



# Pay Plan

Effective 11/01/2018

## 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

## Pay Ranges by Plan/Grade

SWORN	Hourly			Yearly			Grade	Vacation Plan*
	Min	Mid	Max	Min	Mid	Max		
Firefighter I	15.93	19.54	23.15	46,400	56,900	67,400	F01	Non-exempt
Firefighter II	17.86	22.32	26.79	52,000	65,000	78,000	F02	Non-exempt
Fire Engineer - 40 hour	31.97	39.95	47.93	66,500	83,100	99,700	F03	Non-exempt
Fire Engineer - 56 hour	22.84	28.54	34.24	66,500	83,100	99,700	F04	Non-exempt
Lieutenant - 40 hour	35.82	44.76	53.70	74,500	93,100	111,700	F05	Non-exempt
Lieutenant - 56 hour	25.58	31.97	38.36	74,500	93,100	111,700	F06	Non-exempt
Captain - 56 hour	27.89	34.86	41.82	81,200	101,500	121,800	F07	Exempt Shift
Emergency Manager/Captain	39.04	48.80	58.56	81,200	101,500	121,800	F08	Exempt B
Battalion Chief - 40 hour	45.63	57.02	68.41	94,900	118,600	142,300	F09	Exempt B
Deputy Fire Marshal/Battalion Chief	45.63	57.02	68.41	94,900	118,600	142,300	F09	Exempt B
Battalion Chief - 56 hour	32.59	40.73	48.87	94,900	118,600	142,300	F10	Exempt Shift
Division Chief	51.06	63.80	76.54	106,200	132,700	159,200	F11	Exempt A
Fire Chief	55.10	68.89	82.69	114,600	143,300	172,000	F12	Exempt A

\* Please refer to LFRA Administrative Regulation, Vacation Leave for details.

<b>NON-SWORN</b>	<b>Hourly</b>			<b>Yearly</b>				
<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Grade</b>	<b>Vacation Plan*</b>
Administrative Technician	15.72	18.85	21.97	32,700	39,200	45,700	F21	Non-exempt
Business Services Coordinator	20.82	25.00	29.18	43,300	52,000	60,700	F22	Non-exempt
Administrative Analyst	25.48	31.83	38.17	53,000	66,200	79,400	F23	Non-exempt
Emergency Mgmt Specialist	28.65	35.84	43.03	59,600	74,550	89,500	F24	Non-exempt
Fire Inspector	28.65	35.84	43.03	59,600	74,550	89,500	F24	Non-exempt
Plans Reviewer	31.63	39.52	47.40	65,800	82,200	98,600	F25	Non-exempt
Human Resources Manager	39.04	48.80	58.56	81,200	101,500	121,800	F26	Exempt B

*\* Please refer to LFRA Administrative Regulation, Vacation Leave for details*

<b>TEMPORARY</b>	<b>Hourly</b>			<b>Yearly</b>			
<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Grade</b>
Firefighter Apprentice TEMP	11.50	18.38	25.26	23,920	38,235	52,550	F52
Administrative Technician TEMP	11.50	18.38	25.00	23,920	38,235	52,550	F52
Emergency Mgmt Planner TEMP	17.80	28.44	39.07	37,024	59,147	81,270	F56
Special Projects LFRA TEMP	25.20	42.60	60.00	52,416	88,608	124,800	F60