analyst	\$25.4808	\$31.8269	\$38.1731	\$53,000	\$66,200	\$79,400
Fire Inspector	\$30.7692	\$38.4615	\$46.1538	\$64,000	\$80,000	\$96,000
Plans Reviewer	\$34.4231	\$42.9808	\$51.5385	\$71,600	\$89,400	\$107,200
Human Resources Manager	\$47.5481	\$59.4240	\$71.3000	\$98,900	\$123,602	\$148,304

<b>TEMPORARY</b>	<b>Hourly</b>			<b>Annual</b>			<b>FLSA Status</b>
<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	
Wildland Firefighter TEMP	\$12.5601	\$19.1923	\$25.8245	\$26,125	\$39,920	\$53,715	Non-exempt
Emergency Mgmt. Planner TEMP	\$17.8000	\$28.4361	\$39.0721	\$37,024	\$59,147	\$81,270	Non-exempt