

CRESTED BUTTE FIRE PROTECTION DISTRICT BOARD  
OF DIRECTORS WORK SESSION

Station 2

751 Gothic Road, Mt. Crested Butte, CO 81225

Tuesday October 7, 2025

2:30 PM

2:30 CALL WORKSESSION TO ORDER

2:35 STAFFING PRESENTATION

3:00 2026 DRAFT BUDGET REVIEW

4:45 ADJOURNMENT

Online Meeting Information

<https://zoom.us/j/9703495333?pwd=ZUINRFBCL253UzlxSGNhQ0laS29TQT09>

One Tap Mobile +16699009128,,9703495333# US (San Jose)

+1 312 626 6799 US (Chicago) - Meeting ID: 970 349 5333

Password: 5333



## LINE STAFF HIRING AND STEP PROGRESSION

Chapter Title: Employee Manual  
Chapter Number: 4  
Policy Number: 427

**Purpose:** To describe the process and requirements and procedures for hiring line (field) staff positions.

**Scope:** Full-Time and Regular Part-Time Employees

**Policy:**

As a fire protection district with limited staffing, the District will seek to maximize the effectiveness of line staff positions by hiring both from within and outside of the organization. A unified approach to qualifications and pay progression will be utilized to accommodate both lateral hiring and step increases.

### 427.1 Line Staff Positions / Classifications

- Firefighter / Emergency Medical Technician (FF / EMT)
- Firefighter / Advanced Emergency Medical Technician (FF / AEMT)
- Engineer
- Paramedic / Exterior Firefighter
- Paramedic / Firefighter

### 427.2 Determining and Advertising Vacancies

The total number of line staff positions authorized by the District's annual budget will be considered the authorized staffing level. When a vacancy occurs, the District will determine what specific line staff position(s) will be advertised to fill the vacancy based on current needs. All line staff positions will be advertised at least internally for a period of no less than three (3) days.

### 427.3 Qualifications Matrix and Pay Scale

The District will establish minimum qualifications matrix for each line staff position as well as a corresponding seven-(7) step system for pay progression. New hires will be placed in the matrix based on qualifications at the time of hire. A corresponding pay scale will also be established and approved as part of the annual District budgeting process.

#### 427.4 Hiring Authority

The EMS & Fire Chief, or his or her designee, will be the Hiring Authority for line staff positions.

#### 427.5 Hiring Process

The District will utilize a hiring process that effectively and objectively evaluates candidates against the job description and the established qualifications for the position. The evaluation process may include written evaluations, virtual and in-person interviews, or participation with on-duty crews to determine qualifications, experience and compatibility with the organization.

Candidates determined to be qualified may be offered an available position. If multiple candidates are qualified the hiring authority will determine who is the most qualified for an available opening. Pay offered will be commensurate with qualifications and experience as described in the Qualifications Matrix.

#### 427.6 Offer of Employment

Offers of employment and any associated terms of employment will be made in writing and must be approved by the Chief Executive Officer.

Applicants will generally be expected to meet the Grade 1 requirements upon application unless one or more requirements are waived by the Hiring Authority on a case-by-case basis. Any waived requirements must be met prior to subsequent promotion to Grade 2.

Successful external applicants will be offered a position and pay grade reflective of their knowledge and experience as determined by the Hiring Authority.

Following an offer of employment candidates may be required to obtain a medical clearance for duty that may also include physical ability testing, verification of recommended immunizations, and testing for drug and/or alcohol use.

#### 427.7 Internal Hiring into a New Classification

Current employees in line staff positions are eligible to upgrade to other line staff positions / classifications if they meet the Grade 1 requirements for that position without additional examination or interview. Promotion to Grade 2 is subject to obtaining the necessary qualifications and completion of field training prior to step progression. Employees not successful in the field training process will be eligible for return to their previous position.

#### 427.8 Oath of Office

All line staff members will swear or affirm an oath of office as soon as possible upon hire in the presence of the District's Board of Directors.

#### 427.9 Onboarding and Field Training

Once an offer of employment is accepted and a start date is determined the new member will complete the onboarding checklist and be assigned one or more field training officers to assist with completion of orientation and field training. Field training must be completed prior to any step progression.

#### 427.10 Probationary Period

The District is an at-will employer and does not have specific probationary period. Once a member completes a minimum of six (6) months of satisfactory service, however, they are eligible to receive and wear a badge issued by the District.

#### 427.11 Pay Grades and Step Advancement

Grade 1 (Entry Level) will be considered the minimum qualifications to be considered for hiring into that position.

Grade 2 will establish the full qualifications for the positions which must be achieved within 3 years of hiring. Once all qualifications are achieved and field training is completed the employee is eligible for an immediate step progression to this grade. Failure to achieve required qualifications within 3 years of hire is grounds for demotion or termination.

Within 6 months following promotion to Grade 2 line employees will work with their supervisor to develop a personalized professional development plan to include additional skills development, certifications and/or coursework beneficial to the employee and the District. The development plan will be documented, approved by a chief officer, and will become the basis for promotion to Grade 7.

Grades 3-6 will be step increases based on time in grade. Employees are eligible for these step increases on the 1-year anniversary of their last progression provided the following conditions are met:

- All Grade 2 qualifications are maintained
- The employee receives a satisfactory annual performance review

If the conditions for progression are not met, reconsideration for step increase may occur at the next anniversary of the last progression and every year thereafter until all conditions are met.

Grade 7 will be an optional progression. Line staff members are eligible for progression to Grade 7 provided the following conditions are met:

- The employee has served at least 1 year in Grade 6
- The personal professional development plan has been completed
- All Grade 2 qualifications are maintained
- The employee receives a satisfactory annual performance review

#### 427.12 Additional Qualification Bonuses

The District may establish, delete or modify bonus payments for certifications or qualifications beyond established job requirements. Bonus amounts will be established as an annual amount, however the amount will be divided by the number of annual scheduled hours and added to the employee's base hourly rate. As a general rule, bonus items will include extra qualifications earned by the employee or the maintenance of previous qualifications not required for the current role.

#### 427.13 Longevity Payments

The District may authorize additional pay based on longevity of 10 or more years with the District as a paid employee.

#### 427.14 Part-Time Pay Grades and Step Progression

Qualifications, pay and step progression for part-time employees are similar to the above and outlined in the Reserve Program Manual.

#### 427.15 Equal Employment Opportunity

The CBFPD will provide equal employment opportunity (EEO) to all qualified individuals without regard to race, color, national origin, ancestry, sex (including pregnancy, childbirth, and related conditions), sexual orientation, gender identity or expression, religion, age (40 and over), disability, marital status, genetic information, military or veteran status, or any other characteristic protected under federal or Colorado law.

**Mill Levy Calculation Worksheet**

	<b>2026</b>		<b>2025</b>	
Assessed Valuation	\$679,742,450		\$661,290,800	
	<u>Tax Revenue</u>	<u>Mill Levy</u>	<u>Tax Revenue</u>	<u>Mill Levy</u>
Maximum General Fund Levy	\$3,588,360	5.279	\$3,490,954	5.279
<u>Allowed TABOR Base</u>	N/A	N/A	N/A	N/A
<u>Ballot Authorizations:</u>				
1998 Ballot Authorization	543,794	0.800	529,033	0.800
2002 Ballot Authorization	339,871	0.500	330,645	0.500
2017 Ballot Authorization	<u>2,379,099</u>	<u>3.500</u>	<u>2,314,518</u>	<u>3.500</u>
<b><u>Maximum General Fund</u></b>	<b>6,851,124</b>	<b>10.079</b>	<b>6,665,150</b>	<b>10.079</b>
<b><u>Temporary Tax Credit</u></b>	<b>(\$1,019,614)</b>	<b>(1.500)</b>	<b>(\$661,291)</b>	<b>(1.000)</b>
<b>Effective General Fund Levy</b>	<b>5,831,510</b>	<b>8.579</b>	<b>6,003,859</b>	<b>9.079</b>
<b>Bond Fund</b>	<b>1,681,700</b>	<b>2.474</b>	<b>1,678,700</b>	<b>2.539</b>
<b>Total Mill Levy</b>	<b>\$7,513,210</b>	<b>11.053</b>	<b>\$7,682,559</b>	<b>11.618</b>
<b>Abatements</b>	<b>12,719</b>	<b>0.019</b>	<b>4,983</b>	<b>0.008</b>
<b>TOTAL LEVY</b>	<b>\$ 7,525,930</b>	<b>11.072</b>	<b>\$ 7,687,542</b>	<b>11.625</b>

**CRESTED BUTTE FIRE PROTECTION DISTRICT**

Budget 2026

	ACTUAL <u>2024</u>	BUDGET <u>2025</u>	ESTIMATED <u>2025</u>	BUDGET <u>2026</u>
<b>Beginning Fund Balance</b>	\$ 3,215,480	\$ 4,934,627	\$ 4,934,627	\$ 6,565,683
<b>Revenue</b>				
General Property Tax	\$ 5,658,681	\$ 6,008,842	\$ 6,008,842	\$ 5,844,230
Specific Ownership Tax	\$ 275,926	\$ 130,000	\$ 190,068	\$ 130,000
Intergovernmental Revenue	\$ 42,343	\$ 25,000	\$ 36,000	\$ 25,000
EMS Service Fees	\$ 337,150	\$ 325,000	\$ 325,000	\$ 325,000
Plan Review / Inspection Fees	\$ 420,815	\$ 150,000	\$ 363,000	\$ 150,000
Training Fees	\$ 175	\$ -	\$ 9,860	\$ -
Special Event Fees	\$ 120,838	\$ -	\$ 78,926	\$ -
Rental Income	\$ 112,032	\$ 80,000	\$ 80,000	\$ 102,050
Impact Fees	\$ 20,963	\$ 25,000	\$ 113,329	\$ 25,000
Interest Income	\$ 240,225	\$ 50,000	\$ 152,234	\$ 50,000
Grants	\$ 133,657	\$ -	\$ -	\$ -
Contributions & Donations	\$ 33,300	\$ -	\$ -	\$ -
Sale of Assets	\$ 8,800	\$ 2,000	\$ 2,000	\$ 2,000
Debt Proceeds			\$ 1,500,000	
Vehicle Service Fees	\$ -	\$ -	\$ 7,897	\$ -
Miscellaneous	\$ -	\$ -	\$ -	\$ -
<b>Total Operating Revenue</b>	\$ 7,404,905	\$ 6,795,842	\$ 8,867,156	\$ 6,653,280
<b>Total Available Revenue</b>	\$ 10,620,385	\$ 11,730,469	\$ 13,801,783	\$ 13,218,963
<b>Expenditures</b>				
General Services	\$ 1,556,141	\$ 1,848,692	\$ 1,848,693	\$ 2,103,846
Operations	\$ 3,188,143	\$ 3,599,759	\$ 3,599,759	\$ 4,507,697
<b>Subtotal Operating Expenditures</b>	\$ 4,744,284	\$ 5,448,451	\$ 5,448,452	\$ 6,611,543
<b>Revenue Above Operating Expenditures</b>	\$ 2,660,621	\$ 1,347,391	\$ 3,418,704	\$ 41,737
Capital Purchases	\$ 879,848	\$ 1,215,000	\$ 1,740,000	\$ 1,909,190
<b>Total Capital Expenditures</b>	\$ 879,848	\$ 1,215,000	\$ 1,740,000	\$ 1,909,190
Multi-Year & Lease Purchase Principal	\$ 61,626	\$ 47,648	\$ 47,648	\$ 171,370
<b>Total Debt Principal</b>	\$ 61,626	\$ 47,648	\$ 47,648	\$ 171,370
<b>Total Annual Expenditures</b>	\$ 5,685,758	\$ 6,711,099	\$ 7,236,100	\$ 8,692,103
<b>Reserves</b>				
TABOR Reserve (3%)	\$ 142,119	\$ 201,333	\$ 201,333	\$ 260,763
Operating Reserve (35%)	\$ 1,421,189	\$ 2,214,663	\$ 2,214,663	\$ 3,042,236
Impact Fee Reserve	\$ 447,873	\$ 468,836	\$ 191,783	\$ 305,112
Additional Capital Reserve	\$ 200,000	\$ 1,500,000	\$ -	\$ 500,000
Down Payment Assistance Fund	\$ 120,000	\$ 200,000	\$ 150,000	\$ 200,000
Major Incident Contingency	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Unrestricted Reserve	\$ 2,503,446	\$ 334,538	\$ 3,707,904	\$ 118,749
<b>Ending Fund Balance</b>	\$ 4,934,627	\$ 5,019,370	\$ 6,565,683	\$ 4,526,860

**General Obligation Bond Fund**

General Obligation Bonds

Date Executed 1/15/22  
Maturity Date 1/15/47

Amount Financed	\$	25,315,000
Bond Premium	\$	4,000,000
Total Funds Available	\$	<u>29,315,000</u>

Principal Balance as of Jan 1 \$ 22,600,000

Principal - Current year \$ 705,000

Interest - Current Year \$ 976,700

Total Current Year \$ 1,681,700

Principal Balance as of Dec 31 \$ 21,895,000

## **Capital Project Bond Expenditures**

### Budget 2026

#### **Proceeds**

PFM Managed Assets Acct	\$	1,200,000	
Capital Projects Checking	\$	10,000	
Transfer from General Fund	\$	600,000	
Interest	\$	-	
Bond Arbitrage Reserve	\$	1,260,000	
Spann Purchase Reserve	\$	1,743,227	
<b>Total Proceeds Available</b>	<b>\$</b>	<b>3,070,000</b>	Excludes Spann Purchase Reserves

Land Acquisition	\$	363,831	
Member Housing	\$	1,500,000	
Bond Arbitrage Payment	\$	1,450,000	
<b>Total Capital Expenditures</b>	<b>\$</b>	<b>3,313,831</b>	

#### **Item Detail**

##### **Land Acquisition**

Spann Parcels 2025 Payments	\$	363,831
Subtotal Buildings & Land	\$	363,831

##### **Soft Costs**

Bond Arbitrage Rebate	\$	1,450,000
Subtotal Soft Costs	\$	1,450,000

##### **Hard Construction Costs**

Sitework / Fire HQ / SAR	\$	-
Housing & Other Construction	\$	1,500,000
Subtotal Hard Construction Costs	\$	1,500,000

**Remaining Balance**                    \$            **120,000**

**Remaining Balance Land Reserve**   \$            **1,379,396**

**Schedule A - General Services / Administration Expenditures**

	<u>Budget 2025</u>	<u>Budget 2026</u>	<u>Comments</u>
Salaries - Administration	\$ 223,856	\$ 281,519	
Salaries - Fire Prevention	\$ 342,860	\$ 401,316	
Salary - Temporary Employees	\$ 5,000	\$ 5,000	
Payroll Processing Fees	\$ 6,000	\$ 6,000	
Housing Stipend	\$ 29,900	\$ 29,900	
Medicare Tax	\$ 8,290	\$ 9,974	
Social Security Tax	\$ 6,186	\$ 3,863	Temporary & PT Employees
Colorado FAMLII Premium	\$ 2,573	\$ 3,095	
Retirement Contributions - Employer	\$ 55,026	\$ 73,213	
Health Insurance & Related Benefits	\$ 107,283	\$ 112,510	
EAP Program Fees	\$ 3,500	\$ 3,500	
Workers Compensation	\$ 55,000	\$ 55,000	
Ski Pass Benefit - Employee	\$ 6,000	\$ 6,000	
Health Reimbursement	\$ 153,581	\$ 174,695	30% of Health Ins Premiums
Advertising	\$ 5,000	\$ 5,000	
Accounting & Audit Services	\$ 22,500	\$ 22,500	
Ambulance Billing Fees	\$ 19,500	\$ 19,500	6% of Collected EMS Billing
Bank Charges	\$ 5,000	\$ 10,000	Increased Credit Card Payments
Board Expenses	\$ 16,000	\$ 3,000	Off Year for Startegic Planning
Board Stipends	\$ 7,000	\$ 7,000	Meeting Stipends
Debt Service	\$ 12,876	\$ 80,433	Triplex & Quint
Down Payment Assistance Fund	\$ 1,500	\$ 1,500	Service Fee
Dues and Subscriptions	\$ 8,000	\$ 9,000	
Education & Training - Admin	\$ 15,000	\$ 20,000	Staff Development
Elections	\$ 25,000	\$ -	Not Election Year
Fire Prevention & Life Safety	\$ 15,000	\$ 15,000	Major Project Plan Reviews
Insurance - General	\$ 45,000	\$ 55,000	
IT Services	\$ 60,000	\$ 70,000	New Station Services
Legal and Professional	\$ 50,000	\$ 65,000	Add Outsourced HR Services
Banquets & Meals	\$ 26,000	\$ 26,000	
Office Supplies & Equipment	\$ 30,000	\$ 20,000	
Postage & Shipping	\$ 3,000	\$ 3,000	
Rent	\$ 75,596	\$ 69,600	See Schedule F - Rent
Repairs - Building	\$ 40,000	\$ 45,000	
Repairs - Rental Units	\$ 5,000	\$ 15,000	
Snow Removal	\$ 12,000	\$ 12,000	
Telecommunications	\$ 10,000	\$ 15,000	Landlines - VOIP System
Travel	\$ 22,500	\$ 22,500	
Treasurer's Fees	\$ 184,165	\$ 179,227	3% of tax collections
Utilities - Rental Units	\$ 6,000	\$ 6,000	
Utilities	\$ 45,000	\$ 65,000	New Facility Increase
Volunteer Pension Contribution	\$ 75,000	\$ 75,000	
Miscellaneous	\$ 2,000	\$ 2,000	
<b>Total General Services &amp; Admin</b>	<b>\$ 1,848,692</b>	<b>\$ 2,103,846</b>	

**Schedule B - Operations Expenditures**

	<u>Budget 2025</u>	<u>Budget 2026</u>	<u>Comments</u>
Salary - EMS & Fire Chief	\$ 140,400	\$ 155,120	
Salary - Logistics Chief	\$ 97,520	\$ 121,317	
Salary - Captains	\$ 346,776	\$ 442,405	4 Positions
Salary - Lieutenants	\$ 168,000	\$ 103,460	1 Positions
Salary - Paramedic / Firefighters	\$ 550,040	\$ 673,440	7.5 Positions
Salary - Engineers	\$ 254,860	\$ 354,150	4 Positions
Salary - Firefighter / EMTs	\$ 229,620	\$ 315,420	4 Positions
Salary - Maintenance	\$ 76,500	\$ 84,460	1 Position
Salary - Part-Time	\$ 217,000	\$ 292,800	Increased Part-Time Rates
Salary - Unscheduled Overtime	\$ 94,515	\$ 109,603	
Training Pay	\$ 5,000	\$ 5,000	Instructor Expenses
Special Event Pay	\$ 1,500	\$ 1,500	
Volunteer Stipends	\$ 36,000	\$ 30,000	Decreased volunteers
Housing Stipend	\$ 76,700	\$ 84,500	
Medicare Tax	\$ 31,570	\$ 38,486	
Social Security Tax	\$ 15,934	\$ 20,634	
Retirement Contributions - Employer	\$ 242,323	\$ 308,164	
Colorado FAMLPI Premium	\$ 9,798	\$ 11,944	
Health Insurance & Related Benefits	\$ 408,703	\$ 535,295	
Ski Pass Benefit - Employee	\$ 32,000	\$ 32,000	32 Total
Ski Pass Benefit - Volunteers	\$ 15,000	\$ 15,000	15 Total
Dispatch Fees	\$ 65,000	\$ 80,000	Increase Dispatch Expenses
Education & Training	\$ 45,000	\$ 45,000	
EMS Supplies	\$ 40,000	\$ 40,000	
Firefighting Supplies	\$ 50,000	\$ 250,000	Quint Outfitting
Fuel	\$ 45,000	\$ 45,000	
Hazardous Waste Disposal	\$ 2,000	\$ 2,000	
Meals - Training	\$ 10,000	\$ 10,000	Reduced Evening Training
Medical Direction	\$ 10,000	\$ 10,000	
Protective Equipment	\$ 40,000	\$ 40,000	
Radio & Mobile Computer Equipment	\$ 25,000	\$ 35,000	Portable Radios
Repairs - Equipment	\$ 20,000	\$ 20,000	
Repairs - Vehicles	\$ 40,000	\$ 40,000	
Responder Incentives	\$ 10,000	\$ 10,000	
Station Supplies	\$ 9,000	\$ 9,000	
Service Contracts	\$ 18,000	\$ 30,000	Additional Items Added
Telephone - Mobile	\$ 14,000	\$ 20,000	
Tools & Hardware	\$ 2,000	\$ 2,000	
Training Equipment & Supplies	\$ 8,000	\$ 8,000	
Travel	\$ 25,000	\$ 25,000	
Uniforms	\$ 30,000	\$ 30,000	
Vaccines - Physicals - Wellness	\$ 40,000	\$ 20,000	CSU Core Program Year
Miscellaneous	\$ 2,000	\$ 2,000	
	<b>\$ 3,599,759</b>	<b>\$ 4,507,697</b>	

### Schedule C - Capital Expenditures

#### Budget 2025

Buildings & Land	\$	600,000
Vehicles	\$	-
Capital Medical Equipment	\$	-
Capital Fire Equipment	\$	1,269,190
Capital Equipment (Other)	\$	40,000
<b>Total Capital Expenditures</b>	<b>\$</b>	<b>1,909,190</b>

#### Item Detail

Capital Purchases have a value of >\$5,000

#### **Buildings & Land**

Transfer to Capital Project Fund	\$	600,000
Housing purchase	\$	-
Subtotal Buildings & Land	\$	600,000

#### **Vehicles**

N/A	\$	-
N/A	\$	-
Subtotal Vehicles	\$	-

#### **Capital Medical Equipment**

Lucas Device	\$	-
Subtotal Medical Equipment	\$	-

#### **Capital Fire Equipment**

Quint - Final Payment	\$	855,190
Infrared Drone	\$	14,000
SCBA	\$	400,000
Subtotal Fire Equipment	\$	1,269,190

#### **Capital Equipment - Other**

Hamilton Ventilator	\$	40,000
Subtotal Equipment - Other	\$	40,000

**Schedule D - Reserve**

	<u>Budget 2025</u>	<u>Comments</u>
Annual Expenditures	\$ 8,692,103	
TABOR Reserve (3%)	\$ 260,763	
Operating Reserve (35%)	\$ 3,042,236	
Impact Fee Reserve*	\$ 305,112	
Additional Capital Reserve	\$ 500,000	
Down Payment Assistance Fund	\$ 200,000	
Major Incident Contingency	\$ 100,000	
Restricted Reserve (Land Purchase)	\$ -	
Unrestricted Reserve	\$ 118,749	
	\$ -	
<b>Total Reserve</b>	<b>\$ 4,526,860</b>	

### **Schedule E - Lease Purchase**

#### Triplex Lease Purchase

Date Executed	10/22/20
Maturity Date	3/20/34
Interest Rate	2.30%

Amount Financed	\$ 730,000.00
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Principal Balance as of Jan 1	\$ 491,033.00
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Principal - Current year	\$ 51,030.97
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Interest - Current Year	\$ 10,595.01
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Total Current Year	\$ 61,625.98
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Principal Balance as of Dec 31	\$ 440,002.03
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#### Quint Lease Purchase

Date Executed	9/15/25
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Maturity Date	8/31/35
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Interest Rate	4.75%
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Amount Financed	\$ 1,500,000.00
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Principal Balance as of Jan 1	\$ 1,500,000.00
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Principal - Current year	\$ 120,338.69
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Interest - Current Year	\$ 69,838.00
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Total Current Year	\$ 190,176.69
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Principal Balance as of Dec 31	\$ 1,379,661.31
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**Schedule F - Rent Income and Expenditures**

<u>Rental Income</u>		<u>Monthly</u>	<u>Annual (Assumes 10 Months)</u>
819 Teocalli (Triplex 2 Bedroom)	\$	1,450	\$ 14,500
821 Teocalli (Triplex 1 Bedroom)	\$	1,150	\$ 11,500
823 Teocalli (Triplex 3 Bedroom)	\$	1,900	\$ 19,000
10 Ninth St (2 Bedroom)	\$	1,450	\$ 14,500
737 Zeligman St.	\$	2,100	\$ 16,800
410 Cascadilla Unit A (3 Bedroom)	\$	2,575	\$ 25,750
<b>Total Rental Income</b>	<b>\$</b>	<b>10,625</b>	<b>\$ 102,050</b>

<u>Rent Expense</u>		<u>Monthly</u>	<u>Annual</u>
410 Cascadilla Unit A	\$	3,000	\$ 36,000
737 Zeligman	\$	4,200	\$ 33,600
<b>Total Rent Expense</b>	<b>\$</b>	<b>7,200</b>	<b>\$ 69,600</b>

**Salary Schedule**

**2026**

Full-Time	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
Firefighter / EMT	\$ 67,050	\$ 74,500	\$ 76,735	\$ 78,970	\$ 81,205	\$ 83,440	\$ 85,675
AEMT / Firefighter	\$ 70,650	\$ 78,500	\$ 80,855	\$ 83,210	\$ 85,565	\$ 87,920	\$ 90,275
Engineer	\$ 72,450	\$ 80,500	\$ 82,915	\$ 85,330	\$ 87,745	\$ 90,160	\$ 92,575
Paramedic / Exterior FF	\$ 73,800	\$ 82,000	\$ 84,460	\$ 86,920	\$ 89,380	\$ 91,840	\$ 94,300
Paramedic / Firefighter	\$ 79,200	\$ 88,000	\$ 90,640	\$ 93,280	\$ 95,920	\$ 98,560	\$ 101,200
			\$ -	\$ -	\$ -	\$ -	\$ -
Lieutenant	\$ 84,600	\$ 94,000	\$ 96,820	\$ 99,640	\$ 102,460	\$ 105,280	\$ 108,100
Captain	\$ 91,350	\$ 101,500	\$ 104,545	\$ 107,590	\$ 110,635	\$ 113,680	\$ 116,725
Assistant Chief	\$ 100,170	\$ 111,300	\$ 114,639	\$ 117,978	\$ 121,317	\$ 124,656	\$ 127,995
EMS & Fire Chief	\$ 124,650	\$ 138,500	\$ 142,655	\$ 146,810	\$ 150,965	\$ 155,120	\$ 159,275
			\$ -	\$ -	\$ -	\$ -	\$ -
Fire Inspector	\$ 69,750	\$ 77,500	\$ 79,825	\$ 82,150	\$ 84,475	\$ 86,800	\$ 89,125
Deputy Fire Marshal	\$ 91,350	\$ 101,500	\$ 104,545	\$ 107,590	\$ 110,635	\$ 113,680	\$ 116,725
Fire Marshal	\$ 100,170	\$ 111,300	\$ 114,639	\$ 117,978	\$ 121,317	\$ 124,656	\$ 127,995
			\$ -	\$ -	\$ -	\$ -	\$ -
Fleet & Facilities Manager	\$ 73,800	\$ 82,000	\$ 84,460	\$ 86,920	\$ 89,380	\$ 91,840	\$ 94,300
Executive Assistant	\$ 73,800	\$ 82,000	\$ 84,460	\$ 86,920	\$ 89,380	\$ 91,840	\$ 94,300
Chief Executive Officer	\$ 134,100	\$ 149,000	\$ 153,470	\$ 157,940	\$ 162,410	\$ 166,880	\$ 171,350
			\$ -	\$ -	\$ -	\$ -	\$ -
Part-Time	Grade 1	Grade 2	Grade 3				
Probationary	\$ 25.00						
EMT	\$ 28.00	\$ 30.00	\$ 32.00				
Firefighter	\$ 28.00	\$ 30.00	\$ 32.00				
Wildland Firefighter (Temp)	\$ 28.00	\$ 30.00	\$ 32.00				
AEMT	\$ 30.00	\$ 32.00	\$ 34.00				
Firefighter / EMT	\$ 32.00	\$ 34.00	\$ 36.00				
Engineer	\$ 35.00	\$ 37.00	\$ 39.00				
Paramedic (Single Role)	\$ 37.00	\$ 39.00	\$ 41.00				
Paramedic Firefighter	\$ 41.00	\$ 43.00	\$ 45.00				
Lieutenant	\$ 44.00	\$ 46.00	\$ 48.00				

Salary Comparables 25			Current Rate	% Change
Median	% of Statwide	Title		
\$ 70,676	108.6%	Firefighter / EMT	\$ 70,500	8.13%
		Firefighter / EMT-I	\$ 76,500	5.39%
\$ 108,476	76.4%	Fire Equipment Engineer	\$ 76,500	7.74%
\$ 81,528	103.6%	Paramedic	\$ 80,500	4.69%
\$ 83,485	108.6%	Firefighter / Paramedic	\$ 84,500	6.77%
			\$ 83,000	14.27%
\$ 97,767	99.0%	Fire Lieutenant	\$ 90,000	13.91%
\$ 122,300	88.0%	Fire Captain		
\$ 116,811	98.1%	Batallion Chief		
\$ 143,401	99.5%	Deputy Chief		
\$ 80,200	99.5%	Fire Inspector	\$ 76,500	4.17%
\$ 131,770	79.3%	Asst Fire Marshal	\$ 87,000	16.78%
\$ 113,854	100.7%	Fire Marshal	\$ 106,000	7.54%
			\$ -	
\$ 84,475	100.0%	Fleet Supervisor	\$ 76,500	9.42%
\$ 179,000	47.2%	Executive Assistant	\$ 76,500	9.42%
\$ 161,707	94.9%	Fire Chief	\$ 136,000	11.38%

Bonus Amounts

Critical Care Paramedic	\$ 2,000	9.20%
DFPC Aerial Operator	\$ 1,000	
Instructor (Engineer & Paramedic)	\$ 2,000	
Acting Officer	\$ 3,000	
NWCG ICT 4 or 5	\$ 2,000	
NWCG Engine Boss	\$ 3,000	
AEMT (Engineer, Lieutenants & Captain)	\$ 2,000	
Paramedic (Lieutenants & Captain)	\$ 4,000	
Firefighter II (Fire Prevention)	\$ 2,000	
EMT (Fire Prevention)	\$ 2,000	

## ***Employee Insurance Rates***

Deductible (Single)	\$	5,000.00
HRA Estimate (Single)	\$	4,500.00
Out of Pocket (Single)	\$	500.00

### Monthly Rates

	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
Employee Only	\$ 777.00	\$ 42.00	\$ 7.00
Employee + Spouse	\$ 1,711.00	\$ 85.00	\$ 13.00
Employee + Child	\$ 1,629.00	\$106.00	\$ 14.00
Employee + Children	\$ 1,629.00	\$106.00	\$ 14.00
Family	\$ 1,939.00	\$144.00	\$ 24.00

Appropriation

General Fund

Operating Expenditures	\$	8,692,103
Emergency TABOR Reserve	\$	260,763
Additional Reserves	\$	4,266,097

Capital Projects Fund

Capital Projects	\$	2,950,000
Multi-Year Land Purchase	\$	363,831

Bond Fund

Bond Principal and Interest	\$	1,681,700
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