

City of Laramie
Fire Department Pay Plan
Appendix A
July 1, 2021

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	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)	-	-	-	-	\$ 22.44	\$ 23.00	\$ 23.57	\$ 24.16	\$ 24.77	\$ 25.39	\$ 26.02	\$ 26.67	\$ 27.34	\$ 28.02
	Hourly (40-Hour Week Employee)	-	-	-	-	\$ 29.81	\$ 30.55	\$ 31.31	\$ 32.09	\$ 32.90	\$ 33.73	\$ 34.56	\$ 35.43	\$ 36.32	\$ 37.22
	Annual (Reference Only)	-	-	-	-	\$ 62,002	\$ 63,549	\$ 65,124	\$ 66,754	\$ 68,440	\$ 70,153	\$ 71,893	\$ 73,689	\$ 75,540	\$ 77,419
F3	Company Officer														
	Hourly (24-Hour Shift Employee)	-	-	-	-	\$ 25.39	\$ 26.02	\$ 26.67	\$ 27.34	\$ 27.92	\$ 28.72	\$ 29.44	\$ 30.18	\$ 30.93	\$ 31.70
	Hourly (40-Hour Week Employee)	-	-	-	-	\$ 33.73	\$ 34.56	\$ 35.43	\$ 36.32	\$ 37.09	\$ 38.15	\$ 39.11	\$ 40.09	\$ 41.09	\$ 42.11
	Annual (Reference Only)	-	-	-	-	\$ 70,153	\$ 71,893	\$ 73,689	\$ 75,540	\$ 77,149	\$ 79,353	\$ 81,343	\$ 83,387	\$ 85,460	\$ 87,587
F4	Shift Commander														
	Hourly (24-Hour Shift Employee)	-	-	-	-	-	\$ 30.18	\$ 30.93	\$ 31.70	\$ 32.49	\$ 33.30	\$ 34.13	\$ 34.98	\$ 35.85	\$ 36.74
	Hourly (40-Hour Week Employee)	-	-	-	-	-	\$ 40.09	\$ 41.09	\$ 42.11	\$ 43.16	\$ 44.23	\$ 45.34	\$ 46.47	\$ 47.62	\$ 48.80
	Annual (Reference Only)	-	-	-	-	\$ 83,387	\$ 85,460	\$ 87,587	\$ 89,770	\$ 92,008	\$ 94,301	\$ 96,650	\$ 99,054	\$ 101,513	

MANAGEMENT CLASSES - FIRE

	Minimum	Midpoint	Maximum
F40 Division Chief Annual	\$ 83,387	\$ 92,450	\$ 101,513