

# 2023 Pay Plan

Effective 12/16/2022

## 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	\$67,125	\$23.0512	\$32.2716	Non-exempt
Firefighter step 2*	\$76,714	\$26.3441	\$36.8817	
Firefighter step 3*	\$86,303	\$29.6370	\$41.4918	
Firefighter step 4*	\$95,893	\$32.9303	\$46.1024	
Engineer step 1	\$102,183	\$35.0904	\$49.1266	Non-exempt
Engineer step 2*	\$106,441	\$36.5525	\$51.1736	
Lieutenant step 1	\$112,309	\$38.5678	\$53.9949	Non-exempt
Lieutenant step 2	\$116,989	\$40.1748	\$56.2447	
Captain step 1	\$123,356	\$42.3613	\$59.3058	Non-exempt
Captain step 2	\$128,496	\$44.1264	\$61.7769	
Battalion Chief step 1	\$146,112	\$50.1758	\$70.2462	Exempt
Battalion Chief step 2	\$152,200	\$52.2665	\$73.1731	
Assistant Chief step 1	\$164,782	\$56.5873	\$79.2222	Exempt
Assistant Chief step 2	\$171,648	\$58.9451	\$82.5231	
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 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>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>	
Business Support Specialist	\$18.0288	\$21.6346	\$25.2404	\$37,500	\$45,000	\$52,500	Non-exempt
Business Support Professional	\$20.0481	\$24.0385	\$28.0288	\$41,700	\$50,000	58,300	Non-exempt
Human Resources Assistant	\$20.0481	\$24.0385	\$28.0288	\$41,700	\$50,000	58,300	Non-exempt
Human Resources Coordinator	\$27.4519	\$34.2788	\$41.1058	\$57,100	\$71,300	\$85,500	Non-exempt
Administrative Analyst	\$27.4519	\$34.2788	\$41.1058	\$57,100	\$71,300	\$85,500	Non-exempt
Community Ed. & Engage. Specialist	\$31.9231	\$39.9038	\$47.8846	\$66,400	\$83,000	\$99,600	Non-exempt
Fire Inspector	\$31.9231	\$39.9038	\$47.8846	\$66,400	\$83,000	\$99,600	Non-exempt
Plans Reviewer	\$36.2019	\$45.2164	\$54.2308	\$75,300	\$94,050	\$112,800	Non-exempt
Human Resources Manager	\$57.2115	\$71.5385	\$85.8654	\$119,000	\$148,800	\$178,600	Exempt
Business & Finance Manager	\$57.2115	\$71.5385	\$85.8654	\$119,000	\$148,800	\$178,600	Exempt

<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	\$13.6500	\$20.4750	\$27.3000	\$28,392	\$42,588	\$56,784	Non-exempt
Emergency Mgmt. Planner TEMP	\$17.8000	\$28.4361	\$39.0721	\$37,024	\$59,147	\$81,270	Non-exempt