

Current and Proposed Revised Pay Plan (Pay Grade Minimums and Maximums)
(Revisions to the Current Pay Plan, Included in the Proposed Revised Pay Plan, are Highlighted)

Pay Grade	Current Pay Schedule						Proposed Revised Pay Plan						EMS Position Information			
	Hourly Rate			Est. Annual Hrs.	EMS - Equiv. Hrs. Paid (with Over-time)	Est. Annual (Rounded)		% Increase from Current		Proposed Hourly Rate						
	Min.	Max.	Min. to Max. Spread			Minimum	Maximum	Min.	Max	Min. (Proposed Inc.)	Max. (Same as Current)	Min. to Max. Spread	EMS Position	Shift	Career Path (CP) or Not CP	Sys Status Included or Excluded
73	\$8.23	\$15.96	94%	2,080	-	\$17,108	\$33,206	10%	0	\$9.05	\$15.96	76%	-	-	-	-
74	\$8.64	\$16.76	94%	2,080	-	\$17,964	\$34,866	10%	0	\$9.50	\$16.76	76%	-	-	-	-
75	\$9.07	\$17.60	94%	2,080	-	\$18,862	\$36,609	10%	0	\$9.98	\$17.60	76%	-	-	-	-
76	\$9.52	\$18.48	94%	2,080	-	\$19,805	\$38,440	10%	0	\$10.47	\$18.48	77%	-	-	-	-
77	\$10.00	\$19.40	94%	2,080	-	\$20,795	\$40,362	10%	0	\$11.00	\$19.40	76%	-	-	-	-
78	\$10.50	\$20.37	94%	2,080	-	\$21,835	\$42,380	10%	0	\$11.55	\$20.37	76%	-	-	-	-
79	\$11.02	\$21.39	94%	2,080	-	\$22,927	\$44,499	10%	0	\$12.12	\$21.39	76%	-	-	-	-
80	\$11.57	\$22.46	94%	2,080	-	\$24,073	\$46,724	10%	0	\$12.73	\$22.46	76%	-	-	-	-
81	\$12.22	\$23.81	95%	2,080	-	\$25,427	\$49,521	10%	0	\$13.44	\$23.81	77%	-	-	-	-
82	\$13.26	\$26.00	96%	2,080	-	\$27,580	\$54,088	10%	0	\$14.59	\$26.00	78%	-	-	-	-
83	\$14.40	\$28.48	98%	2,080	-	\$29,956	\$59,230	10%	0	\$15.84	\$28.48	80%	-	-	-	-
84	\$15.68	\$31.30	100%	2,080	-	\$32,625	\$65,096	10%	0	\$17.25	\$31.30	81%	-	-	-	-
85	\$17.04	\$34.20	101%	2,080	-	\$35,450	\$71,136	10%	0	\$18.74	\$34.20	82%	-	-	-	-
54	\$17.04	\$34.50	102%	2,080	-	\$35,444	\$71,756	10%	0	\$18.74	\$34.50	84%	-	-	-	-
86	\$18.57	\$37.28	101%	2,080	-	\$38,634	\$77,551	10%	0	\$20.43	\$37.28	82%	-	-	-	-
55	\$18.92	\$38.31	102%	2,080	-	\$39,347	\$79,686	10%	0	\$20.81	\$38.31	84%	-	-	-	-
87	\$20.24	\$40.64	101%	2,080	-	\$42,109	\$84,540	10%	0	\$22.26	\$40.64	83%	-	-	-	-
56	\$20.99	\$42.52	103%	2,080	-	\$43,665	\$88,437	10%	0	\$23.09	\$42.52	84%	-	-	-	-
88	\$22.07	\$44.30	101%	2,080	-	\$45,899	\$92,152	10%	0	\$24.28	\$44.30	82%	-	-	-	-
57	\$23.32	\$47.22	102%	2,080	-	\$48,496	\$98,211	10%	0	\$25.65	\$47.22	84%	-	-	-	-
89	\$24.49	\$49.16	101%	2,080	-	\$50,948	\$102,261	10%	0	\$26.94	\$49.16	82%	-	-	-	-
90	\$25.72	\$51.62	101%	2,080	-	\$53,495	\$107,374	10%	0	\$28.29	\$51.62	82%	-	-	-	-
58	\$25.87	\$52.37	102%	2,080	-	\$53,813	\$108,921	10%	0	\$28.46	\$52.37	84%	-	-	-	-
57SR	\$27.98	\$56.66	103%	2,080	-	\$58,196	\$117,853	10%	0	\$30.78	\$56.66	84%	-	-	-	-
59	\$28.72	\$58.15	102%	2,080	-	\$59,741	\$120,949	10%	0	\$31.59	\$58.15	84%	-	-	-	-
58SR	\$31.05	\$62.84	102%	2,080	-	\$64,576	\$130,706	10%	0	\$34.16	\$62.84	84%	-	-	-	-

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	Min.	Max.	Min. to Max. Spread			Minimum	Maximum	Min.	Max	Min. (Proposed Inc.)	Max. (Same as Current)	Min. to Max. Spread	EMS Position	Shift	Career Path (CP) or Not CP	Sys Status Included or Excluded
60	\$31.88	\$64.55	102%	2,080	-	\$66,303	\$134,264	10%	0	\$35.07	\$64.55	84%	-	-	-	-
59SR	\$34.47	\$69.78	102%	2,080	-	\$71,689	\$145,139	10%	0	\$37.92	\$69.78	84%	-	-	-	-
61	\$35.38	\$71.65	103%	2,080	-	\$73,596	\$149,033	10%	0	\$38.92	\$71.65	84%	-	-	-	-
60SR	\$38.25	\$77.46	103%	2,080	-	\$79,563	\$161,117	10%	0	\$42.08	\$77.46	84%	-	-	-	-
62	\$39.27	\$79.53	103%	2,080	-	\$81,692	\$165,427	10%	0	\$43.20	\$79.53	84%	-	-	-	-
63	\$43.59	\$88.28	103%	2,080	-	\$90,678	\$183,624	10%	0	\$47.95	\$88.28	84%	-	-	-	-
EMS Pay Grades																
E1S	\$13.01	\$24.69	90%	2,184	2,262	\$29,429	\$55,849	0	0	\$13.01	\$24.69	90%	EMT I	12 Hr Night	CP	Sys Stat Inc.
E1S	\$13.01	\$24.69	90%	2,184	2,288	\$29,767	\$56,491	0	0	\$13.01	\$24.69	90%	EMT I	12 Hr Day	CP	Sys Stat Inc.
E1S	\$13.01	\$24.69	90%	2,184	2,392	\$31,120	\$59,058	0	0	\$13.01	\$24.69	90%	EMT I	14 Hr	CP	Sys Stat Inc.
E1S	\$13.01	\$24.69	90%	2,340	2,470	\$32,135	\$60,984	0	0	\$13.01	\$24.69	90%	EMT I	9 Hr	CP	Sys Stat Inc.
E1	\$10.25	\$21.93	114%	2,912	3,328	\$34,112	\$72,983	0	0	\$10.25	\$21.93	114%	EMT I	24/48, PT, PRN	CP	Sys Stat Exc.
E2S	\$13.51	\$25.76	91%	2,184	2,262	\$30,560	\$58,269	0	0	\$13.51	\$25.76	91%	EMT II	12 Hr Night	CP	Sys Stat Inc.
E2S	\$13.51	\$25.76	91%	2,184	2,288	\$30,911	\$58,939	0	0	\$13.51	\$25.76	91%	EMT II	12 Hr Day	CP	Sys Stat Inc.
E2S	\$13.51	\$25.76	91%	2,184	2,392	\$32,316	\$61,618	0	0	\$13.51	\$25.76	91%	EMT II	14 Hr	CP	Sys Stat Inc.
E2S	\$13.51	\$25.76	91%	2,340	2,470	\$33,370	\$63,627	0	0	\$13.51	\$25.76	91%	EMT II	9 Hr	CP	Sys Stat Inc.
E2	\$10.75	\$23.00	114%	2,912	3,328	\$35,776	\$76,544	0	0	\$10.75	\$23.00	114%	EMT II	24/48, PT, PRN	CP	Sys Stat Exc.
PS	\$16.47	\$31.42	91%	2,184	2,262	\$37,255	\$71,072	0	0	\$16.47	\$31.42	91%	Paramedic	12 Hr Night	CP	Sys Stat Inc.
PS	\$16.47	\$31.42	91%	2,184	2,288	\$37,683	\$71,889	0	0	\$16.47	\$31.42	91%	Paramedic	12 Hr Day	CP	Sys Stat Inc.
PS	\$16.47	\$31.42	91%	2,184	2,392	\$39,396	\$75,157	0	0	\$16.47	\$31.42	91%	Paramedic	14 Hr	CP	Sys Stat Inc.
PS	\$16.47	\$31.42	91%	2,340	2,470	\$40,681	\$77,607	0	0	\$16.47	\$31.42	91%	Paramedic	9 Hr	CP	Sys Stat Inc.
P	\$12.94	\$27.89	116%	2,912	3,328	\$43,064	\$92,818	0	0	\$12.94	\$27.89	116%	Paramedic	24/48, PT, PRN	CP	Sys Stat Exc.
P1S	\$16.97	\$32.50	92%	2,184	2,262	\$38,386	\$73,515	0	0	\$16.97	\$32.50	92%	Paramedic I	12 Hr Night	CP	Sys Stat Inc.
P1S	\$16.97	\$32.50	92%	2,184	2,288	\$38,827	\$74,360	0	0	\$16.97	\$32.50	92%	Paramedic I	12 Hr Day	CP	Sys Stat Inc.
P1S	\$16.97	\$32.50	92%	2,184	2,392	\$40,592	\$77,740	0	0	\$16.97	\$32.50	92%	Paramedic I	14 Hr	CP	Sys Stat Inc.
P1S	\$16.97	\$32.50	92%	2,340	2,470	\$41,916	\$80,275	0	0	\$16.97	\$32.50	92%	Paramedic I	9 Hr	CP	Sys Stat Inc.

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P1	\$13.44	\$28.97	116%	2,912	3,328	\$44,728	\$96,412	0	0	\$13.44	\$28.97	116%	Paramedic I	24/48, PT, PRN	CP	Sys Stat Exc.
P2S	\$17.47	\$33.64	93%	2,184	2,262	\$39,517	\$76,094	0	0	\$17.47	\$33.64	93%	Paramedic II-Level 1	12 Hr Night	CP	Sys Stat Inc.
P2S	\$17.47	\$33.64	93%	2,184	2,288	\$39,971	\$76,968	0	0	\$17.47	\$33.64	93%	Paramedic II-Level 1	12 Hr Day	CP	Sys Stat Inc.
P2S	\$17.47	\$33.64	93%	2,184	2,392	\$41,788	\$80,467	0	0	\$17.47	\$33.64	93%	Paramedic II-Level 1	14 Hr	CP	Sys Stat Inc.
P2S	\$17.47	\$33.64	93%	2,340	2,470	\$43,151	\$83,091	0	0	\$17.47	\$33.64	93%	Paramedic II-Level 1	9 Hr	CP	Sys Stat Inc.
P2	\$13.94	\$30.11	116%	2,912	3,328	\$46,392	\$100,206	0	0	\$13.94	\$30.11	116%	Paramedic II-Level 1	24/48, PT, PRN	CP	Sys Stat Exc.
P22S	\$17.72	\$33.64	90%	2,184	2,262	\$40,083	\$76,094	0	0	\$17.72	\$33.64	90%	Paramedic II-Level 2	12 Hr Night	CP	Sys Stat Inc.
P22S	\$17.72	\$33.64	90%	2,184	2,288	\$40,543	\$76,968	0	0	\$17.72	\$33.64	90%	Paramedic II-Level 2	12 Hr Day	CP	Sys Stat Inc.
P22S	\$17.72	\$33.64	90%	2,184	2,392	\$42,386	\$80,467	0	0	\$17.72	\$33.64	90%	Paramedic II-Level 2	14 Hr	CP	Sys Stat Inc.
P22S	\$17.72	\$33.64	90%	2,340	2,470	\$43,768	\$83,091	0	0	\$17.72	\$33.64	90%	Paramedic II-Level 2	9 Hr	CP	Sys Stat Inc.
P22	\$14.19	\$30.11	112%	2,912	3,328	\$47,224	\$100,206	0	0	\$14.19	\$30.11	112%	Paramedic II-Level 2	24/48, PT, PRN	CP	Sys Stat Exc.
ESS	\$10.50	\$20.37	94%	2,184	2,262	\$23,751	\$46,077	5%	0	\$11.03	\$20.37	85%	EMS Supply Tech.	12 Hr Night	Not CP	N/A
ESS	\$10.50	\$20.37	94%	2,184	2,288	\$24,024	\$46,607	5%	0	\$11.03	\$20.37	85%	EMS Supply Tech.	12 Hr Day	Not CP	N/A
CPS	\$18.22	\$39.36	116%	2,184	2,262	\$41,214	\$89,032	5%	0	\$19.13	\$39.36	106%	Charge Paramedic	12 Hr Night	Not CP	N/A
CPS	\$18.22	\$39.36	116%	2,184	2,288	\$41,687	\$90,056	5%	0	\$19.13	\$39.36	106%	Charge Paramedic	12 Hr Day	Not CP	N/A
C1	\$22.04	\$44.64	103%		2,080	\$45,848	\$92,858	5%	0	\$23.14	\$44.64	93%	Field Op. Super./Capt.		Not CP	N/A
C2	\$24.48	\$49.58	103%		2,080	\$50,921	\$103,121	5%	0	\$25.71	\$49.58	93%	Quality Imp. & Educ. Mgr		Not CP	N/A
C3	\$27.17	\$54.98	102%		2,080	\$56,504	\$114,368	5%	0	\$28.52	\$54.98	93%	Division Mgr.		Not CP	N/A
C4	\$30.16	\$61.06	102%		2,080	\$62,728	\$126,996	5%	0	\$31.67	\$61.06	93%	Director		Not CP	N/A

EMS Differentials – No Changes from the Current Pay Plan

¹ EMS Differentials (see Notes)

Position and Schedule	System Status – Per Hour	High Plus (Evenings, Nights) – Per Hour	Dispatch Communication Officer - Per Hour	Field Training Officer Substitute – Per Hour	Critical Care Paramedic Substitute – Per Hour	Charge Paramedic Substitute – Per Hour	Special Services Pay (Transport) – Per 12-hr. Block of Time (for availability)
All Shift Schedules, Other Than 24/48 Hour Shift (includes System Status Differential) - FULL TIME EMPLOYEES (NON-PRN)							
EMT I	N/A	\$0.51	\$2.29	N/A	N/A	N/A	\$15.00
EMT II	N/A	\$0.51	\$2.29	N/A	N/A	N/A	\$15.00
Paramedic	N/A	\$0.51	\$2.29	N/A	N/A	N/A	\$15.00
Paramedic I	N/A	\$0.51	\$2.29	\$0.40	\$3.71	\$6.00	\$15.00
Paramedic II - Level 1 & Level 2	N/A	\$0.51	\$2.29	N/A	N/A	\$6.00	\$15.00
Full Time 24/48 Hour Schedule Employees, AND PART-TIME AND PRN EMPLOYEES, REGARDLESS OF SHIFT (¹System Status Differential pay when applicable)							
EMT I (24/48)	\$2.76	See Notes	\$2.29	N/A	N/A	N/A	\$15.00
EMT II (24/48)	\$2.76	See Notes	\$2.29	N/A	N/A	N/A	\$15.00
Paramedic (24/48)	\$3.53	See Notes	\$2.29	N/A	N/A	N/A	\$15.00
Paramedic I (credentialed) (24/48)	\$3.53	See Notes	\$2.29	\$0.40	\$3.71	\$6.00	\$15.00
Paramedic II - Level 1 & Level 2 (24/48)	\$3.53	See Notes	\$2.29	N/A	N/A	\$6.00	\$15.00
¹ Differentials Notes: Differentials are added to eligible employees' base rate of pay for authorized hours worked and/or for their authorized availability for special services transport consistent with the following descriptions:							
a) System Status - Paid per hour worked while designated as being on system status; only available to fulltime employees on a 24/48 hour shift, and part-time and PRN employees who are on designated system status (regardless of the part-time or PRN employee's shift)							
b) High Plus - Paid per hour worked during High Plus hours; employees are not eligible for High Plus while working as part of a 24/48 hour shift; however, employees regularly assigned to a 24/48 hour shift are eligible for High Plus for hours worked during High Plus hours as part of a non-24/48 hour shift (the definition of High Plus hours is maintained by the EMS Director/designee)							
c) Dispatch Communication Officer - Paid per hour worked as a designated Dispatch Communication Officer; must be certified EMD & 911; not available to employees in a Charge Paramedic position							
d) Field Training Officer Substitute - Paid per hour worked as a designated Field Training Officer substitute; not available to employees in a Paramedic II position							
e) Critical Care Paramedic Substitute - Paid per hour worked as a designated Critical Care Paramedic substitute; not available to employees in a Paramedic II position							
f) Charge Paramedic Substitute - Paid per hour worked as a designated Charge Paramedic (system controller) substitute; not available to employees in a Charge Paramedic position, or to employees in an EMT I, EMT II, or in a Paramedic position							
g) Special Services Pay (Transport) - Payable for a 12-hour block of time for designated availability							