



RESOLUTION # 2025-06
ESTABLISH THE 2025 WAGE SCHEDULE

DE BEQUE FIRE PROTECTION DISTRICT (DFPD)
GARFIELD AND MESA COUNTIES
De BEQUE, COLORADO

A RESOLUTION to establish the 2025 Wage Schedule.

WHEREAS, DFPD policy requires the establishment of employee wage schedules each year; and

WHEREAS, the Board of Directors for the DFPD of Garfield and Mesa Counties, De Beque, Colorado, have had time to consider employee wages, the economy, and the budget; and

WHEREAS, the 2025 budget consideration and approval included a 3% COLA increase for employees for 2024;

WHEREAS, the 2025 budget consideration and approval included a 3% Wage Gap increase for BLS providers;

NOW, THEREFORE, be it resolved that the Board of Directors of the De Beque Fire Protection District of Garfield and Mesa Counties, Colorado, that the 2025 employee wage schedule is established as decided in the budgetary hearing and approval process, and includes a 3% COLA increase and a 3% Wage Gape increase.

APPROVED AND ADOPTED this 12th day of November, 2024 by the De Beque Fire Protection District Board of Directors

DE BEQUE FIRE PROTECTION DISTRICT

By: _____
Annette Tanner, District Board President

ATTEST:

By: _____
Melanie Hansen, District Board Secretary





De Beque Fire Protection District

4580 I-70 Frontage Road
De Beque, Colorado 81630

Attachment Res 2025-06 - 2025 Wage Schedule

2025 Wage Schedule

Steps	EMT Reg	EMT Lt	EMT Cpt	Para Reg	Para Lt	Para Cpt	Fire Chief	Secretary 64	Secretary 80
Step 1	\$21.48	\$23.63	\$25.78	\$24.69	\$27.16	\$29.62	\$126,175	\$52,716	\$64,640
Step 2	\$21.91	\$24.10	\$26.29	\$25.18	\$27.70	\$30.22	\$128,698	\$53,770	\$65,932
Step 3	\$22.35	\$24.58	\$26.82	\$25.68	\$28.25	\$30.82	\$131,272	\$54,846	\$67,251
Step 4	\$22.79	\$25.07	\$27.35	\$26.20	\$28.82	\$31.44	\$133,897	\$55,942	\$68,596
Step 5	\$23.25	\$25.58	\$27.90	\$26.72	\$29.39	\$32.07	\$136,575	\$57,061	\$69,968
Step 6	\$23.72	\$26.09	\$28.46	\$27.26	\$29.98	\$32.71	\$139,307	\$58,203	\$71,367
Step 7	\$24.19	\$26.61	\$29.03	\$27.80	\$30.58	\$33.36	\$142,093	\$59,367	\$72,795
Step 8	\$24.67	\$27.14	\$29.61	\$28.36	\$31.19	\$34.03	\$144,935	\$60,554	\$74,251
Step 9	\$25.17	\$27.68	\$30.20	\$28.93	\$31.82	\$34.71	\$147,834	\$61,765	\$75,736
Step 10	\$25.67	\$28.24	\$30.80	\$29.50	\$32.45	\$35.40	\$150,790	\$63,000	\$77,250
Step 11	\$26.18	\$28.80	\$31.42	\$30.09	\$33.10	\$36.11	\$153,806	\$64,260	\$78,795
Step 12	\$26.71	\$29.38	\$32.05	\$30.70	\$33.77	\$36.83	\$156,882	\$65,545	\$80,371
Step 13	\$27.24	\$29.97	\$32.69	\$31.31	\$34.44	\$37.57	\$160,020	\$66,856	\$81,979
Step 14	\$27.79	\$30.57	\$33.34	\$31.94	\$35.13	\$38.32	\$163,220	\$68,194	\$83,618
Step 15	\$28.34	\$31.18	\$34.01	\$32.57	\$35.83	\$39.09	\$166,485	\$69,557	\$85,291
Max Wages	\$28.34	\$31.18	\$34.01	\$32.57	\$35.83	\$39.09	\$166,485	\$69,557	\$85,291

There is a 2% earnable merit step increase each year, effective January 1 of each year. Eligibility is based on performance and is not guaranteed.

2025 EMT Basic (BLS) wages include an additional 3% increase to begin to balance out the wage gap between EMT and Paramedic employees.

There is a maximum of two 3% step certification increases that can be earned each year. More than two step certification increases in any given year will be carried over to the following year. 3% step increases include the following certifications:

- 1) Critical Care Paramedic
- 2) Engine Crew Boss
- 3) Fire Fighter II
- 4) Fire Inspector
- 5) Fire Instructor I
- 6) Fire Instructor II
- 7) Fire Investigator
- 8) Fire Officer I
- 9) Fire Officer II
- 10) Hazmat Technician
- 11) Ice Rescue
- 12) Rope Rescue
- 13) Swift Water Rescue



De Beque Fire Protection District

**4580 I-70 Frontage Road
De Beque, Colorado 81630**

Attachment Res 2025-06 - 2025 Wage Schedule

Upon employment, new hire employees will be assessed at 1% per year of service, plus any earned 3% step certifications to determine their starting step.

COLA increases will adjust the base rate across the schedule and require Board of Director approval. COLA increases are not guaranteed.

Once an employee is maxed out on the schedule, any additional earned step certifications will be paid out at the end of the year in the form of a bonus, based on the 3% certification increase, and may also be based on when the maximum wage was attained during the year.

Lieutenants will receive a 10% increase on their base wage.

Captains will receive a 20% increase on their base wage.