



**FORT BEND COUNTY  
EMERGENCY MEDICAL SERVICE**



**PARAMEDIC / FIELD STAFF  
COMPENSATION PROPOSAL 2015**

**EMS Salary Structure 2015 Proposal - January 2015**

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
<b>Total Cost</b>	<b>\$1,080,972.68</b>

**Fiscal impact for the remainder of FY 2015**

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

SCHEDULE	GRADE	STEP	HOURLY	Annual + Built			ANNIV DT
				ANNUAL	in overtime	New Step	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEB	2	\$12.28	\$25,640.64	\$40,818.72	2	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEB	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GEI	4	\$13.85	\$28,918.80	\$46,037.40	4	
EMS-FY15	GPA	3	\$12.57	\$26,246.16	\$41,782.68	3	
EMS-FY15	GPA	2	\$12.28	\$25,640.64	\$40,818.72	2	
EMS-FY15	GPA	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GPA	1	\$12.00	\$25,056.00	\$39,888.00	1	
EMS-FY15	GPA	5	\$13.17	\$27,498.96	\$43,777.08	5	
EM-NOSTEP	GP1		\$15.53	\$32,426.64	\$51,621.72	9	
EMS-FY15	GP1	3	\$13.62	\$28,438.56	\$45,272.88	3	
EMS-FY15	GP1	1	\$13.00	\$27,144.00	\$43,212.00	2	
EMS-FY15	GP1	7	\$14.95	\$31,215.60	\$49,693.80	7	
EMS-FY15	GP1	10	\$16.03	\$33,470.64	\$53,283.72	10	
EMS-FY15	GP1	7	\$14.95	\$31,215.60	\$49,693.80	8	
EM-NOSTEP	GP1		\$14.22	\$29,691.36	\$47,267.28	6	
EM-NOSTEP	GP1		\$13.99	\$29,211.12	\$46,502.76	5	
EMS-FY15	GP1	4	\$13.94	\$29,106.72	\$46,336.56	5	
EMS-FY15	GP1	11	\$16.41	\$34,264.08	\$54,546.84	11	
EMS-FY15	GP1	4	\$13.94	\$29,106.72	\$46,336.56	4	
EM-NOSTEP	GP1		\$16.95	\$35,391.60	\$56,341.80	13	
EMS-FY15	GP1	3	\$13.62	\$28,438.56	\$45,272.88	3	
EMS-FY15	GP1	7	\$14.95	\$31,215.60	\$49,693.80	8	
EM-NOSTEP	GP1		\$14.25	\$29,754.00	\$47,367.00	6	
EMS-FY15	GP1	3	\$13.62	\$28,438.56	\$45,272.88	3	
EM-NOSTEP	GP1		\$14.06	\$29,357.28	\$46,735.44	6	
EM-NOSTEP	GP1		\$14.65	\$30,589.20	\$48,696.60	7	
EMS-FY15	GP1	2	\$13.31	\$27,791.28	\$44,242.44	2	
EMS-FY15	GP1	10	\$16.03	\$33,470.64	\$53,283.72	10	
EMS-FY15	GP1	2	\$13.31	\$27,791.28	\$44,242.44	3	
EMS-FY15	GP1	4	\$13.94	\$29,106.72	\$46,336.56	5	
EM-NOSTEP	GP1		\$15.78	\$32,948.64	\$52,452.72	11	
EMS-FY15	GP1	2	\$13.31	\$27,791.28	\$44,242.44	3	
EM-NOSTEP	GP1		\$14.28	\$29,816.64	\$47,466.72	6	
EM-NOSTEP	GP2		\$24.13	\$50,383.44	\$80,208.12	16+	
EMS-FY15	GP2	2	\$15.66	\$32,698.08	\$52,053.84	8	
EM-NOSTEP	GP2		\$16.11	\$33,637.68	\$53,549.64	6	
EMS-FY15	GP2	1	\$15.30	\$31,946.40	\$50,857.20	3	
EMS-FY15	GP2	1	\$15.30	\$31,946.40	\$50,857.20	5	
EMS-FY15	GP2	9	\$18.42	\$38,460.96	\$61,228.08	9	
EM-NOSTEP	GP2		\$20.70	\$43,221.60	\$68,806.80	15	
EM-NOSTEP	GP2		\$17.59	\$36,727.92	\$58,469.16	10	
EM-NOSTEP	GP2		\$18.17	\$37,938.96	\$60,397.08	9	
EM-NOSTEP	GP2		\$16.03	\$33,470.64	\$53,283.72	6	
EM-NOSTEP	GP2		\$22.71	\$47,418.48	\$75,488.04	16+	
EM-NOSTEP	GP2		\$17.59	\$36,727.92	\$58,469.16	12	
EM-NOSTEP	GP2		\$23.33	\$48,713.04	\$77,548.92	16+	
EM-NOSTEP	GP2		\$16.56	\$34,577.28	\$55,045.44	9	
EM-NOSTEP	GP2		\$16.64	\$34,744.32	\$55,311.36	8	
EM-NOSTEP	GP2		\$18.42	\$38,460.96	\$61,228.08	9	
EM-NOSTEP	GP2		\$16.26	\$33,950.88	\$54,048.24	8	
EM-NOSTEP	GP2		\$16.38	\$34,201.44	\$54,447.12	8	
EM-NOSTEP	GP2		\$20.70	\$43,221.60	\$68,806.80	15	
EMS-FY15	GP2	4	\$16.41	\$34,264.08	\$54,546.84	6	
EM-NOSTEP	GP2		\$21.04	\$43,931.52	\$69,936.96	15	
EMS-FY15	GP2	2	\$15.66	\$32,698.08	\$52,053.84	7	
EM-NOSTEP	GP2		\$16.14	\$33,700.32	\$53,649.36	8	
EM-NOSTEP	GP2		\$16.40	\$34,243.20	\$54,513.60	8	
EM-NOSTEP	GP2		\$19.31	\$40,319.28	\$64,186.44	12	
EM-NOSTEP	GP2		\$17.41	\$36,352.08	\$57,870.84	11	
EM-NOSTEP	GP2		\$18.43	\$38,481.84	\$61,261.32	10	
EMS-FY15	GP2	3	\$16.03	\$33,470.64	\$53,283.72	5	
EM-NOSTEP	GP2		\$18.51	\$38,648.88	\$61,527.24	10	
EM-NOSTEP	GP2		\$22.83	\$47,669.04	\$75,886.92	16+	
EMS-FY15	GP2	1	\$15.30	\$31,946.40	\$50,857.20	4	
EMS-FY15	GP2	2	\$15.66	\$32,698.08	\$52,053.84	4	
EM-NOSTEP	GP2		\$18.01	\$37,604.88	\$59,865.24	11	
EMS-FY15	GP2	1	\$15.30	\$31,946.40	\$50,857.20	1	
EMS-FY16	GP3	1	\$15.30	\$31,946.40	\$50,857.20	1	
EMS-FY17	GP4	1	\$15.30	\$31,946.40	\$50,857.20	1	
EMS-FY18	GP5	1	\$15.30	\$31,946.40	\$50,857.20	1	
EMS-FY15	GEI	1	\$12.92	\$26,976.96	\$42,946.08	1	
Avg			\$15.70	Avg			
				\$19.20	Avg	22.25%	
					Salaries	\$874,644.12	
					Payroll Taxes	\$66,910.28	
					Retirement	\$106,181.80	
					WC/Unemp.	\$33,236.48	
					<b>Total Cost</b>	<b>\$1,080,972.68</b>	
				Effective 1/31/2015 17.3 Pay periods			
					Salaries	\$579,744.95	
					Payroll Taxes	\$44,350.49	
					Retirement	\$70,381.04	
					WC/Unemp.	\$22,030.31	
					<b>Total Cost</b>	<b>\$716,506.79</b>	
				\$17.66 P1 Avg			
				\$22.02 P2 Avg			

POSITION	SCHEDULE	GRADE	STEP	HOURLY	ANNUAL	Hourly Stipend	Annual + Built in stipend	New Step	New Hourly	New Annual	% Increase	Annual + Built in 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
												Payroll Taxes	\$3,433.58
												Retirement	\$5,448.85
												WC/Unemp.	\$1,705.57
												<b>Total Cost</b>	<b>\$55,471.43</b>
												Salaries	\$29,750.32
												Payroll Taxes	\$2,275.90
												Retirement	\$3,611.69
												WC/Unemp.	\$1,130.51
												<b>Total Cost</b>	<b>\$36,768.42</b>

Effective 1/31/2015 17.3 Pay periods