

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

### Effective First Pay Period after April 1, 2023

Rates include 5.5% General Wage Increase and 1.25% Cost of Living Adjustment (COLA).

\*New "4 year" and "5 year" experience pay increment step added with an increase of \$1.00.

\*\* Additional \$1.25 per hour increase to "3 year" rate

Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Driver	22.12	24.21	26.45	29.05	29.05	29.05
Service Pay - 10th year	-	-	-	29.71	29.71	29.71
Service Pay - 15th year	-	-	-	30.04	30.04	30.04
Service Pay - 20th year	-	-	-	30.37	30.37	30.37
Service Pay - 25th year	-	-	-	30.70	30.70	30.70
Driver Unit Chief	27.03	29.10	31.34	33.98	33.98	33.98
Service Pay - 10th year	-	-	-	34.64	34.64	34.64
Service Pay - 15th year	-	-	-	34.97	34.97	34.97
Service Pay - 20th year	-	-	-	35.30	35.30	35.30
Service Pay - 25th year	-	-	-	35.63	35.63	35.63
Emergency Medical Dispatcher*	33.22	39.37	42.49	46.11	47.11	48.11
Service Pay - 10th year	33.88	40.03	43.15	46.77	47.77	48.77
Service Pay - 15th year	34.21	40.36	43.48	47.10	48.10	49.10
Service Pay - 20th year	34.54	40.69	43.81	47.43	48.43	49.43
Service Pay - 25th year	34.87	41.02	44.14	47.76	48.76	49.76
Emergency Medical Charge Dispatcher / Practice Educator*	38.26	44.41	47.51	51.13	52.13	53.13
Service Pay - 10th year	38.92	45.07	48.17	51.79	52.79	53.79
Service Pay - 15th year	39.25	45.40	48.50	52.12	53.12	54.12
Service Pay - 20th year	39.58	45.73	48.83	52.45	53.45	54.45
Service Pay - 25th year	39.91	46.06	49.16	52.78	53.78	54.78
Emergency Medical Call Taker*	31.65	33.85	36.99	40.58	41.58	42.58
Service Pay - 10th year	32.31	34.51	37.65	41.24	42.24	43.24
Service Pay - 15th year	32.64	34.84	37.98	41.57	42.57	43.57
Service Pay - 20th year	32.97	35.17	38.31	41.90	42.90	43.90
Service Pay - 25th year	33.30	35.50	38.64	42.23	43.23	44.23
Emergency Medical Dispatch Officer*	37.36	43.51	46.62	50.25	51.25	52.25
Service Pay - 10th year	38.02	44.17	47.28	50.91	51.91	52.91
Service Pay - 15th year	38.35	44.50	47.61	51.24	52.24	53.24
Service Pay - 20th year	38.68	44.83	47.94	51.57	52.57	53.57
Service Pay - 25th year	39.01	45.16	48.27	51.90	52.90	53.90

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Classification	Universal Hourly Rates					
	0 base	1 year	2 year	3 year	4 year	5 year
Emergency Medical Dispatch Supervisor*	-	-	-	52.40	53.40	54.40
Service Pay - 10th year	-	-	-	53.06	54.06	55.06
Service Pay - 15th year	-	-	-	53.39	54.39	55.39
Service Pay - 20th year	-	-	-	53.72	54.72	55.72
Service Pay - 25th year	-	-	-	54.05	55.05	56.05
Emergency Medical Dispatch Supervisor / <b>EMD Practice Educator Supervisor*</b>	-	-	-	52.40	53.40	54.40
Service Pay - 10th year	-	-	-	53.06	54.06	55.06
Service Pay - 15th year	-	-	-	53.39	54.39	55.39
Service Pay - 20th year	-	-	-	53.72	54.72	55.72
Service Pay - 25th year	-	-	-	54.05	55.05	56.05
Emergency Medical Responder	29.48	31.69	33.96	36.47	36.47	36.47
Service Pay - 10th year	30.14	32.35	34.62	37.13	37.13	37.13
Service Pay - 15th year	30.47	32.68	34.95	37.46	37.46	37.46
Service Pay - 20th year	30.80	33.01	35.28	37.79	37.79	37.79
Service Pay - 25th year	31.13	33.34	35.61	38.12	38.12	38.12
Emergency Medical Responder Unit Chief	34.37	36.59	38.85	41.38	41.38	41.38
Service Pay - 10th year	35.03	37.25	39.51	42.04	42.04	42.04
Service Pay - 15th year	35.36	37.58	39.84	42.37	42.37	42.37
Service Pay - 20th year	35.69	37.91	40.17	42.70	42.70	42.70
Service Pay - 25th year	36.02	38.24	40.50	43.03	43.03	43.03
Primary Care Paramedic*	31.36	33.60	36.65	40.21	41.21	42.21
Service Pay - 10th year	32.02	34.26	37.31	40.87	41.87	42.87
Service Pay - 15th year	32.35	34.59	37.64	41.20	42.20	43.20
Service Pay - 20th year	32.68	34.92	37.97	41.53	42.53	43.53
Service Pay - 25th year	33.01	35.25	38.30	41.86	42.86	43.86
Primary Care Paramedic Unit Chief / Practice Educator*	36.27	38.49	41.57	45.09	46.09	47.09
Service Pay - 10th year	-	-	-	45.75	46.75	47.75
Service Pay - 15th year	-	-	-	46.08	47.08	48.08
Service Pay - 20th year	-	-	-	46.41	47.41	48.41
Service Pay - 25th year	-	-	-	46.74	47.74	48.74

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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*	37.48	39.72	42.75	46.33	47.33	48.33
Service Pay - 10th year	-	-	-	46.99	47.99	48.99
Service Pay - 15th year	-	-	-	47.32	48.32	49.32
Service Pay - 20th year	-	-	-	47.65	48.65	49.65
Service Pay - 25th year	-	-	-	47.98	48.98	49.98
Primary Care Paramedic IV*	32.30	34.55	37.59	41.13	42.13	43.13
Service Pay - 10th year	32.96	35.21	38.25	41.79	42.79	43.79
Service Pay - 15th year	33.29	35.54	38.58	42.12	43.12	44.12
Service Pay - 20th year	33.62	35.87	38.91	42.45	43.45	44.45
Service Pay - 25th year	33.95	36.20	39.24	42.78	43.78	44.78
Primary Care Paramedic IV / <b>Secondary Triage Clinician / Low Acuity Patient Navigator*</b>	32.30	34.55	37.59	41.13	42.13	43.13
Service Pay - 10th year	32.96	35.21	38.25	41.79	42.79	43.79
Service Pay - 15th year	33.29	35.54	38.58	42.12	43.12	44.12
Service Pay - 20th year	33.62	35.87	38.91	42.45	43.45	44.45
Service Pay - 25th year	33.95	36.20	39.24	42.78	43.78	44.78
Primary Care Paramedic IV, Community Paramedics*	33.16	35.41	38.44	42.01	43.01	44.01
Service Pay - 10th year	-	-	-	42.67	43.67	44.67
Service Pay - 15th year	-	-	-	43.00	44.00	45.00
Service Pay - 20th year	-	-	-	43.33	44.33	45.33
Service Pay - 25th year	-	-	-	43.66	44.66	45.66
Primary Care Paramedic IV Unit Chief / Practice Educator*	37.18	39.44	42.50	46.05	47.05	48.05
Service Pay - 10th year	-	-	-	46.71	47.71	48.71
Service Pay - 15th year	-	-	-	47.04	48.04	49.04
Service Pay - 20th year	-	-	-	47.37	48.37	49.37
Service Pay - 25th year	-	-	-	47.70	48.70	49.70

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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 / <b>CISM Lead</b> <b>Coordinator*</b>	37.18	39.44	42.50	46.05	47.05	48.05
Service Pay - 10th year	-	-	-	46.71	47.71	48.71
Service Pay - 15th year	-	-	-	47.04	48.04	49.04
Service Pay - 20th year	-	-	-	47.37	48.37	49.37
Service Pay - 25th year	-	-	-	47.70	48.70	49.70
Primary Care Paramedic IV Unit Chief / Practice Educator, Community Paramedics*	38.05	40.30	43.35	46.91	47.91	48.91
Service Pay - 10th year	-	-	-	47.57	48.57	49.57
Service Pay - 15th year	-	-	-	47.90	48.90	49.90
Service Pay - 20th year	-	-	-	48.23	49.23	50.23
Service Pay - 25th year	-	-	-	48.56	49.56	50.56
Primary Care Paramedic IV Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator*	38.43	40.67	43.70	47.26	48.26	49.26
Service Pay - 10th year	-	-	-	47.92	48.92	49.92
Service Pay - 15th year	-	-	-	48.25	49.25	50.25
Service Pay - 20th year	-	-	-	48.58	49.58	50.58
Service Pay - 25th year	-	-	-	48.91	49.91	50.91
Advanced Care Paramedic* **	42.53	44.84	47.65	50.62	51.62	52.62
Service Pay - 10th year	43.19	45.50	48.31	51.28	52.28	53.28
Service Pay - 15th year	43.52	45.83	48.64	51.61	52.61	53.61
Service Pay - 20th year	43.85	46.16	48.97	51.94	52.94	53.94
Service Pay - 25th year	44.18	46.49	49.30	52.27	53.27	54.27
Advanced Care Paramedic, Community Paramedics* **	43.39	45.69	48.51	51.49	52.49	53.49
Service Pay - 10th year	44.05	46.35	49.17	52.15	53.15	54.15
Service Pay - 15th year	44.38	46.68	49.50	52.48	53.48	54.48
Service Pay - 20th year	44.71	47.01	49.83	52.81	53.81	54.81
Service Pay - 25th year	45.04	47.34	50.16	53.14	54.14	55.14

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	0 base	1 year	2 year	3 year	4 year	5 year
Infant Transport Team* **	49.77	52.08	54.91	57.87	58.87	59.87
Service Pay - 10th year	50.43	52.74	55.57	58.53	59.53	60.53
Service Pay - 15th year	50.76	53.07	55.90	58.86	59.86	60.86
Service Pay - 20th year	51.09	53.40	56.23	59.19	60.19	61.19
Service Pay - 25th year	51.42	53.73	56.56	59.52	60.52	61.52
Critical Care Paramedic* **	49.77	52.08	54.91	57.87	58.87	59.87
Service Pay - 10th year	50.43	52.74	55.57	58.53	59.53	60.53
Service Pay - 15th year	50.76	53.07	55.90	58.86	59.86	60.86
Service Pay - 20th year	51.09	53.40	56.23	59.19	60.19	61.19
Service Pay - 25th year	51.42	53.73	56.56	59.52	60.52	61.52
Advanced Care Paramedic Unit Chief / Practice Educator* **	47.42	49.73	52.56	55.52	56.52	57.52
Service Pay - 10th year	48.08	50.39	53.22	56.18	57.18	58.18
Service Pay - 15th year	48.41	50.72	53.55	56.51	57.51	58.51
Service Pay - 20th year	48.74	51.05	53.88	56.84	57.84	58.84
Service Pay - 25th year	49.07	51.38	54.21	57.17	58.17	59.17
Advanced Care Paramedic Unit Chief / Practice Educator / <b>Paramedic Specialist*</b> **	47.42	49.73	52.56	55.52	56.52	57.52
Service Pay - 10th year	48.08	50.39	53.22	56.18	57.18	58.18
Service Pay - 15th year	48.41	50.72	53.55	56.51	57.51	58.51
Service Pay - 20th year	48.74	51.05	53.88	56.84	57.84	58.84
Service Pay - 25th year	49.07	51.38	54.21	57.17	58.17	59.17
Advanced Care Paramedic Unit Chief / Practice Educator, Community Paramedics* **	48.28	50.61	53.42	56.38	57.38	58.38
Service Pay - 10th year	48.94	51.27	54.08	57.04	58.04	59.04
Service Pay - 15th year	49.27	51.60	54.41	57.37	58.37	59.37
Service Pay - 20th year	49.60	51.93	54.74	57.70	58.70	59.70
Service Pay - 25th year	49.93	52.26	55.07	58.03	59.03	60.03

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	0 base	1 year	2 year	3 year	4 year	5 year
Advanced Care Paramedic Unit Chief / Practice Educator / <b>Paramedic Specialist</b> , Community Paramedics* **	48.28	50.61	53.42	56.38	57.38	58.38
Service Pay - 10th year	48.94	51.27	54.08	57.04	58.04	59.04
Service Pay - 15th year	49.27	51.60	54.41	57.37	58.37	59.37
Service Pay - 20th year	49.60	51.93	54.74	57.70	58.70	59.70
Service Pay - 25th year	49.93	52.26	55.07	58.03	59.03	60.03
Infant Transport Team Unit Chief / Practice Educator* **	54.68	56.96	59.78	62.77	63.77	64.77
Service Pay - 10th year	55.34	57.62	60.44	63.43	64.43	65.43
Service Pay - 15th year	55.67	57.95	60.77	63.76	64.76	65.76
Service Pay - 20th year	56.00	58.28	61.10	64.09	65.09	66.09
Service Pay - 25th year	56.33	58.61	61.43	64.42	65.42	66.42
Infant Transport Team Unit Chief / Practice Educator / <b>CCP-Advisor (Dispatch)</b> * **	54.68	56.96	59.78	62.77	63.77	64.77
Service Pay - 10th year	55.34	57.62	60.44	63.43	64.43	65.43
Service Pay - 15th year	55.67	57.95	60.77	63.76	64.76	65.76
Service Pay - 20th year	56.00	58.28	61.10	64.09	65.09	66.09
Service Pay - 25th year	56.33	58.61	61.43	64.42	65.42	66.42
Critical Care Paramedic Unit Chief / Practice Educator* **	54.68	56.96	59.78	62.77	63.77	64.77
Service Pay - 10th year	55.34	57.62	60.44	63.43	64.43	65.43
Service Pay - 15th year	55.67	57.95	60.77	63.76	64.76	65.76
Service Pay - 20th year	56.00	58.28	61.10	64.09	65.09	66.09
Service Pay - 25th year	56.33	58.61	61.43	64.42	65.42	66.42

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	0 base	1 year	2 year	3 year	4 year	5 year
Critical Care Paramedic Unit Chief / Practice Educator / <b>CCP Advisor (Dispatch)* **</b>	54.68	56.96	59.78	62.77	63.77	64.77
Service Pay - 10th year	55.34	57.62	60.44	63.43	64.43	65.43
Service Pay - 15th year	55.67	57.95	60.77	63.76	64.76	65.76
Service Pay - 20th year	56.00	58.28	61.10	64.09	65.09	66.09
Service Pay - 25th year	56.33	58.61	61.43	64.42	65.42	66.42
Advanced Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator* **	48.65	50.96	53.79	56.74	57.74	58.74
Service Pay - 10th year	49.31	51.62	54.45	57.40	58.40	59.40
Service Pay - 15th year	49.64	51.95	54.78	57.73	58.73	59.73
Service Pay - 20th year	49.97	52.28	55.11	58.06	59.06	60.06
Service Pay - 25th year	50.30	52.61	55.44	58.39	59.39	60.39
Advanced Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator / <b>PS/CCP-A Supervisor)* **</b>	48.65	50.96	53.79	56.74	57.74	58.74
Service Pay - 10th year	49.31	51.62	54.45	57.40	58.40	59.40
Service Pay - 15th year	49.64	51.95	54.78	57.73	58.73	59.73
Service Pay - 20th year	49.97	52.28	55.11	58.06	59.06	60.06
Service Pay - 25th year	50.30	52.61	55.44	58.39	59.39	60.39
Infant Transport Team Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator* **	55.88	58.18	61.04	63.99	64.99	65.99
Service Pay - 10th year	56.54	58.84	61.70	64.65	65.65	66.65
Service Pay - 15th year	56.87	59.17	62.03	64.98	65.98	66.98
Service Pay - 20th year	57.20	59.50	62.36	65.31	66.31	67.31
Service Pay - 25th year	57.53	59.83	62.69	65.64	66.64	67.64

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Critical Care Paramedic Off-car Unit Chief/ Planning Coordinator / Logistics Coordinator* **	55.88	58.18	61.04	63.99	64.99	65.99
Service Pay - 10th year	56.54	58.84	61.70	64.65	65.65	66.65
Service Pay - 15th year	56.87	59.17	62.03	64.98	65.98	66.98
Service Pay - 20th year	57.20	59.50	62.36	65.31	66.31	67.31
Service Pay - 25th year	57.53	59.83	62.69	65.64	66.64	67.64