

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2025**

*Rates include 3.0% GWI*

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Driver	23.46	25.69	28.06	30.82	30.82	30.82
Service Pay - 10th year	-	-	-	31.48	31.48	31.48
Service Pay - 15th year	-	-	-	31.81	31.81	31.81
Service Pay - 20th year	-	-	-	32.14	32.14	32.14
Service Pay - 25th year	-	-	-	32.47	32.47	32.47
Driver Unit Chief	28.68	30.87	33.25	36.05	36.05	36.05
Service Pay - 10th year	-	-	-	36.71	36.71	36.71
Service Pay - 15th year	-	-	-	37.04	37.04	37.04
Service Pay - 20th year	-	-	-	37.37	37.37	37.37
Service Pay - 25th year	-	-	-	37.70	37.70	37.70
Emergency Medical Dispatcher	35.25	41.77	45.07	48.91	49.98	51.04
Service Pay - 10th year	35.91	42.43	45.73	49.57	50.64	51.70
Service Pay - 15th year	36.24	42.76	46.06	49.90	50.97	52.03
Service Pay - 20th year	36.57	43.09	46.39	50.23	51.30	52.36
Service Pay - 25th year	36.90	43.42	46.72	50.56	51.63	52.69
<b><u>Interfacility Emergency Medical Call</u></b>	35.92	38.24	41.58	45.38	46.44	47.50
<b><u>Taker</u></b>						
Service Pay - 10th year	36.58	38.90	42.24	46.04	47.10	48.16
Service Pay - 15th year	36.91	39.23	42.57	46.37	47.43	48.49
Service Pay - 20th year	37.24	39.56	42.90	46.70	47.76	48.82
Service Pay - 25th year	37.57	39.89	43.23	47.03	48.09	49.15
Emergency Medical Charge Dispatcher / Practice Educator / <b><u>I-EMCT Practice</u></b> <b><u>Educator / I-EMCT Charge</u></b>	40.59	47.11	50.41	54.24	55.30	56.36
Service Pay - 10th year	41.25	47.77	51.07	54.90	55.96	57.02
Service Pay - 15th year	41.58	48.10	51.40	55.23	56.29	57.35
Service Pay - 20th year	41.91	48.43	51.73	55.56	56.62	57.68
Service Pay - 25th year	42.24	48.76	52.06	55.89	56.95	58.01

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Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Emergency Medical Call Taker	33.58	35.92	39.24	43.05	44.11	45.18
Service Pay - 10th year	34.24	36.58	39.90	43.71	44.77	45.84
Service Pay - 15th year	34.57	36.91	40.23	44.04	45.10	46.17
Service Pay - 20th year	34.90	37.24	40.56	44.37	45.43	46.50
Service Pay - 25th year	35.23	37.57	40.89	44.70	45.76	46.83
Emergency Medical Dispatch Supervisor / EMD Practice Educator Supervisor	-	-	-	55.59	56.65	57.71
Service Pay - 10th year	-	-	-	56.25	57.31	58.37
Service Pay - 15th year	-	-	-	56.58	57.64	58.70
Service Pay - 20th year	-	-	-	56.91	57.97	59.03
Service Pay - 25th year	-	-	-	57.24	58.30	59.36
Emergency Medical Responder	31.27	33.62	36.03	38.69	38.69	38.69
Service Pay - 10th year	31.93	34.28	36.69	39.35	39.35	39.35
Service Pay - 15th year	32.26	34.61	37.02	39.68	39.68	39.68
Service Pay - 20th year	32.59	34.94	37.35	40.01	40.01	40.01
Service Pay - 25th year	32.92	35.27	37.68	40.34	40.34	40.34
Emergency Medical Responder Unit Chief	36.46	38.82	41.22	43.90	43.90	43.90
Service Pay - 10th year	37.12	39.48	41.88	44.56	44.56	44.56
Service Pay - 15th year	37.45	39.81	42.21	44.89	44.89	44.89
Service Pay - 20th year	37.78	40.14	42.54	45.22	45.22	45.22
Service Pay - 25th year	38.11	40.47	42.87	45.55	45.55	45.55
Primary Care Paramedic	33.27	35.65	38.88	42.66	43.72	44.78
Service Pay - 10th year	33.93	36.31	39.54	43.32	44.38	45.44
Service Pay - 15th year	34.26	36.64	39.87	43.65	44.71	45.77
Service Pay - 20th year	34.59	36.97	40.20	43.98	45.04	46.10
Service Pay - 25th year	34.92	37.30	40.53	44.31	45.37	46.43
Primary Care Paramedic Unit Chief / Practice Educator	38.48	40.83	44.10	47.83	48.89	49.96
Service Pay - 10th year	-	-	-	48.49	49.55	50.62
Service Pay - 15th year	-	-	-	48.82	49.88	50.95
Service Pay - 20th year	-	-	-	49.15	50.21	51.28
Service Pay - 25th year	-	-	-	49.48	50.54	51.61

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**Effective First Pay Period after April 1, 2025**

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Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	39.76	42.14	45.35	49.15	50.21	51.27
Service Pay - 10th year	-	-	-	49.81	50.87	51.93
Service Pay - 15th year	-	-	-	50.14	51.20	52.26
Service Pay - 20th year	-	-	-	50.47	51.53	52.59
Service Pay - 25th year	-	-	-	50.80	51.86	52.92
Primary Care Paramedic IV	34.27	36.66	39.88	43.63	44.69	45.75
Service Pay - 10th year	34.93	37.32	40.54	44.29	45.35	46.41
Service Pay - 15th year	35.26	37.65	40.87	44.62	45.68	46.74
Service Pay - 20th year	35.59	37.98	41.20	44.95	46.01	47.07
Service Pay - 25th year	35.92	38.31	41.53	45.28	46.34	47.40
Primary Care Paramedic IV, Community Paramedics	35.17	37.56	40.78	44.57	45.63	46.69
Service Pay - 10th year	-	-	-	45.23	46.29	47.35
Service Pay - 15th year	-	-	-	45.56	46.62	47.68
Service Pay - 20th year	-	-	-	45.89	46.95	48.01
Service Pay - 25th year	-	-	-	46.22	47.28	48.34
<b>Secondary Triage Clinician (STC) / Link and Referral Unit (LARU)</b>	37.98	40.36	43.57	47.36	48.42	49.48
Service Pay - 10th year	-	-	-	48.02	49.08	50.14
Service Pay - 15th year	-	-	-	48.35	49.41	50.47
Service Pay - 20th year	-	-	-	48.68	49.74	50.80
Service Pay - 25th year	-	-	-	49.01	50.07	51.13
Primary Care Paramedic IV - Flight	38.11	40.50	43.72	47.47	48.53	49.59
Service Pay - 10th year	38.77	41.16	44.38	48.13	49.19	50.25
Service Pay - 15th year	39.10	41.49	44.71	48.46	49.52	50.58
Service Pay - 20th year	39.43	41.82	45.04	48.79	49.85	50.91
Service Pay - 25th year	39.76	42.15	45.37	49.12	50.18	51.24
Primary Care Paramedic IV Unit Chief / Practice Educator / CISM Lead Coordinator	39.45	41.84	45.09	48.85	49.91	50.97
Service Pay - 10th year	-	-	-	49.51	50.57	51.63
Service Pay - 15th year	-	-	-	49.84	50.90	51.96
Service Pay - 20th year	-	-	-	50.17	51.23	52.29
Service Pay - 25th year	-	-	-	50.50	51.56	52.62

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Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic IV Unit Chief / Practice Educator, Community Paramedics	40.37	42.76	45.99	49.77	50.83	51.89
Service Pay - 10th year	-	-	-	50.43	51.49	52.55
Service Pay - 15th year	-	-	-	50.76	51.82	52.88
Service Pay - 20th year	-	-	-	51.09	52.15	53.21
Service Pay - 25th year	-	-	-	51.42	52.48	53.54
Primary Care Paramedic IV Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / <b>Low Acuity Patient Navigator (LAPN)</b>	40.77	43.15	46.36	50.14	51.20	52.26
Service Pay - 10th year	-	-	-	50.80	51.86	52.92
Service Pay - 15th year	-	-	-	51.13	52.19	53.25
Service Pay - 20th year	-	-	-	51.46	52.52	53.58
Service Pay - 25th year	-	-	-	51.79	52.85	53.91
Advanced Care Paramedic	45.12	47.58	50.55	53.70	54.77	55.83
Service Pay - 10th year	45.78	48.24	51.21	54.36	55.43	56.49
Service Pay - 15th year	46.11	48.57	51.54	54.69	55.76	56.82
Service Pay - 20th year	46.44	48.90	51.87	55.02	56.09	57.15
Service Pay - 25th year	46.77	49.23	52.20	55.35	56.42	57.48
Advanced Care Paramedic, Community Paramedics	46.03	48.47	51.47	54.62	55.68	56.74
Service Pay - 10th year	46.69	49.13	52.13	55.28	56.34	57.40
Service Pay - 15th year	47.02	49.46	52.46	55.61	56.67	57.73
Service Pay - 20th year	47.35	49.79	52.79	55.94	57.00	58.06
Service Pay - 25th year	47.68	50.12	53.12	56.27	57.33	58.39
<b>Advanced Care Paramedic - Flight</b>	48.97	51.42	54.39	57.55	58.61	59.67
Service Pay - 10th year	49.63	52.08	55.05	58.21	59.27	60.33
Service Pay - 15th year	49.96	52.41	55.38	58.54	59.60	60.66
Service Pay - 20th year	50.29	52.74	55.71	58.87	59.93	60.99
Service Pay - 25th year	50.62	53.07	56.04	59.20	60.26	61.32
Infant Transport Team	52.80	55.25	58.26	61.40	62.46	63.52
Service Pay - 10th year	53.46	55.91	58.92	62.06	63.12	64.18
Service Pay - 15th year	53.79	56.24	59.25	62.39	63.45	64.51
Service Pay - 20th year	54.12	56.57	59.58	62.72	63.78	64.84
Service Pay - 25th year	54.45	56.90	59.91	63.05	64.11	65.17

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	0 base	1 year	2 year	3 year	4 year	5 year
Critical Care Paramedic	52.80	55.25	58.26	61.40	62.46	63.52
Service Pay - 10th year	53.46	55.91	58.92	62.06	63.12	64.18
Service Pay - 15th year	53.79	56.24	59.25	62.39	63.45	64.51
Service Pay - 20th year	54.12	56.57	59.58	62.72	63.78	64.84
Service Pay - 25th year	54.45	56.90	59.91	63.05	64.11	65.17
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist	50.31	52.76	55.76	58.91	59.97	61.03
Service Pay - 10th year	50.97	53.42	56.42	59.57	60.63	61.69
Service Pay - 15th year	51.30	53.75	56.75	59.90	60.96	62.02
Service Pay - 20th year	51.63	54.08	57.08	60.23	61.29	62.35
Service Pay - 25th year	51.96	54.41	57.41	60.56	61.62	62.68
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist, Community Paramedics	51.22	53.69	56.67	59.81	60.87	61.93
Service Pay - 10th year	51.88	54.35	57.33	60.47	61.53	62.59
Service Pay - 15th year	52.21	54.68	57.66	60.80	61.86	62.92
Service Pay - 20th year	52.54	55.01	57.99	61.13	62.19	63.25
Service Pay - 25th year	52.87	55.34	58.32	61.46	62.52	63.58
Infant Transport Team Unit Chief / Practice Educator / CCP-Advisor (Dispatch)	58.01	60.43	63.42	66.59	67.65	68.71
Service Pay - 10th year	58.67	61.09	64.08	67.25	68.31	69.37
Service Pay - 15th year	59.00	61.42	64.41	67.58	68.64	69.70
Service Pay - 20th year	59.33	61.75	64.74	67.91	68.97	70.03
Service Pay - 25th year	59.66	62.08	65.07	68.24	69.30	70.36
Critical Care Paramedic Unit Chief / Practice Educator / CCP Advisor (Dispatch)	58.01	60.43	63.42	66.59	67.65	68.71
Service Pay - 10th year	58.67	61.09	64.08	67.25	68.31	69.37
Service Pay - 15th year	59.00	61.42	64.41	67.58	68.64	69.70
Service Pay - 20th year	59.33	61.75	64.74	67.91	68.97	70.03
Service Pay - 25th year	59.66	62.08	65.07	68.24	69.30	70.36

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Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Advanced Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator/PS Supervisor	51.61	54.06	57.06	60.19	61.25	62.32
Service Pay - 10th year	52.27	54.72	57.72	60.85	61.91	62.98
Service Pay - 15th year	52.60	55.05	58.05	61.18	62.24	63.31
Service Pay - 20th year	52.93	55.38	58.38	61.51	62.57	63.64
Service Pay - 25th year	53.26	55.71	58.71	61.84	62.90	63.97
Infant Transport Team Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	59.29	61.73	64.76	67.89	68.95	70.01
Service Pay - 10th year	59.95	62.39	65.42	68.55	69.61	70.67
Service Pay - 15th year	60.28	62.72	65.75	68.88	69.94	71.00
Service Pay - 20th year	60.61	63.05	66.08	69.21	70.27	71.33
Service Pay - 25th year	60.94	63.38	66.41	69.54	70.60	71.66
Critical Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / CCP-A Supervisor	59.29	61.73	64.76	67.89	68.95	70.01
Service Pay - 10th year	59.95	62.39	65.42	68.55	69.61	70.67
Service Pay - 15th year	60.28	62.72	65.75	68.88	69.94	71.00
Service Pay - 20th year	60.61	63.05	66.08	69.21	70.27	71.33
Service Pay - 25th year	60.94	63.38	66.41	69.54	70.60	71.66

## **ACTING SUPERVISORY PAY (Full-Time and Regular Part-Time Only)**

The supervisory pay rates outlined below apply only to employees who are scheduled to fill supervisory shifts/duties on an interim or ad-hoc basis at a pro-rated portion of the allowance. Full-time/regular part-time supervisors receive the appropriate supervisory rates included with their regular rate of pay.

Effective First Pay Period after April 1, 2025 (3.0% GWI)

	<b>Bi-weekly</b>
Emergency Medical Dispatch Officer	328.50
Charge Dispatcher	395.78
Unit Chief	395.78
Planning Coordinator / Logistics Coordinator / Off-car Unit Chief	489.01

## **ACTING UNIT CHIEF PAY (On-Call Only)**

An On-call employee designated to act as Unit Chief for less than one (1) month will continue to earn a pro-rated portion of the monthly allowance.

Effective First Pay Period after April 1, 2025 (3.0% GWI)

<b>Annual Call Volume</b>	<b>Monthly Allowance</b>
0 - 99	342.74
100 - 199	486.40
200 - 299	630.02
300 - 399	779.02
400 +	860.26

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

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Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Driver	24.16	26.46	28.90	31.74	31.74	31.74
Service Pay - 10th year	-	-	-	32.40	32.40	32.40
Service Pay - 15th year	-	-	-	32.73	32.73	32.73
Service Pay - 20th year	-	-	-	33.06	33.06	33.06
Service Pay - 25th year	-	-	-	33.39	33.39	33.39
Driver Unit Chief	29.54	31.80	34.25	37.13	37.13	37.13
Service Pay - 10th year	-	-	-	37.79	37.79	37.79
Service Pay - 15th year	-	-	-	38.12	38.12	38.12
Service Pay - 20th year	-	-	-	38.45	38.45	38.45
Service Pay - 25th year	-	-	-	38.78	38.78	38.78
Emergency Medical Dispatcher	36.31	43.02	46.42	50.38	51.48	52.57
Service Pay - 10th year	36.97	43.68	47.08	51.04	52.14	53.23
Service Pay - 15th year	37.30	44.01	47.41	51.37	52.47	53.56
Service Pay - 20th year	37.63	44.34	47.74	51.70	52.80	53.89
Service Pay - 25th year	37.96	44.67	48.07	52.03	53.13	54.22
<b><u>Interfacility Emergency Medical Call</u></b>	37.00	39.39	42.83	46.74	47.83	48.93
<b><u>Taker</u></b>						
Service Pay - 10th year	37.66	40.05	43.49	47.40	48.49	49.59
Service Pay - 15th year	37.99	40.38	43.82	47.73	48.82	49.92
Service Pay - 20th year	38.32	40.71	44.15	48.06	49.15	50.25
Service Pay - 25th year	38.65	41.04	44.48	48.39	49.48	50.58
Emergency Medical Charge Dispatcher / Practice Educator / <b><u>I-EMCT Practice</u></b> <b><u>Educator / I-EMCT Charge</u></b>	41.81	48.52	51.92	55.87	56.96	58.05
Service Pay - 10th year	42.47	49.18	52.58	56.53	57.62	58.71
Service Pay - 15th year	42.80	49.51	52.91	56.86	57.95	59.04
Service Pay - 20th year	43.13	49.84	53.24	57.19	58.28	59.37
Service Pay - 25th year	43.46	50.17	53.57	57.52	58.61	59.70

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Emergency Medical Call Taker	34.59	37.00	40.42	44.34	45.43	46.54
Service Pay - 10th year	35.25	37.66	41.08	45.00	46.09	47.20
Service Pay - 15th year	35.58	37.99	41.41	45.33	46.42	47.53
Service Pay - 20th year	35.91	38.32	41.74	45.66	46.75	47.86
Service Pay - 25th year	36.24	38.65	42.07	45.99	47.08	48.19
Emergency Medical Dispatch Supervisor / EMD Practice Educator Supervisor	-	-	-	57.26	58.35	59.44
Service Pay - 10th year	-	-	-	57.92	59.01	60.10
Service Pay - 15th year	-	-	-	58.25	59.34	60.43
Service Pay - 20th year	-	-	-	58.58	59.67	60.76
Service Pay - 25th year	-	-	-	58.91	60.00	61.09
Emergency Medical Responder	32.21	34.63	37.11	39.85	39.85	39.85
Service Pay - 10th year	32.87	35.29	37.77	40.51	40.51	40.51
Service Pay - 15th year	33.20	35.62	38.10	40.84	40.84	40.84
Service Pay - 20th year	33.53	35.95	38.43	41.17	41.17	41.17
Service Pay - 25th year	33.86	36.28	38.76	41.50	41.50	41.50
Emergency Medical Responder Unit Chief	37.55	39.98	42.46	45.22	45.22	45.22
Service Pay - 10th year	38.21	40.64	43.12	45.88	45.88	45.88
Service Pay - 15th year	38.54	40.97	43.45	46.21	46.21	46.21
Service Pay - 20th year	38.87	41.30	43.78	46.54	46.54	46.54
Service Pay - 25th year	39.20	41.63	44.11	46.87	46.87	46.87
Primary Care Paramedic	34.27	36.72	40.05	43.94	45.03	46.12
Service Pay - 10th year	34.93	37.38	40.71	44.60	45.69	46.78
Service Pay - 15th year	35.26	37.71	41.04	44.93	46.02	47.11
Service Pay - 20th year	35.59	38.04	41.37	45.26	46.35	47.44
Service Pay - 25th year	35.92	38.37	41.70	45.59	46.68	47.77
Primary Care Paramedic Unit Chief / Practice Educator	39.63	42.05	45.42	49.26	50.36	51.46
Service Pay - 10th year	-	-	-	49.92	51.02	52.12
Service Pay - 15th year	-	-	-	50.25	51.35	52.45
Service Pay - 20th year	-	-	-	50.58	51.68	52.78
Service Pay - 25th year	-	-	-	50.91	52.01	53.11

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Primary Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	40.95	43.40	46.71	50.62	51.72	52.81
Service Pay - 10th year	-	-	-	51.28	52.38	53.47
Service Pay - 15th year	-	-	-	51.61	52.71	53.80
Service Pay - 20th year	-	-	-	51.94	53.04	54.13
Service Pay - 25th year	-	-	-	52.27	53.37	54.46
Primary Care Paramedic IV	35.30	37.76	41.08	44.94	46.03	47.12
Service Pay - 10th year	35.96	38.42	41.74	45.60	46.69	47.78
Service Pay - 15th year	36.29	38.75	42.07	45.93	47.02	48.11
Service Pay - 20th year	36.62	39.08	42.40	46.26	47.35	48.44
Service Pay - 25th year	36.95	39.41	42.73	46.59	47.68	48.77
Primary Care Paramedic IV, Community Paramedics	36.23	38.69	42.00	45.91	47.00	48.09
Service Pay - 10th year	-	-	-	46.57	47.66	48.75
Service Pay - 15th year	-	-	-	46.90	47.99	49.08
Service Pay - 20th year	-	-	-	47.23	48.32	49.41
Service Pay - 25th year	-	-	-	47.56	48.65	49.74
<b>Secondary Triage Clinician (STC) / Link and Referral Unit (LARU)</b>	39.12	41.57	44.88	48.78	49.87	50.96
Service Pay - 10th year	-	-	-	49.44	50.53	51.62
Service Pay - 15th year	-	-	-	49.77	50.86	51.95
Service Pay - 20th year	-	-	-	50.10	51.19	52.28
Service Pay - 25th year	-	-	-	50.43	51.52	52.61
Primary Care Paramedic IV - Flight	39.25	41.72	45.03	48.89	49.99	51.08
Service Pay - 10th year	39.91	42.38	45.69	49.55	50.65	51.74
Service Pay - 15th year	40.24	42.71	46.02	49.88	50.98	52.07
Service Pay - 20th year	40.57	43.04	46.35	50.21	51.31	52.40
Service Pay - 25th year	40.90	43.37	46.68	50.54	51.64	52.73
Primary Care Paramedic IV Unit Chief / Practice Educator / CISM Lead Coordinator	40.63	43.10	46.44	50.32	51.41	52.50
Service Pay - 10th year	-	-	-	50.98	52.07	53.16
Service Pay - 15th year	-	-	-	51.31	52.40	53.49
Service Pay - 20th year	-	-	-	51.64	52.73	53.82
Service Pay - 25th year	-	-	-	51.97	53.06	54.15

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2026**

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic IV Unit Chief / Practice Educator, Community Paramedics	41.58	44.04	47.37	51.26	52.35	53.45
Service Pay - 10th year	-	-	-	51.92	53.01	54.11
Service Pay - 15th year	-	-	-	52.25	53.34	54.44
Service Pay - 20th year	-	-	-	52.58	53.67	54.77
Service Pay - 25th year	-	-	-	52.91	54.00	55.10
Primary Care Paramedic IV Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / <b>Low Acuity Patient Navigator (LAPN)</b>	41.99	44.44	47.75	51.64	52.74	53.83
Service Pay - 10th year	-	-	-	52.30	53.40	54.49
Service Pay - 15th year	-	-	-	52.63	53.73	54.82
Service Pay - 20th year	-	-	-	52.96	54.06	55.15
Service Pay - 25th year	-	-	-	53.29	54.39	55.48
Advanced Care Paramedic	46.47	49.01	52.07	55.31	56.41	57.50
Service Pay - 10th year	47.13	49.67	52.73	55.97	57.07	58.16
Service Pay - 15th year	47.46	50.00	53.06	56.30	57.40	58.49
Service Pay - 20th year	47.79	50.33	53.39	56.63	57.73	58.82
Service Pay - 25th year	48.12	50.66	53.72	56.96	58.06	59.15
Advanced Care Paramedic, Community Paramedics	47.41	49.92	53.01	56.26	57.35	58.44
Service Pay - 10th year	48.07	50.58	53.67	56.92	58.01	59.10
Service Pay - 15th year	48.40	50.91	54.00	57.25	58.34	59.43
Service Pay - 20th year	48.73	51.24	54.33	57.58	58.67	59.76
Service Pay - 25th year	49.06	51.57	54.66	57.91	59.00	60.09
<b>Advanced Care Paramedic - Flight</b>	50.44	52.96	56.02	59.28	60.37	61.46
Service Pay - 10th year	51.10	53.62	56.68	59.94	61.03	62.12
Service Pay - 15th year	51.43	53.95	57.01	60.27	61.36	62.45
Service Pay - 20th year	51.76	54.28	57.34	60.60	61.69	62.78
Service Pay - 25th year	52.09	54.61	57.67	60.93	62.02	63.11
Infant Transport Team	54.38	56.91	60.01	63.24	64.33	65.43
Service Pay - 10th year	55.04	57.57	60.67	63.90	64.99	66.09
Service Pay - 15th year	55.37	57.90	61.00	64.23	65.32	66.42
Service Pay - 20th year	55.70	58.23	61.33	64.56	65.65	66.75
Service Pay - 25th year	56.03	58.56	61.66	64.89	65.98	67.08

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

### Effective First Pay Period after April 1, 2026

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Critical Care Paramedic	54.38	56.91	60.01	63.24	64.33	65.43
Service Pay - 10th year	55.04	57.57	60.67	63.90	64.99	66.09
Service Pay - 15th year	55.37	57.90	61.00	64.23	65.32	66.42
Service Pay - 20th year	55.70	58.23	61.33	64.56	65.65	66.75
Service Pay - 25th year	56.03	58.56	61.66	64.89	65.98	67.08
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist	51.82	54.34	57.43	60.68	61.77	62.86
Service Pay - 10th year	52.48	55.00	58.09	61.34	62.43	63.52
Service Pay - 15th year	52.81	55.33	58.42	61.67	62.76	63.85
Service Pay - 20th year	53.14	55.66	58.75	62.00	63.09	64.18
Service Pay - 25th year	53.47	55.99	59.08	62.33	63.42	64.51
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist, Community Paramedics	52.76	55.30	58.37	61.60	62.70	63.79
Service Pay - 10th year	53.42	55.96	59.03	62.26	63.36	64.45
Service Pay - 15th year	53.75	56.29	59.36	62.59	63.69	64.78
Service Pay - 20th year	54.08	56.62	59.69	62.92	64.02	65.11
Service Pay - 25th year	54.41	56.95	60.02	63.25	64.35	65.44
Infant Transport Team Unit Chief / Practice Educator / CCP-Advisor (Dispatch)	59.75	62.24	65.32	68.59	69.68	70.77
Service Pay - 10th year	60.41	62.90	65.98	69.25	70.34	71.43
Service Pay - 15th year	60.74	63.23	66.31	69.58	70.67	71.76
Service Pay - 20th year	61.07	63.56	66.64	69.91	71.00	72.09
Service Pay - 25th year	61.40	63.89	66.97	70.24	71.33	72.42
Critical Care Paramedic Unit Chief / Practice Educator / CCP Advisor (Dispatch)	59.75	62.24	65.32	68.59	69.68	70.77
Service Pay - 10th year	60.41	62.90	65.98	69.25	70.34	71.43
Service Pay - 15th year	60.74	63.23	66.31	69.58	70.67	71.76
Service Pay - 20th year	61.07	63.56	66.64	69.91	71.00	72.09
Service Pay - 25th year	61.40	63.89	66.97	70.24	71.33	72.42

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

### Effective First Pay Period after April 1, 2026

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Advanced Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator/PS Supervisor	53.16	55.68	58.77	62.00	63.09	64.19
Service Pay - 10th year	53.82	56.34	59.43	62.66	63.75	64.85
Service Pay - 15th year	54.15	56.67	59.76	62.99	64.08	65.18
Service Pay - 20th year	54.48	57.00	60.09	63.32	64.41	65.51
Service Pay - 25th year	54.81	57.33	60.42	63.65	64.74	65.84
Infant Transport Team Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	61.07	63.58	66.70	69.93	71.02	72.11
Service Pay - 10th year	61.73	64.24	67.36	70.59	71.68	72.77
Service Pay - 15th year	62.06	64.57	67.69	70.92	72.01	73.10
Service Pay - 20th year	62.39	64.90	68.02	71.25	72.34	73.43
Service Pay - 25th year	62.72	65.23	68.35	71.58	72.67	73.76
Critical Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / CCP-A Supervisor	61.07	63.58	66.70	69.93	71.02	72.11
Service Pay - 10th year	61.73	64.24	67.36	70.59	71.68	72.77
Service Pay - 15th year	62.06	64.57	67.69	70.92	72.01	73.10
Service Pay - 20th year	62.39	64.90	68.02	71.25	72.34	73.43
Service Pay - 25th year	62.72	65.23	68.35	71.58	72.67	73.76

## **ACTING SUPERVISORY PAY (Full-Time and Regular Part-Time Only)**

The supervisory pay rates outlined below apply only to employees who are scheduled to fill supervisory shifts/duties on an interim or ad-hoc basis at a pro-rated portion of the allowance. Full-time/regular part-time supervisors receive the appropriate supervisory rates included with their regular rate of pay.

Effective First Pay Period after April 1, 2026 (3.0% GWI)

	<b>Bi-weekly</b>
Emergency Medical Dispatch Officer	338.36
Charge Dispatcher	407.65
Unit Chief	407.65
Planning Coordinator / Logistics Coordinator / Off-car Unit Chief	503.68

## **ACTING UNIT CHIEF PAY (On-Call Only)**

An On-call employee designated to act as Unit Chief for less than one (1) month will continue to earn a pro-rated portion of the monthly allowance.

Effective First Pay Period after April 1, 2026 (3.0% GWI)

<b>Annual Call Volume</b>	<b>Monthly Allowance</b>
0 - 99	353.02
100 - 199	500.99
200 - 299	648.92
300 - 399	802.39
400 +	886.07

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2027**

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Driver	24.88	27.25	29.77	32.69	32.69	32.69
Service Pay - 10th year	-	-	-	33.35	33.35	33.35
Service Pay - 15th year	-	-	-	33.68	33.68	33.68
Service Pay - 20th year	-	-	-	34.01	34.01	34.01
Service Pay - 25th year	-	-	-	34.34	34.34	34.34
Driver Unit Chief	30.43	32.75	35.28	38.24	38.24	38.24
Service Pay - 10th year	-	-	-	38.90	38.90	38.90
Service Pay - 15th year	-	-	-	39.23	39.23	39.23
Service Pay - 20th year	-	-	-	39.56	39.56	39.56
Service Pay - 25th year	-	-	-	39.89	39.89	39.89
Emergency Medical Dispatcher	37.40	44.31	47.81	51.89	53.02	54.15
Service Pay - 10th year	38.06	44.97	48.47	52.55	53.68	54.81
Service Pay - 15th year	38.39	45.30	48.80	52.88	54.01	55.14
Service Pay - 20th year	38.72	45.63	49.13	53.21	54.34	55.47
Service Pay - 25th year	39.05	45.96	49.46	53.54	54.67	55.80
<b><u>Interfacility Emergency Medical Call Taker</u></b>	38.11	40.57	44.11	48.14	49.26	50.40
Service Pay - 10th year	38.77	41.23	44.77	48.80	49.92	51.06
Service Pay - 15th year	39.10	41.56	45.10	49.13	50.25	51.39
Service Pay - 20th year	39.43	41.89	45.43	49.46	50.58	51.72
Service Pay - 25th year	39.76	42.22	45.76	49.79	50.91	52.05
Emergency Medical Charge Dispatcher / Practice Educator / <b><u>I-EMCT Practice Educator / I-EMCT Charge</u></b>	43.06	49.98	53.48	57.55	58.67	59.79
Service Pay - 10th year	43.72	50.64	54.14	58.21	59.33	60.45
Service Pay - 15th year	44.05	50.97	54.47	58.54	59.66	60.78
Service Pay - 20th year	44.38	51.30	54.80	58.87	59.99	61.11
Service Pay - 25th year	44.71	51.63	55.13	59.20	60.32	61.44

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

### Effective First Pay Period after April 1, 2027

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Emergency Medical Call Taker	35.63	38.11	41.63	45.67	46.79	47.94
Service Pay - 10th year	36.29	38.77	42.29	46.33	47.45	48.60
Service Pay - 15th year	36.62	39.10	42.62	46.66	47.78	48.93
Service Pay - 20th year	36.95	39.43	42.95	46.99	48.11	49.26
Service Pay - 25th year	37.28	39.76	43.28	47.32	48.44	49.59
Emergency Medical Dispatch Supervisor / EMD Practice Educator Supervisor	-	-	-	58.98	60.10	61.22
Service Pay - 10th year	-	-	-	59.64	60.76	61.88
Service Pay - 15th year	-	-	-	59.97	61.09	62.21
Service Pay - 20th year	-	-	-	60.30	61.42	62.54
Service Pay - 25th year	-	-	-	60.63	61.75	62.87
Emergency Medical Responder	33.18	35.67	38.22	41.05	41.05	41.05
Service Pay - 10th year	33.84	36.33	38.88	41.71	41.71	41.71
Service Pay - 15th year	34.17	36.66	39.21	42.04	42.04	42.04
Service Pay - 20th year	34.50	36.99	39.54	42.37	42.37	42.37
Service Pay - 25th year	34.83	37.32	39.87	42.70	42.70	42.70
Emergency Medical Responder Unit Chief	38.68	41.18	43.73	46.58	46.58	46.58
Service Pay - 10th year	39.34	41.84	44.39	47.24	47.24	47.24
Service Pay - 15th year	39.67	42.17	44.72	47.57	47.57	47.57
Service Pay - 20th year	40.00	42.50	45.05	47.90	47.90	47.90
Service Pay - 25th year	40.33	42.83	45.38	48.23	48.23	48.23
Primary Care Paramedic	35.30	37.82	41.25	45.26	46.38	47.50
Service Pay - 10th year	35.96	38.48	41.91	45.92	47.04	48.16
Service Pay - 15th year	36.29	38.81	42.24	46.25	47.37	48.49
Service Pay - 20th year	36.62	39.14	42.57	46.58	47.70	48.82
Service Pay - 25th year	36.95	39.47	42.90	46.91	48.03	49.15
Primary Care Paramedic Unit Chief / Practice Educator	40.82	43.31	46.78	50.74	51.87	53.00
Service Pay - 10th year	-	-	-	51.40	52.53	53.66
Service Pay - 15th year	-	-	-	51.73	52.86	53.99
Service Pay - 20th year	-	-	-	52.06	53.19	54.32
Service Pay - 25th year	-	-	-	52.39	53.52	54.65

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2027**

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	42.18	44.70	48.11	52.14	53.27	54.39
Service Pay - 10th year	-	-	-	52.80	53.93	55.05
Service Pay - 15th year	-	-	-	53.13	54.26	55.38
Service Pay - 20th year	-	-	-	53.46	54.59	55.71
Service Pay - 25th year	-	-	-	53.79	54.92	56.04
Primary Care Paramedic IV	36.36	38.89	42.31	46.29	47.41	48.53
Service Pay - 10th year	37.02	39.55	42.97	46.95	48.07	49.19
Service Pay - 15th year	37.35	39.88	43.30	47.28	48.40	49.52
Service Pay - 20th year	37.68	40.21	43.63	47.61	48.73	49.85
Service Pay - 25th year	38.01	40.54	43.96	47.94	49.06	50.18
Primary Care Paramedic IV, Community Paramedics	37.32	39.85	43.26	47.29	48.41	49.53
Service Pay - 10th year	-	-	-	47.95	49.07	50.19
Service Pay - 15th year	-	-	-	48.28	49.40	50.52
Service Pay - 20th year	-	-	-	48.61	49.73	50.85
Service Pay - 25th year	-	-	-	48.94	50.06	51.18
<b>Secondary Triage Clinician (STC) / Link and Referral Unit (LARU)</b>	40.29	42.82	46.23	50.24	51.37	52.49
Service Pay - 10th year	-	-	-	50.90	52.03	53.15
Service Pay - 15th year	-	-	-	51.23	52.36	53.48
Service Pay - 20th year	-	-	-	51.56	52.69	53.81
Service Pay - 25th year	-	-	-	51.89	53.02	54.14
Primary Care Paramedic IV - Flight	40.43	42.97	46.38	50.36	51.49	52.61
Service Pay - 10th year	41.09	43.63	47.04	51.02	52.15	53.27
Service Pay - 15th year	41.42	43.96	47.37	51.35	52.48	53.60
Service Pay - 20th year	41.75	44.29	47.70	51.68	52.81	53.93
Service Pay - 25th year	42.08	44.62	48.03	52.01	53.14	54.26
Primary Care Paramedic IV Unit Chief / Practice Educator / CISM Lead Coordinator	41.85	44.39	47.83	51.83	52.95	54.08
Service Pay - 10th year	-	-	-	52.49	53.61	54.74
Service Pay - 15th year	-	-	-	52.82	53.94	55.07
Service Pay - 20th year	-	-	-	53.15	54.27	55.40
Service Pay - 25th year	-	-	-	53.48	54.60	55.73

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2027**

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic IV Unit Chief / Practice Educator, Community Paramedics	42.83	45.36	48.79	52.80	53.92	55.05
Service Pay - 10th year	-	-	-	53.46	54.58	55.71
Service Pay - 15th year	-	-	-	53.79	54.91	56.04
Service Pay - 20th year	-	-	-	54.12	55.24	56.37
Service Pay - 25th year	-	-	-	54.45	55.57	56.70
Primary Care Paramedic IV Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / <b>Low Acuity Patient Navigator (LAPN)</b>	43.25	45.77	49.18	53.19	54.32	55.44
Service Pay - 10th year	-	-	-	53.85	54.98	56.10
Service Pay - 15th year	-	-	-	54.18	55.31	56.43
Service Pay - 20th year	-	-	-	54.51	55.64	56.76
Service Pay - 25th year	-	-	-	54.84	55.97	57.09
Advanced Care Paramedic	47.86	50.48	53.63	56.97	58.10	59.23
Service Pay - 10th year	48.52	51.14	54.29	57.63	58.76	59.89
Service Pay - 15th year	48.85	51.47	54.62	57.96	59.09	60.22
Service Pay - 20th year	49.18	51.80	54.95	58.29	59.42	60.55
Service Pay - 25th year	49.51	52.13	55.28	58.62	59.75	60.88
Advanced Care Paramedic, Community Paramedics	48.83	51.42	54.60	57.95	59.07	60.19
Service Pay - 10th year	49.49	52.08	55.26	58.61	59.73	60.85
Service Pay - 15th year	49.82	52.41	55.59	58.94	60.06	61.18
Service Pay - 20th year	50.15	52.74	55.92	59.27	60.39	61.51
Service Pay - 25th year	50.48	53.07	56.25	59.60	60.72	61.84
<b>Advanced Care Paramedic - Flight</b>	51.95	54.55	57.70	61.06	62.18	63.30
Service Pay - 10th year	52.61	55.21	58.36	61.72	62.84	63.96
Service Pay - 15th year	52.94	55.54	58.69	62.05	63.17	64.29
Service Pay - 20th year	53.27	55.87	59.02	62.38	63.50	64.62
Service Pay - 25th year	53.60	56.20	59.35	62.71	63.83	64.95
Infant Transport Team	56.01	58.62	61.81	65.14	66.26	67.39
Service Pay - 10th year	56.67	59.28	62.47	65.80	66.92	68.05
Service Pay - 15th year	57.00	59.61	62.80	66.13	67.25	68.38
Service Pay - 20th year	57.33	59.94	63.13	66.46	67.58	68.71
Service Pay - 25th year	57.66	60.27	63.46	66.79	67.91	69.04

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2027**

*Rates include 3.0% GWI*

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Critical Care Paramedic	56.01	58.62	61.81	65.14	66.26	67.39
Service Pay - 10th year	56.67	59.28	62.47	65.80	66.92	68.05
Service Pay - 15th year	57.00	59.61	62.80	66.13	67.25	68.38
Service Pay - 20th year	57.33	59.94	63.13	66.46	67.58	68.71
Service Pay - 25th year	57.66	60.27	63.46	66.79	67.91	69.04
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist	53.37	55.97	59.15	62.50	63.62	64.75
Service Pay - 10th year	54.03	56.63	59.81	63.16	64.28	65.41
Service Pay - 15th year	54.36	56.96	60.14	63.49	64.61	65.74
Service Pay - 20th year	54.69	57.29	60.47	63.82	64.94	66.07
Service Pay - 25th year	55.02	57.62	60.80	64.15	65.27	66.40
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist, Community Paramedics	54.34	56.96	60.12	63.45	64.58	65.70
Service Pay - 10th year	55.00	57.62	60.78	64.11	65.24	66.36
Service Pay - 15th year	55.33	57.95	61.11	64.44	65.57	66.69
Service Pay - 20th year	55.66	58.28	61.44	64.77	65.90	67.02
Service Pay - 25th year	55.99	58.61	61.77	65.10	66.23	67.35
Infant Transport Team Unit Chief / Practice Educator / CCP-Advisor (Dispatch)	61.54	64.11	67.28	70.65	71.77	72.89
Service Pay - 10th year	62.20	64.77	67.94	71.31	72.43	73.55
Service Pay - 15th year	62.53	65.10	68.27	71.64	72.76	73.88
Service Pay - 20th year	62.86	65.43	68.60	71.97	73.09	74.21
Service Pay - 25th year	63.19	65.76	68.93	72.30	73.42	74.54
Critical Care Paramedic Unit Chief / Practice Educator / CCP Advisor (Dispatch)	61.54	64.11	67.28	70.65	71.77	72.89
Service Pay - 10th year	62.20	64.77	67.94	71.31	72.43	73.55
Service Pay - 15th year	62.53	65.10	68.27	71.64	72.76	73.88
Service Pay - 20th year	62.86	65.43	68.60	71.97	73.09	74.21
Service Pay - 25th year	63.19	65.76	68.93	72.30	73.42	74.54

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

### Effective First Pay Period after April 1, 2027

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Advanced Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator/PS Supervisor	54.75	57.35	60.53	63.86	64.98	66.12
Service Pay - 10th year	55.41	58.01	61.19	64.52	65.64	66.78
Service Pay - 15th year	55.74	58.34	61.52	64.85	65.97	67.11
Service Pay - 20th year	56.07	58.67	61.85	65.18	66.30	67.44
Service Pay - 25th year	56.40	59.00	62.18	65.51	66.63	67.77
Infant Transport Team Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	62.90	65.49	68.70	72.03	73.15	74.27
Service Pay - 10th year	63.56	66.15	69.36	72.69	73.81	74.93
Service Pay - 15th year	63.89	66.48	69.69	73.02	74.14	75.26
Service Pay - 20th year	64.22	66.81	70.02	73.35	74.47	75.59
Service Pay - 25th year	64.55	67.14	70.35	73.68	74.80	75.92
Critical Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / CCP-A Supervisor	62.90	65.49	68.70	72.03	73.15	74.27
Service Pay - 10th year	63.56	66.15	69.36	72.69	73.81	74.93
Service Pay - 15th year	63.89	66.48	69.69	73.02	74.14	75.26
Service Pay - 20th year	64.22	66.81	70.02	73.35	74.47	75.59
Service Pay - 25th year	64.55	67.14	70.35	73.68	74.80	75.92

## **ACTING SUPERVISORY PAY (Full-Time and Regular Part-Time Only)**

The supervisory pay rates outlined below apply only to employees who are scheduled to fill supervisory shifts/duties on an interim or ad-hoc basis at a pro-rated portion of the allowance. Full-time/regular part-time supervisors receive the appropriate supervisory rates included with their regular rate of pay.

Effective First Pay Period after April 1, 2027 (3.0% GWI)

	<b>Bi-weekly</b>
Emergency Medical Dispatch Officer	348.51
Charge Dispatcher	419.88
Unit Chief	419.88
Planning Coordinator / Logistics Coordinator / Off-car Unit Chief	518.79

## **ACTING UNIT CHIEF PAY (On-Call Only)**

An On-call employee designated to act as Unit Chief for less than one (1) month will continue to earn a pro-rated portion of the monthly allowance.

Effective First Pay Period after April 1, 2027 (3.0% GWI)

<b>Annual Call Volume</b>	<b>Monthly Allowance</b>
0 - 99	363.61
100 - 199	516.02
200 - 299	668.39
300 - 399	826.46
400 +	912.65

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2028**

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Driver	25.63	28.07	30.66	33.67	33.67	33.67
Service Pay - 10th year	-	-	-	34.33	34.33	34.33
Service Pay - 15th year	-	-	-	34.66	34.66	34.66
Service Pay - 20th year	-	-	-	34.99	34.99	34.99
Service Pay - 25th year	-	-	-	35.32	35.32	35.32
Driver Unit Chief	31.34	33.73	36.34	39.39	39.39	39.39
Service Pay - 10th year	-	-	-	40.05	40.05	40.05
Service Pay - 15th year	-	-	-	40.38	40.38	40.38
Service Pay - 20th year	-	-	-	40.71	40.71	40.71
Service Pay - 25th year	-	-	-	41.04	41.04	41.04
Emergency Medical Dispatcher	38.52	45.64	49.24	53.45	54.61	55.77
Service Pay - 10th year	39.18	46.30	49.90	54.11	55.27	56.43
Service Pay - 15th year	39.51	46.63	50.23	54.44	55.60	56.76
Service Pay - 20th year	39.84	46.96	50.56	54.77	55.93	57.09
Service Pay - 25th year	40.17	47.29	50.89	55.10	56.26	57.42
<b><u>Interfacility Emergency Medical Call</u></b>	39.25	41.79	45.43	49.58	50.74	51.91
<b><u>Taker</u></b>						
Service Pay - 10th year	39.91	42.45	46.09	50.24	51.40	52.57
Service Pay - 15th year	40.24	42.78	46.42	50.57	51.73	52.90
Service Pay - 20th year	40.57	43.11	46.75	50.90	52.06	53.23
Service Pay - 25th year	40.90	43.44	47.08	51.23	52.39	53.56
Emergency Medical Charge Dispatcher / Practice Educator / <b><u>I-EMCT Practice</u></b>	44.35	51.48	55.08	59.28	60.43	61.58
<b><u>Educator / I-EMCT Charge</u></b>						
Service Pay - 10th year	45.01	52.14	55.74	59.94	61.09	62.24
Service Pay - 15th year	45.34	52.47	56.07	60.27	61.42	62.57
Service Pay - 20th year	45.67	52.80	56.40	60.60	61.75	62.90
Service Pay - 25th year	46.00	53.13	56.73	60.93	62.08	63.23

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2028**

*Rates include 3.0% GWI*

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Emergency Medical Call Taker	36.70	39.25	42.88	47.04	48.19	49.38
Service Pay - 10th year	37.36	39.91	43.54	47.70	48.85	50.04
Service Pay - 15th year	37.69	40.24	43.87	48.03	49.18	50.37
Service Pay - 20th year	38.02	40.57	44.20	48.36	49.51	50.70
Service Pay - 25th year	38.35	40.90	44.53	48.69	49.84	51.03
Emergency Medical Dispatch Supervisor / EMD Practice Educator Supervisor	-	-	-	60.75	61.90	63.06
Service Pay - 10th year	-	-	-	61.41	62.56	63.72
Service Pay - 15th year	-	-	-	61.74	62.89	64.05
Service Pay - 20th year	-	-	-	62.07	63.22	64.38
Service Pay - 25th year	-	-	-	62.40	63.55	64.71
Emergency Medical Responder	34.18	36.74	39.37	42.28	42.28	42.28
Service Pay - 10th year	34.84	37.40	40.03	42.94	42.94	42.94
Service Pay - 15th year	35.17	37.73	40.36	43.27	43.27	43.27
Service Pay - 20th year	35.50	38.06	40.69	43.60	43.60	43.60
Service Pay - 25th year	35.83	38.39	41.02	43.93	43.93	43.93
Emergency Medical Responder Unit Chief	39.84	42.42	45.04	47.98	47.98	47.98
Service Pay - 10th year	40.50	43.08	45.70	48.64	48.64	48.64
Service Pay - 15th year	40.83	43.41	46.03	48.97	48.97	48.97
Service Pay - 20th year	41.16	43.74	46.36	49.30	49.30	49.30
Service Pay - 25th year	41.49	44.07	46.69	49.63	49.63	49.63
Primary Care Paramedic	36.36	38.95	42.49	46.62	47.77	48.93
Service Pay - 10th year	37.02	39.61	43.15	47.28	48.43	49.59
Service Pay - 15th year	37.35	39.94	43.48	47.61	48.76	49.92
Service Pay - 20th year	37.68	40.27	43.81	47.94	49.09	50.25
Service Pay - 25th year	38.01	40.60	44.14	48.27	49.42	50.58
Primary Care Paramedic Unit Chief / Practice Educator	42.04	44.61	48.18	52.26	53.43	54.59
Service Pay - 10th year	-	-	-	52.92	54.09	55.25
Service Pay - 15th year	-	-	-	53.25	54.42	55.58
Service Pay - 20th year	-	-	-	53.58	54.75	55.91
Service Pay - 25th year	-	-	-	53.91	55.08	56.24

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2028**

*Rates include 3.0% GWI*

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	43.45	46.04	49.55	53.70	54.87	56.02
Service Pay - 10th year	-	-	-	54.36	55.53	56.68
Service Pay - 15th year	-	-	-	54.69	55.86	57.01
Service Pay - 20th year	-	-	-	55.02	56.19	57.34
Service Pay - 25th year	-	-	-	55.35	56.52	57.67
Primary Care Paramedic IV	37.45	40.06	43.58	47.68	48.83	49.99
Service Pay - 10th year	38.11	40.72	44.24	48.34	49.49	50.65
Service Pay - 15th year	38.44	41.05	44.57	48.67	49.82	50.98
Service Pay - 20th year	38.77	41.38	44.90	49.00	50.15	51.31
Service Pay - 25th year	39.10	41.71	45.23	49.33	50.48	51.64
Primary Care Paramedic IV, Community Paramedics	38.44	41.05	44.56	48.71	49.86	51.02
Service Pay - 10th year	-	-	-	49.37	50.52	51.68
Service Pay - 15th year	-	-	-	49.70	50.85	52.01
Service Pay - 20th year	-	-	-	50.03	51.18	52.34
Service Pay - 25th year	-	-	-	50.36	51.51	52.67
<b>Secondary Triage Clinician (STC) / Link and Referral Unit (LARU)</b>	41.50	44.10	47.62	51.75	52.91	54.06
Service Pay - 10th year	-	-	-	52.41	53.57	54.72
Service Pay - 15th year	-	-	-	52.74	53.90	55.05
Service Pay - 20th year	-	-	-	53.07	54.23	55.38
Service Pay - 25th year	-	-	-	53.40	54.56	55.71
Primary Care Paramedic IV - Flight	41.64	44.26	47.77	51.87	53.03	54.19
Service Pay - 10th year	42.30	44.92	48.43	52.53	53.69	54.85
Service Pay - 15th year	42.63	45.25	48.76	52.86	54.02	55.18
Service Pay - 20th year	42.96	45.58	49.09	53.19	54.35	55.51
Service Pay - 25th year	43.29	45.91	49.42	53.52	54.68	55.84
Primary Care Paramedic IV Unit Chief / Practice Educator / CISM Lead Coordinator	43.11	45.72	49.26	53.38	54.54	55.70
Service Pay - 10th year	-	-	-	54.04	55.20	56.36
Service Pay - 15th year	-	-	-	54.37	55.53	56.69
Service Pay - 20th year	-	-	-	54.70	55.86	57.02
Service Pay - 25th year	-	-	-	55.03	56.19	57.35

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2028**

Rates include 3.0% GWI

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Primary Care Paramedic IV Unit Chief / Practice Educator, Community Paramedics	44.11	46.72	50.25	54.38	55.54	56.70
Service Pay - 10th year	-	-	-	55.04	56.20	57.36
Service Pay - 15th year	-	-	-	55.37	56.53	57.69
Service Pay - 20th year	-	-	-	55.70	56.86	58.02
Service Pay - 25th year	-	-	-	56.03	57.19	58.35
Primary Care Paramedic IV Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / <b>Low Acuity Patient Navigator (LAPN)</b>	44.55	47.14	50.66	54.79	55.95	57.10
Service Pay - 10th year	-	-	-	55.45	56.61	57.76
Service Pay - 15th year	-	-	-	55.78	56.94	58.09
Service Pay - 20th year	-	-	-	56.11	57.27	58.42
Service Pay - 25th year	-	-	-	56.44	57.60	58.75
Advanced Care Paramedic	49.30	51.99	55.24	58.68	59.84	61.01
Service Pay - 10th year	49.96	52.65	55.90	59.34	60.50	61.67
Service Pay - 15th year	50.29	52.98	56.23	59.67	60.83	62.00
Service Pay - 20th year	50.62	53.31	56.56	60.00	61.16	62.33
Service Pay - 25th year	50.95	53.64	56.89	60.33	61.49	62.66
Advanced Care Paramedic, Community Paramedics	50.29	52.96	56.24	59.69	60.84	62.00
Service Pay - 10th year	50.95	53.62	56.90	60.35	61.50	62.66
Service Pay - 15th year	51.28	53.95	57.23	60.68	61.83	62.99
Service Pay - 20th year	51.61	54.28	57.56	61.01	62.16	63.32
Service Pay - 25th year	51.94	54.61	57.89	61.34	62.49	63.65
<b>Advanced Care Paramedic - Flight</b>	53.51	56.19	59.43	62.89	64.05	65.20
Service Pay - 10th year	54.17	56.85	60.09	63.55	64.71	65.86
Service Pay - 15th year	54.50	57.18	60.42	63.88	65.04	66.19
Service Pay - 20th year	54.83	57.51	60.75	64.21	65.37	66.52
Service Pay - 25th year	55.16	57.84	61.08	64.54	65.70	66.85
Infant Transport Team	57.69	60.38	63.66	67.09	68.25	69.41
Service Pay - 10th year	58.35	61.04	64.32	67.75	68.91	70.07
Service Pay - 15th year	58.68	61.37	64.65	68.08	69.24	70.40
Service Pay - 20th year	59.01	61.70	64.98	68.41	69.57	70.73
Service Pay - 25th year	59.34	62.03	65.31	68.74	69.90	71.06

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2028**

*Rates include 3.0% GWI*

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Critical Care Paramedic	57.69	60.38	63.66	67.09	68.25	69.41
Service Pay - 10th year	58.35	61.04	64.32	67.75	68.91	70.07
Service Pay - 15th year	58.68	61.37	64.65	68.08	69.24	70.40
Service Pay - 20th year	59.01	61.70	64.98	68.41	69.57	70.73
Service Pay - 25th year	59.34	62.03	65.31	68.74	69.90	71.06
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist	54.97	57.65	60.92	64.38	65.53	66.69
Service Pay - 10th year	55.63	58.31	61.58	65.04	66.19	67.35
Service Pay - 15th year	55.96	58.64	61.91	65.37	66.52	67.68
Service Pay - 20th year	56.29	58.97	62.24	65.70	66.85	68.01
Service Pay - 25th year	56.62	59.30	62.57	66.03	67.18	68.34
Advanced Care Paramedic Unit Chief / Practice Educator / Paramedic Specialist, Community Paramedics	55.97	58.67	61.92	65.35	66.52	67.67
Service Pay - 10th year	56.63	59.33	62.58	66.01	67.18	68.33
Service Pay - 15th year	56.96	59.66	62.91	66.34	67.51	68.66
Service Pay - 20th year	57.29	59.99	63.24	66.67	67.84	68.99
Service Pay - 25th year	57.62	60.32	63.57	67.00	68.17	69.32
Infant Transport Team Unit Chief / Practice Educator / CCP-Advisor (Dispatch)	63.39	66.03	69.30	72.77	73.92	75.08
Service Pay - 10th year	64.05	66.69	69.96	73.43	74.58	75.74
Service Pay - 15th year	64.38	67.02	70.29	73.76	74.91	76.07
Service Pay - 20th year	64.71	67.35	70.62	74.09	75.24	76.40
Service Pay - 25th year	65.04	67.68	70.95	74.42	75.57	76.73
Critical Care Paramedic Unit Chief / Practice Educator / CCP Advisor (Dispatch)	63.39	66.03	69.30	72.77	73.92	75.08
Service Pay - 10th year	64.05	66.69	69.96	73.43	74.58	75.74
Service Pay - 15th year	64.38	67.02	70.29	73.76	74.91	76.07
Service Pay - 20th year	64.71	67.35	70.62	74.09	75.24	76.40
Service Pay - 25th year	65.04	67.68	70.95	74.42	75.57	76.73

## FULL-TIME, REGULAR PART-TIME AND ON-CALL EMPLOYEE WAGES

**Effective First Pay Period after April 1, 2028**

*Rates include 3.0% GWI*

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Advanced Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator/PS Supervisor	56.39	59.07	62.35	65.78	66.93	68.10
Service Pay - 10th year	57.05	59.73	63.01	66.44	67.59	68.76
Service Pay - 15th year	57.38	60.06	63.34	66.77	67.92	69.09
Service Pay - 20th year	57.71	60.39	63.67	67.10	68.25	69.42
Service Pay - 25th year	58.04	60.72	64.00	67.43	68.58	69.75
Infant Transport Team Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator	64.79	67.45	70.76	74.19	75.34	76.50
Service Pay - 10th year	65.45	68.11	71.42	74.85	76.00	77.16
Service Pay - 15th year	65.78	68.44	71.75	75.18	76.33	77.49
Service Pay - 20th year	66.11	68.77	72.08	75.51	76.66	77.82
Service Pay - 25th year	66.44	69.10	72.41	75.84	76.99	78.15
Critical Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / CCP-A Supervisor	64.79	67.45	70.76	74.19	75.34	76.50
Service Pay - 10th year	65.45	68.11	71.42	74.85	76.00	77.16
Service Pay - 15th year	65.78	68.44	71.75	75.18	76.33	77.49
Service Pay - 20th year	66.11	68.77	72.08	75.51	76.66	77.82
Service Pay - 25th year	66.44	69.10	72.41	75.84	76.99	78.15

## **ACTING SUPERVISORY PAY (Full-Time and Regular Part-Time Only)**

The supervisory pay rates outlined below apply only to employees who are scheduled to fill supervisory shifts/duties on an interim or ad-hoc basis at a pro-rated portion of the allowance. Full-time/regular part-time supervisors receive the appropriate supervisory rates included with their regular rate of pay.

Effective First Pay Period after April 1, 2028 (3.0% GWI)

	<b>Bi-weekly</b>
Emergency Medical Dispatch Officer	358.97
Charge Dispatcher	432.48
Unit Chief	432.48
Planning Coordinator / Logistics Coordinator / Off-car Unit Chief	534.35

## **ACTING UNIT CHIEF PAY (On-Call Only)**

An On-call employee designated to act as Unit Chief for less than one (1) month will continue to earn a pro-rated portion of the monthly allowance.

Effective First Pay Period after April 1, 2028 (3.0% GWI)

<b>Annual Call Volume</b>	<b>Monthly Allowance</b>
0 - 99	374.52
100 - 199	531.50
200 - 299	688.44
300 - 399	851.25
400 +	940.03