

EMS		Current														
Grade	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Midpoint Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Maximum Step 16
P-A	\$12.00	\$12.28	\$12.57	\$12.87	\$13.17	\$13.48	\$13.80	\$14.12	\$14.45	\$14.79	\$15.14	\$15.50	\$15.86	\$16.23	\$16.61	\$17.00
Biweekly*	\$1,528.28	\$1,563.94	\$1,600.87	\$1,639.08	\$1,677.28	\$1,716.76	\$1,757.52	\$1,798.27	\$1,840.30	\$1,883.60	\$1,928.17	\$1,974.02	\$2,019.87	\$2,066.99	\$2,115.39	\$2,165.06
Annual*	\$39,888.00	\$40,818.72	\$41,782.68	\$42,779.88	\$43,777.08	\$44,807.52	\$45,871.20	\$46,934.88	\$48,031.80	\$49,161.96	\$50,325.36	\$51,522.00	\$52,718.64	\$53,948.52	\$55,211.64	\$56,508.00
P-1	\$13.00	\$13.31	\$13.62	\$13.94	\$14.27	\$14.61	\$14.95	\$15.30	\$15.66	\$16.03	\$16.41	\$16.80	\$17.19	\$17.59	\$18.00	\$18.42
Biweekly*	\$1,655.63	\$1,695.11	\$1,734.59	\$1,775.35	\$1,817.37	\$1,860.68	\$1,903.98	\$1,948.55	\$1,994.40	\$2,041.52	\$2,089.92	\$2,139.59	\$2,189.26	\$2,240.20	\$2,292.41	\$2,345.90
Annual*	\$43,212.00	\$44,242.44	\$45,272.88	\$46,336.56	\$47,433.48	\$48,563.64	\$49,693.80	\$50,857.20	\$52,053.84	\$53,283.72	\$54,546.84	\$55,843.20	\$57,139.56	\$58,469.16	\$59,832.00	\$61,228.08
P-2	\$15.30	\$15.66	\$16.03	\$16.41	\$16.80	\$17.19	\$17.59	\$18.00	\$18.42	\$18.85	\$19.29	\$19.74	\$20.20	\$20.67	\$21.16	\$21.66
Biweekly*	\$1,948.55	\$1,994.40	\$2,041.52	\$2,089.92	\$2,139.59	\$2,189.26	\$2,240.20	\$2,292.41	\$2,345.90	\$2,400.67	\$2,456.70	\$2,514.01	\$2,572.60	\$2,632.46	\$2,694.86	\$2,758.54
Annual*	\$50,857.20	\$52,053.84	\$53,283.72	\$54,546.84	\$55,843.20	\$57,139.56	\$58,469.16	\$59,832.00	\$61,228.08	\$62,657.40	\$64,119.96	\$65,615.76	\$67,144.80	\$68,707.08	\$70,335.84	\$71,997.84

EMS		Proposed														
Grade	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Midpoint Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Maximum Step 16
EMT-B (New)	\$13.37	\$13.68	\$14.00	\$14.33	\$14.67	\$15.01	\$15.36	\$15.72	\$16.09	\$16.47	\$16.86	\$17.26	\$17.67	\$18.09	\$18.52	\$18.96
Biweekly*	\$1,702.75	\$1,742.23	\$1,782.99	\$1,825.02	\$1,868.32	\$1,911.62	\$1,956.19	\$2,002.04	\$2,049.16	\$2,097.56	\$2,147.23	\$2,198.17	\$2,250.39	\$2,303.88	\$2,358.64	\$2,414.68
Annual*	\$44,441.88	\$45,472.32	\$46,536.00	\$47,632.92	\$48,763.08	\$49,893.24	\$51,056.64	\$52,253.28	\$53,483.16	\$54,746.28	\$56,042.64	\$57,372.24	\$58,735.08	\$60,131.16	\$61,560.48	\$63,023.04
P-A/EMT-I	\$14.40	\$14.74	\$15.09	\$15.44	\$15.80	\$16.17	\$16.55	\$16.94	\$17.34	\$17.75	\$18.17	\$18.60	\$19.04	\$19.49	\$19.95	\$20.42
Biweekly*	\$1,833.93	\$1,877.23	\$1,921.81	\$1,966.38	\$2,012.23	\$2,059.35	\$2,107.75	\$2,157.42	\$2,208.36	\$2,260.57	\$2,314.06	\$2,368.83	\$2,424.86	\$2,482.17	\$2,540.76	\$2,600.62
Annual*	\$47,865.60	\$48,995.76	\$50,159.16	\$51,322.56	\$52,519.20	\$53,749.08	\$55,012.20	\$56,308.56	\$57,638.16	\$59,001.00	\$60,397.08	\$61,826.40	\$63,288.96	\$64,784.76	\$66,313.80	\$67,876.08
P-1	\$15.60	\$15.97	\$16.35	\$16.73	\$17.12	\$17.52	\$17.93	\$18.35	\$18.78	\$19.22	\$19.67	\$20.13	\$20.60	\$21.08	\$21.58	\$22.09
Biweekly*	\$1,986.76	\$2,033.88	\$2,082.28	\$2,130.67	\$2,180.34	\$2,231.28	\$2,283.50	\$2,336.99	\$2,391.75	\$2,447.79	\$2,505.10	\$2,563.68	\$2,623.54	\$2,684.67	\$2,748.35	\$2,813.30
Annual*	\$51,854.40	\$53,084.28	\$54,347.40	\$55,610.52	\$56,906.88	\$58,236.48	\$59,599.32	\$60,995.40	\$62,424.72	\$63,887.28	\$65,383.08	\$66,912.12	\$68,474.40	\$70,069.92	\$71,731.92	\$73,427.16
P-2	\$18.36	\$18.79	\$19.23	\$19.68	\$20.14	\$20.61	\$21.09	\$21.59	\$22.10	\$22.62	\$23.15	\$23.69	\$24.25	\$24.82	\$25.40	\$26.00
Biweekly*	\$2,338.26	\$2,393.03	\$2,449.06	\$2,506.37	\$2,564.96	\$2,624.81	\$2,685.94	\$2,749.62	\$2,814.57	\$2,880.80	\$2,948.30	\$3,017.07	\$3,088.39	\$3,160.98	\$3,234.85	\$3,311.26
Annual*	\$61,028.64	\$62,457.96	\$63,920.52	\$65,416.32	\$66,945.36	\$68,507.64	\$70,103.16	\$71,765.16	\$73,460.40	\$75,188.88	\$76,950.60	\$78,745.56	\$80,607.00	\$82,501.68	\$84,429.60	\$86,424.00

*EMS Annual & Biweekly salary calculated on basis of 24/48 schedule, assuming 2912 hours worked in the year

Annualized fiscal impact of the proposed compensation schedule

Salaries	\$874,644.12
Payroll Taxes	\$66,910.28
Retirement	\$106,181.80
WC/Unemp.	\$33,236.48
Total Cost	\$1,080,972.68

Fiscal impact for the remainder of FY 2015

Total Cost	\$716,506.79
WC/Unemp.	\$22,030.31
Retirement	\$70,381.04
Payroll Taxes	\$44,350.49
Salaries	\$579,744.95
Salaries	\$579.744.9

					Annual + Built		Proposed Scale			Annual + Built		
SCHEDULE	GRADE	STEP	HOURLY	ANNUAL		New Step	Adjustment	New Annual	% Increase	in overtime	Cost	ANNIV DT
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	\$13.37	\$27,916.56	11.42%	\$44,441.88	\$4,553.88	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	\$13.37	\$27,916.56	11.42%	\$44,441.88	\$4,553.88	
EMS-FY15 EMS-FY15	GEB GEB	2 1	\$12.28 \$12.00	\$25,640.64 \$25,056.00	\$40,818.72 \$39,888.00	2 1	\$13.68 \$13.37	\$28,563.84 \$27,916.56	11.40% 11.42%	\$45,472.32 \$44,441.88	\$4,653.60 \$4,553.88	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	\$13.37	\$27,916.56	11.42%	\$44,441.88	\$4,553.88	* . * .
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	\$13.37	\$27,916.56	11.42%	\$44,441.88	\$4,553.88	1/5/2015
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	\$13.37	\$27,916.56	11.42%	\$44,441.88	\$4,553.88	
EMS-FY15 EMS-FY15	GEI GPA	4	\$13.85 \$12.57	\$28,918.80 \$26,246.16	\$46,037.40 \$41,782.68	4 3	\$15.44 \$15.09	\$32,238.72 \$31,507.92	11.48% 20.05%	\$51,322.56 \$50,159.16	\$5,285.16 \$8,376.48	
EMS-FY15	GPA	2		\$25,640.64	\$40,818.72	2	\$14.74	\$30,777.12	20.03%	\$48,995.76	\$8,177.04	
EMS-FY15	GPA	1	\$12.00	\$25,056.00	\$39,888.00	1	\$14.40	\$30,067.20	20.00%	\$47,865.60	\$7,977.60	
EMS-FY15	GPA	1	\$12.00	\$25,056.00	\$39,888.00	1	\$14.40	\$30,067.20	20.00%	\$47,865.60	\$7,977.60 \$8,742.12	
EMS-FY15 EM-NOSTEP	GPA GP1	5	\$13.17 \$15.53	\$27,498.96 \$32,426.64	\$43,777.08 \$51,621.72	5 9	\$15.80 \$18.78	\$32,990.40 \$39,212.64	19.97% 20.93%	\$52,519.20 \$62,424.72	\$10,803.00	5/29/2012
EMS-FY15	GP1	3		\$28,438.56	\$45,272.88	3	\$16.35	\$34,138.80	20.04%	\$54,347.40	\$9,074.52	6/2/2014
EMS-FY15	GP1	1	\$13.00	\$27,144.00	\$43,212.00	2	\$15.97	\$33,345.36	22.85%	\$53,084.28	\$9,872.28	9/8/2014
EMS-FY15	GP1	7		\$31,215.60	\$49,693.80	7	\$17.93	\$37,437.84	19.93%	\$59,599.32		10/13/2014
EMS-FY15 EMS-FY15	GP1 GP1	10 7	\$16.03 \$14.95	\$33,470.64 \$31,215.60	\$53,283.72 \$49,693.80	10 8	\$19.22 \$18.35	\$40,131.36 \$38,314.80	19.90% 22.74%	\$63,887.28 \$60,995.40	\$10,603.56 \$11,301.60	9/8/2014 9/3/2013
		•	\$14.22	\$29,691.36	\$47,267.28	6	\$17.52	\$36,581.76	23.21%	\$58,236.48	\$10,969.20	4/4/2011
EM-NOSTEP			\$13.99	\$29,211.12	\$46,502.76	5	\$17.12	\$35,746.56	22.37%	\$56,906.88	\$10,404.12	11/5/2012
EMS-FY15	GP1	4		\$29,106.72	\$46,336.56	5	\$17.12	\$35,746.56	22.81%	\$56,906.88	\$10,570.32	7/22/2013
EMS-FY15 EMS-FY15	GP1 GP1	11 4	\$16.41 \$13.94	\$34,264.08 \$29,106.72	\$54,546.84 \$46,336.56	11 4	\$19.67 \$16.73	\$41,070.96 \$34,932.24	19.87% 20.01%	\$65,383.08 \$55,610.52	\$10,836.24 \$9,273.96	2/3/2014 3/24/2014
EM-NOSTEP		-	\$16.95	\$35,391.60	\$56,341.80	13	\$20.60	\$43,012.80	21.53%	\$68,474.40	\$12,132.60	8/16/2010
EMS-FY15	GP1	3		\$28,438.56	\$45,272.88	3	\$16.35	\$34,138.80	20.04%	\$54,347.40	\$9,074.52	3/24/2014
EMS-FY15 EM-NOSTEP	GP1	7		\$31,215.60	\$49,693.80	8	\$18.35	\$38,314.80	22.74%	\$60,995.40	\$11,301.60	3/24/2014
EMS-FY15	GP1	3	\$14.25 \$13.62	\$29,754.00 \$28,438.56	\$47,367.00 \$45,272.88	6 3	\$17.52 \$16.35	\$36,581.76 \$34,138.80	22.95% 20.04%	\$58,236.48 \$54,347.40	\$10,869.48 \$9,074.52	3/19/2012 6/2/2014
EM-NOSTEP		Ū	\$14.06	\$29,357.28	\$46,735.44	6	\$17.52	\$36,581.76	24.61%	\$58,236.48	\$11,501.04	4/20/2009
EM-NOSTEP			\$14.65	\$30,589.20	\$48,696.60	7	\$17.93	\$37,437.84	22.39%	\$59,599.32	\$10,902.72	8/27/2012
EMS-FY15	GP1	2		\$27,791.28	\$44,242.44	2	\$15.97	\$33,345.36	19.98%	\$53,084.28	\$8,841.84	6/2/2014
EMS-FY15 EMS-FY15	GP1 GP1	10 2		\$33,470.64 \$27,791.28	\$53,283.72 \$44,242.44	10 3	\$19.22 \$16.35	\$40,131.36 \$34,138.80	19.90% 22.84%	\$63,887.28 \$54,347.40	\$10,603.56 \$10,104.96	9/3/2013
EMS-FY15	GP1	4	\$13.94	\$29,106.72	\$46,336.56	5	\$17.12	\$35,746.56	22.81%	\$56,906.88	\$10,570.32	3/24/2014
EM-NOSTEP			\$15.78	\$32,948.64	\$52,452.72	11	\$19.67	\$41,070.96	24.65%	\$65,383.08	\$12,930.36	4/21/2007
EMS-FY15	GP1	2		\$27,791.28	\$44,242.44	3	\$16.35	\$34,138.80	22.84%	\$54,347.40	\$10,104.96	7/22/2013
EM-NOSTEP EM-NOSTEP			\$14.28 \$24.13	\$29,816.64 \$50,383.44	\$47,466.72 \$80,208.12	6 16+	\$17.52 \$26.00	\$36,581.76 \$54,288.00	22.69% 7.75%	\$58,236.48 \$86,424.00	\$10,769.76 \$6,215.88	4/15/2013 4/7/1986
EMS-FY15	GP2	2		\$32,698.08	\$52,053.84	8	\$21.59	\$45,079.92	37.87%	\$71,765.16	\$19,711.32	
EM-NOSTEP			\$16.11	\$33,637.68	\$53,549.64	6	\$20.61	\$43,033.68	27.93%	\$68,507.64	\$14,958.00	8/18/2008
EMS-FY15	GP2	1 1	\$15.30	\$31,946.40	\$50,857.20	3	\$19.23	\$40,152.24	25.69%	\$63,920.52	\$13,063.32	5/29/2012
EMS-FY15 EMS-FY15	GP2 GP2	9	\$15.30 \$18.42	\$31,946.40 \$38,460.96	\$50,857.20 \$61,228.08	5 9	\$20.14 \$22.10	\$42,052.32 \$46,144.80	31.63% 19.98%	\$66,945.36 \$73,460.40	\$16,088.16 \$12,232.32	7/30/2012 9/13/2010
EM-NOSTEP		Ü	\$20.70	\$43,221.60	\$68,806.80	15	\$25.40	\$53,035.20	22.71%	\$84,429.60	\$15,622.80	8/17/1996
EM-NOSTEP			\$17.59	\$36,727.92	\$58,469.16	10	\$22.62	\$47,230.56	28.60%	\$75,188.88	\$16,719.72	1/11/2000
EM-NOSTEP EM-NOSTEP			\$18.17 \$16.03	\$37,938.96 \$33,470.64	\$60,397.08 \$53,283.72	9 6	\$22.10 \$20.61	\$46,144.80 \$43,033.68	21.63% 28.57%	\$73,460.40 \$68,507.64	\$13,063.32 \$15,223.92	9/16/2002 8/18/2008
EM-NOSTEP			\$22.71	\$47,418.48	\$75,488.04	16+	\$26.00	\$54,288.00	14.49%	\$86,424.00	\$10,935.96	12/1/1991
EM-NOSTEP			\$17.59	\$36,727.92	\$58,469.16	12	\$23.69	\$49,464.72	34.68%	\$78,745.56	\$20,276.40	12/3/2001
EM-NOSTEP			\$23.33	\$48,713.04	\$77,548.92	16+	\$26.00		11.44%	\$86,424.00	\$8,875.08	6/7/1989
EM-NOSTEP EM-NOSTEP			\$16.56 \$16.64	\$34,577.28 \$34,744.32	\$55,045.44 \$55,311.36	9 8		\$46,144.80 \$45,079.92	33.45% 29.75%	\$73,460.40 \$71,765.16	\$18,414.96 \$16,453.80	
EM-NOSTEP			\$18.42	\$38,460.96	\$61,228.08	9		\$46,144.80	19.98%	\$73,460.40	\$12,232.32	
EM-NOSTEP			\$16.26	\$33,950.88	\$54,048.24	8		\$45,079.92	32.78%	\$71,765.16	\$17,716.92	
EM-NOSTEP EM-NOSTEP			\$16.38	\$34,201.44	\$54,447.12	8		\$45,079.92	31.81%	\$71,765.16	\$17,318.04	
EMS-FY15	GP2	4	\$20.70 \$16.41	\$43,221.60 \$34,264.08	\$68,806.80 \$54,546.84	15 6		\$53,035.20 \$43,033.68	22.71% 25.59%	\$84,429.60 \$68,507.64	\$15,622.80 \$13,960.80	5/14/1993 3/24/2008
EM-NOSTEP			\$21.04	\$43,931.52	\$69,936.96	15		\$53,035.20	20.72%	\$84,429.60	\$14,492.64	9/21/1996
EMS-FY15	GP2	2		\$32,698.08	\$52,053.84	7		\$44,035.92	34.67%	\$70,103.16	\$18,049.32	8/18/2008
EM-NOSTEP EM-NOSTEP			\$16.14 \$16.40	\$33,700.32 \$34,243.20	\$53,649.36 \$54,513.60	8 8		\$45,079.92 \$45,079.92	33.77% 31.65%	\$71,765.16 \$71,765.16	\$18,115.80 \$17,251.56	9/4/2007 5/4/2009
EM-NOSTEP			\$16.40	\$34,243.20 \$40,319.28	\$64,186.44	8 12		\$45,079.92 \$49,464.72	22.68%	\$71,765.16	\$17,251.56	
EM-NOSTEP	GP2		\$17.41	\$36,352.08	\$57,870.84	11	\$23.15	\$48,337.20	32.97%	\$76,950.60	\$19,079.76	10/6/2003
EM-NOSTEP			\$18.43	\$38,481.84	\$61,261.32	10	\$22.62	\$47,230.56	22.73%	\$75,188.88	\$13,927.56	2/25/2002
EMS-FY15	GP2	3		\$33,470.64	\$53,283.72	5		\$42,052.32	25.64%	\$66,945.36	\$13,661.64 \$13,661.64	2/13/2012
EM-NOSTEP EM-NOSTEP			\$18.51 \$22.83	\$38,648.88 \$47,669.04	\$61,527.24 \$75,886.92	10 16+		\$47,230.56 \$54,288.00	22.20% 13.89%	\$75,188.88 \$86,424.00	\$10,537.08	8/13/2001 4/9/1986
EMS-FY15	GP2	1	\$15.30	\$31,946.40	\$50,857.20	4	\$19.68	\$41,091.84	28.63%	\$65,416.32	\$14,559.12	8/6/2011
EMS-FY15	GP2	2		\$32,698.08	\$52,053.84	4	\$19.68	\$41,091.84	25.67%	\$65,416.32	\$13,362.48	3/19/2012
EM-NOSTEP EMS-FY15	GP2 GP2	1	\$18.01 \$15.30	\$37,604.88 \$31,946.40	\$59,865.24 \$50,857.20	11 1		\$48,337.20 \$38,335.68	28.54%	\$76,950.60 \$61,028.64	\$17,085.36 \$10,171.44	2/25/2002
EMS-FY15 EMS-FY16	GP2 GP3	1	\$15.30 \$15.30	\$31,946.40	\$50,857.20 \$50,857.20	1 1		\$38,335.68 \$38,335.68	20.00% 20.00%	\$61,028.64	\$10,171.44	
EMS-FY17	GP4	1	\$15.30	\$31,946.40	\$50,857.20	1	\$18.36	\$38,335.68	20.00%	\$61,028.64	\$10,171.44	
EMS-FY18	GP5	1	\$15.30	\$31,946.40	\$50,857.20	1	\$18.36	\$38,335.68	20.00%	\$61,028.64	\$10,171.44	
EMS-FY15	GEI	1 Δνα	\$12.92 \$15.70	\$26,976.96	\$42,946.08	1 Ava	\$14.40 \$19.20	\$30,067.20 Avg	11.46% 22.25%	\$47,865.60 Salaries	\$4,919.52 \$874,644.12	
		Avg	φ13.70			Avg	\$19.20	Avg	22.2570	Payroll Taxes	\$66,910.28	
										Retirement	\$106,181.80	
										WC/Unemp.	\$33,236.48	
							Effoo	tive 1/31/2015	17.3 Pay periods	Total Cost Salaries	\$1,080,972.68 \$579,744.95	
							Ellec		17.5 ray periods	Payroll Taxes	\$44,350.49	
										Retirement	\$70,381.04	
										WC/Unemp.	\$22,030.31 \$716,506.79	
										Total Cost	ψ1 10,300.19	

							Annual +					Annual +	
						Hourly	Built in	New	New		%	Built in	
POSITION	SCHEDULE	GRADE	STEP	HOURLY	ANNUAL	Stipend	stipend	Step	Hourly	New Annual	Increase	stipend	Cost
Lieutenant - Clinical	PM-FY15	G12	7	\$29.75	\$62,118.00	N/A		10	\$31.90	\$66,607.20	7.23%		\$4,489.20
Lieutenant - Clinical	PM-FY15	G12	1	\$25.88	\$54,037.44	N/A		1	\$25.88	\$54,037.44	0.00%		
Lieutenant - Clinical	PM-FY15	G12	1	\$25.88	\$54,037.44	N/A		1	\$25.88	\$54,037.44	0.00%		
Lieutenant - Operations	PM-FY15	G12	1	\$25.88	\$54,037.44	\$4.22	\$66,326.08	1	\$25.88	\$54,037.44	0.00%	\$66,326.08	\$0.00
Lieutenant - Operations	PM-FY15	G12	7	\$29.75	\$62,118.00	\$4.66	\$75,687.92	12	\$33.42	\$69,780.96	12.34%	\$85,643.96	\$9,956.04
Lieutenant - Operations	PM-FY15	G12	5	\$28.40	\$59,299.20	\$4.45	\$72,257.60	11	\$32.65	\$68,173.20	14.96%	\$83,670.72	\$11,413.12
Lieutenant - Operations	PM-FY15	G12	11	\$32.65	\$68,173.20	\$5.11	\$83,053.52	14	\$35.01	\$73,100.88	7.23%	\$89,718.59	\$6,665.07
Lieutenant - Operations	PM-FY15	G12	9	\$31.17	\$65,082.96	\$4.88	\$79,293.52	11	\$32.65	\$68,173.20	4.75%	\$83,670.72	\$4,377.20
Lieutenant - Operations	PM-FY15	G12	7	\$29.75	\$62,118.00	\$4.66	\$75,687.92	11	\$32.65	\$68,173.20	9.75%	\$83,670.72	\$7,982.80
												Salaries	\$44,883.43

Effective 1/31/2015 17.3 Pay periods

Payroll Taxe:	\$3,433.58
Retirement	\$5,448.85
WC/Unemp.	\$1,705.57
Total Cost	\$55,471.43
Salaries	\$29,750.32
Payroll Taxes	\$2,275.90
Retirement	\$3,611.69
WC/Unemp.	\$1,130.51
Total Cost	\$36,768.42