

RESOLUTION #2026-12
A RESOLUTION TO ESTABLISH WILDLAND
WAGE POLICY

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

A RESOLUTION TO Establish and approve a Wildland Deployment Assignment wage policy.

WHEREAS, it has been determined there is a need to structure DFPD's Wildland Deployment program; and

WHEREAS, a Wildland Assignment Pay Policy has been evaluated by the District's attorney; and

WHEREAS, the DFPD BOD desires to adopt said policy.

NOW, THEREFORE, be it resolved that the Board of Directors of the De Beque Fire Protection District adopts the Wildland Assignment Pay Policy as presented to the Board of Directors.

APPROVED AND ADOPTED this 11th day of May 2026 by the De Beque Fire Protection District Board of Directors.

DE BEQUE FIRE PROTECTION DISTRICT

(Signatures on Original Document)

De Beque Fire Protection District Wildland Assignment Pay Policy

Purpose

To provide guidance and policy for the compensation of De Beque Fire Protection District (“DFPD”) employees while on wildland assignments or incidents that extend to an incident issuing resource orders. This policy applies only to DFPD employees (full-time, part-time, or seasonal) and not to DFPD volunteers.

Pay Policy

DFPD employees who are deployed on extended-attack incidents outside of the District or local area, and have obtained a valid recourse order with DFPD or other agencies, will be compensated as outlined in this policy. Only those individuals whose regular pay is processed through DFPD are subject to this policy. Firefighters from other agencies who work as part of a DFPD crew will have their pay processed through their regular agency/home unit using that agency’s original OF-288 Incident Time Report In accordance with FPPA regulations, pay received due to a wildland assignment is not viewed as FPPA pensionable earnings.

If at any point a DFPD employee would make less on a wildland assignment than their regularly scheduled pay, DFPD may reimburse the employee the difference in pay that they would have received on their regular schedule and what they received from a wildland assignment so that the employee is “made whole” and will receive the amount of pay that they would have earned had they worked their regular schedule. Any additional pay provided to the employee to make them whole will be viewed as FPPA pensionable earnings.

Pay Rate Determinatio

Wildland pay rates will be determined by taking the individual employee’s standard yearly salary converted to an hourly pay rate based upon a 40-hour work week. The employee’s standard wildland hourly rate will be determined using the employee’s hourly pay rate multiplied by 2690 hours. An additional amount of the hourly pay rate multiplied by 238 hours of standard overtime multiplied by time and half (1.5)) will be added to determine the yearly salary This estimated yearly salary will be converted to a 40-hour rate by a division of 2080. For example, an employee with an hourly pay rate of \$20.15 will have a standard wildland hourly rate of \$29.52, which is calculated as follows:

Base Pay Rate \$20.15 Per Hour	Hours	Employee Wages at \$20.15 Per Hour
Regular	2690	\$ 54,203.50
Standard OT	238	\$ 7,193.55
Yearly Salary		\$ 61,397.05
40 Hour Rate		\$ 29.52

Overtime Rates

Overtime compensation rates for wildland pay are paid based on a seven (7) day work week beginning at 00:01 Sunday and ending at Sunday at 00:00. On day one (1) of mobilization, the first week of the 40-hour work week begins at 00:01 on Sunday and ends on 00:00 on the following Sunday. Compensation rates are paid at time-and-a-half of the wildland hourly rate for all hours worked in excess of eight (8) hours per day and in excess of 40 hours in a work week for all hours worked during the remainder of the work week. On day one (1) of mobilization, wildland hours worked will start accruing from 0. Any hours worked as part of the DFPD's employee regular schedule in that same work week will be paid out in accordance with DFPD's regular pay schedule and using the employee's regular rate of pay. Those regular hours will not be included as hours worked on a wildland assignment for purposes of calculating overtime owed under the wildland assignment.

Travel Time

Employees on wildland assignments will be compensated for travel time, meaning that hours spent traveling to or from the wildland assignment from the DFPD station will be included as hours worked and included in the calculation of whether overtime pay is owed. Any hours sleep time during the travel period will not be included as hours worked.

Personal Expense Living Expense

Living expenses incurred while traveling to, from, or during an incident are reimbursable up to the current maximum of the Per Diem rate. If an employee is on an incident that does not provide meals or lodging, the daily Per Diem rate for meals and lodging may be claimed and added to the Incident Assignment Invoice. Receipts for lodging and fuel must be maintained. While the employee is working from an Incident Command Post (ICP) that provides meals and sleeping arrangements, the full daily Per Diem cannot be claimed, and an employee may only claim the daily \$5.00 rate for incidentals. The daily Per Diem is based on the location in which the employee is working or traveling through and can be found on the GSA Web site.

This is an informational document designed to be accessible on our web site. Please contact the District office if you desire a copy of the signed document.

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