



De Beque Fire Protection District  
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## RESOLUTION #2024-07

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

### **A RESOLUTION TO ESTABLISH THE WAGE SCHEDULE FOR 2024**

DFPD Policy requires the establishment of employee wage schedules each year.

**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 2024 Budget consideration and approval included a 5% COLA increase for employees for 2024.

**NOW, THEREFORE,** be it resolved by the Board of Directors of the De Beque Fire Protection District of Garfield and Mesa Counties, Colorado that the 2024 employee wage schedule is established as presented in the budgetary process and includes a 5% COLA increase.

APPROVED AND ADOPTED this 8th day of January, 2024, by the De Beque Fire Protection District Board of Directors.

DE BEQUE FIRE PROTECTION DISTRICT

BY Annette Tanner  
Annette Tanner, District Board President

ATTEST:

BY Melanie Hansen  
Melanie Hansen, District Board Secretary



2024 De Beque Fire Salary Schedule

2% increases	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	Step 15	Lieutenant	Captain
EMT - Basic	\$20.24	\$20.64	\$21.06	\$21.48	\$21.91	\$22.35	\$22.79	\$23.25	\$23.71	\$24.19	\$24.67	\$25.17	\$25.67	\$26.18	\$26.71	\$29.38	\$32.05
	\$61,327.20	\$62,553.74	\$63,804.82	\$65,080.92	\$66,382.53	\$67,710.18	\$69,064.39	\$70,445.68	\$71,854.59	\$73,291.68	\$74,757.51	\$76,252.66	\$77,777.72	\$79,333.27	\$80,919.94	\$89,011.93	\$97,103.93

Paramedic	\$23.97	\$24.45	\$24.94	\$25.44	\$25.95	\$26.46	\$26.99	\$27.53	\$28.08	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01	\$31.63	Lieutenant	Captain
	\$72,629.10	\$74,081.68	\$75,563.32	\$77,074.58	\$78,616.07	\$80,188.40	\$81,792.16	\$83,428.01	\$85,096.57	\$86,798.50	\$88,534.47	\$90,305.16	\$92,111.26	\$93,953.49	\$95,832.56	\$105,415.81	\$114,999.07

Officers	
Lieutenant	10% increase
Captain	20% increase

3% Certification Pay Increases

-Rope

-Swift Water

-Ice Rescue

-Fire Instructor 1

-Fire Instructor 2

-Fire Officer 1

-Fire Officer 2

-Engine Crew Boss

-Fire Investigator

-Fire Inspector

-Hazmat tech

-Fire Fighter 2

Critical Care Paramedic

-2% raises per year for time served, eligibility based off of performance.

-Max of two 3% certification increases per year, any additional will be carried over for the following year.

-New Hires will be assessed at 1% per year of service plus 3% certification increases.

-COLA increase will adjust base rate across the schedule with board approval.

-Once employee is maxed out on schedule, any additional certification pay may be paid out at the end of the year in the form of a bonus based on a 3% increase.

-Lieutenant will recieve a 10% increase on base wage.

-Captain will recieve a 20% increase on base wage.