

City of Laramie
Fire Department Pay Plan
Appendix A
July 1, 2020

This pay plan presents the hourly rates of pay for employees assigned to a 24-day, 182-hour cycle, or the 24-hour shift schedule in effect (27-day, 204-hour cycle or equivalent), or to a 7-day, 40-hour FLSA cycle and 40-hour schedule. The hourly rate in this pay plan is calculated using 2763 hours per year for employees assigned to a 24-hour shift schedule with a 24-day or equivalent FLSA cycle. The hourly rate is calculated using 2080 hours per year for employees assigned to a 7-day, 40-hour FLSA cycle. The annual rate of pay presented in this pay plan is a reference only; the actual annual rate of pay is based on hours worked.

Pay Grade	Title	Pay Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
F1	Firefighter	Hourly (24-Hour Shift Employee)	\$ 17.53	\$ 17.97	\$ 18.42	\$ 18.88	\$ 19.35	\$ 19.83	\$ 20.33	\$ 20.84	\$ 21.36	\$ 21.89	\$ 22.44	\$ 23.00	\$ 23.57	\$ 24.16
		Hourly (40-Hour Week Employee)	\$ 23.28	\$ 23.87	\$ 24.46	\$ 25.07	\$ 25.70	\$ 26.34	\$ 27.00	\$ 27.68	\$ 28.37	\$ 29.08	\$ 29.81	\$ 30.55	\$ 31.31	\$ 32.10
		Annual (Reference Only)	\$ 48,431	\$ 49,642	\$ 50,883	\$ 52,155	\$ 53,459	\$ 54,795	\$ 56,165	\$ 57,569	\$ 59,008	\$ 60,483	\$ 61,996	\$ 63,545	\$ 65,134	\$ 66,762
F2	Equipment Operator	Hourly (24-Hour Shift Employee)	-	-	-	-	\$ 21.36	\$ 21.89	\$ 22.44	\$ 23.00	\$ 23.57	\$ 24.16	\$ 24.77	\$ 25.39	\$ 26.02	\$ 26.67
		Hourly (40-Hour Week Employee)	-	-	-	-	\$ 28.37	\$ 29.08	\$ 29.81	\$ 30.55	\$ 31.31	\$ 32.10	\$ 32.90	\$ 33.72	\$ 34.57	\$ 35.43
		Annual (Reference Only)	-	-	-	-	\$ 59,008	\$ 60,483	\$ 61,996	\$ 63,545	\$ 65,134	\$ 66,762	\$ 68,432	\$ 70,143	\$ 71,896	\$ 73,694
F3	Company Officer	Hourly (24-Hour Shift Employee)	-	-	-	-	\$ 23.57	\$ 24.16	\$ 24.77	\$ 25.39	\$ 26.02	\$ 26.67	\$ 27.34	\$ 28.02	\$ 28.72	\$ 29.44
		Hourly (40-Hour Week Employee)	-	-	-	-	\$ 31.31	\$ 32.10	\$ 32.90	\$ 33.72	\$ 34.57	\$ 35.43	\$ 36.31	\$ 37.22	\$ 38.15	\$ 39.11
		Annual (Reference Only)	-	-	-	-	\$ 65,134	\$ 66,762	\$ 68,432	\$ 70,143	\$ 71,896	\$ 73,694	\$ 75,535	\$ 77,424	\$ 79,360	\$ 81,344
F4	Shift Commander	Hourly (24-Hour Shift Employee)	-	-	-	-	-	\$ 29.44	\$ 30.18	\$ 30.93	\$ 31.70	\$ 32.50	\$ 33.31	\$ 34.14	\$ 35.00	\$ 35.87
		Hourly (40-Hour Week Employee)	-	-	-	-	-	\$ 39.11	\$ 40.09	\$ 41.09	\$ 42.11	\$ 43.17	\$ 44.25	\$ 45.35	\$ 46.49	\$ 47.65
		Annual (Reference Only)	-	-	-	-	-	\$ 81,344	\$ 83,378	\$ 85,462	\$ 87,598	\$ 89,789	\$ 92,034	\$ 94,334	\$ 96,692	\$ 99,110

MANAGEMENT CLASSES - FIRE			Minimum	Midpoint	Maximum
F40	Division Chief ¹	Annual	\$81,344	\$ 89,789	\$ 99,110