

REGULAR RATE (40 hours per week/2080 hours per year)	Step 1	Step 2	Step 3	Step 4	Step 5	TOTAL	Step 1	Step 2	Step 3	Step 4	Step 5
Base	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74		\$45,760.00	\$48,048.00	\$50,450.40	\$52,972.92	\$55,621.57
Paramedic (9.3%)	\$2.05	\$2.15	\$2.26	\$2.37	\$2.49		\$4,255.68	\$4,468.46	\$4,691.89	\$4,926.48	\$5,172.81
Education (AA/AS 6.5%)	\$1.43	\$1.50	\$1.58	\$1.66	\$1.74		\$2,974.40	\$3,123.12	\$3,279.28	\$3,443.24	\$3,615.40
Education (BA/BS 10.5%)	\$2.31	\$2.43	\$2.55	\$2.67	\$2.81		\$4,804.80	\$5,045.04	\$5,297.29	\$5,562.16	\$5,840.26
Longevity 12% (starts at year 10)					\$3.21						\$6,674.59
TOTAL MAX REGULAR RATE	Step 1	Step 2	Step 3	Step 4	Step 5		Step 1	Step 2	Step 3	Step 4	Step 5
EMT (no incentives)	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74		\$45,760.00	\$48,048.00	\$50,450.40	\$52,972.92	\$55,621.57
EMT (w/AA/AS education)	\$23.43	\$24.60	\$25.83	\$27.12	\$28.48		\$48,734.40	\$51,171.12	\$53,729.68	\$56,416.16	\$59,236.97
EMT (w/BA/BS education)	\$24.31	\$25.53	\$26.80	\$28.14	\$29.55		\$50,564.80	\$53,093.04	\$55,747.69	\$58,535.08	\$61,461.83
Paramedic (w/base + medic) no education	\$24.05	\$25.25	\$26.51	\$27.84	\$29.23		\$50,015.68	\$52,516.46	\$55,142.29	\$57,899.40	\$60,794.37
PARAMEDIC (w/base + medic + AA/AS education)	\$25.48	\$26.75	\$28.09	\$29.49	\$30.97		\$52,990.08	\$55,639.58	\$58,421.56	\$61,342.64	\$64,409.77
PARAMEDIC (w/base + medic + max education)	\$26.36	\$27.67	\$29.06	\$30.51	\$32.04		\$54,820.48	\$57,561.50	\$60,439.58	\$63,461.56	\$66,634.64
MAX with all incentives and Longevity (year 10)					\$35.24						\$73,309.22

OVERTIME (approx. 32 hours per month/384 hours per year)	Step 1	Step 2	Step 3	Step 4	Step 5	OVERTIME TOTAL	Step 1	Step 2	Step 3	Step 4	Step 5
Base	\$33.00	\$34.65	\$36.38	\$38.20	\$40.11		\$12,672.00	\$13,305.60	\$13,970.88	\$14,669.42	\$15,402.90
Paramedic (9.3%)	\$3.07	\$3.22	\$3.38	\$3.55	\$3.73		\$1,178.50	\$1,237.42	\$1,299.29	\$1,364.26	\$1,432.47
Education (AA/AS 6.5%)	\$2.15	\$2.25	\$2.36	\$2.48	\$2.61		\$823.68	\$864.86	\$908.11	\$953.51	\$1,001.19
Education (max 10.5%)	\$3.47	\$3.64	\$3.82	\$4.01	\$4.21		\$1,330.56	\$1,397.09	\$1,466.94	\$1,540.29	\$1,617.30
Longevity (max 12%) (starts at year 10)					\$4.81						\$1,848.35
TOTAL MAX OVERTIME RATE	Step 1	Step 2	Step 3	Step 4	Step 5		Step 1	Step 2	Step 3	Step 4	Step 5
EMT (no incentives)	\$33.00	\$34.65	\$36.38	\$38.20	\$40.11		\$12,672.00	\$13,305.60	\$13,970.88	\$14,669.42	\$15,402.90
EMT (w/AA/AS education)	\$35.15	\$36.90	\$38.75	\$40.68	\$42.72		\$13,495.68	\$14,170.46	\$14,878.99	\$15,622.94	\$16,404.08
EMT (w/BA/BS education)	\$36.47	\$38.29	\$40.20	\$42.21	\$44.32		\$14,002.56	\$14,702.69	\$15,437.82	\$16,209.71	\$17,020.20
Paramedic (w/base + medic) no education	\$36.07	\$37.87	\$39.77	\$41.75	\$43.84		\$13,850.50	\$14,543.02	\$15,270.17	\$16,033.68	\$16,835.36
PARAMEDIC (w/base + medic + AA/AS education)	\$38.21	\$40.12	\$42.13	\$44.24	\$46.45		\$14,674.18	\$15,407.88	\$16,178.28	\$16,987.19	\$17,836.55
PARAMEDIC (w/base + medic + max education)	\$39.53	\$41.51	\$43.59	\$45.77	\$48.05		\$15,181.06	\$15,940.11	\$16,737.11	\$17,573.97	\$18,452.67
MAX with all incentives and Longevity (year 10)					\$52.87						\$20,301.02

Minimum \$58,432.00
MAX with ALL incentives \$93,610.24

Total yearly value of each incentive	Step 1	Step 2	Step 3	Step 4	Step 5
Paramedic (9.3%)	\$5,434.18	\$5,705.88	\$5,991.18	\$6,290.74	\$6,605.27
Education (AA/AS 6.5%)	\$3,798.08	\$3,987.98	\$4,187.38	\$4,396.75	\$4,616.59
Education (BA/BS 10.5%)	\$6,135.36	\$6,442.13	\$6,764.23	\$7,102.45	\$7,457.57
Longevity 12% (starts at year 10)					\$8,522.94
Est. Total Yearly income (Base + Incentives)	Step 1	Step 2	Step 3	Step 4	Step 5
EMT (no incentives)	\$58,432.00	\$61,353.60	\$64,421.28	\$67,642.34	\$71,024.46
EMT (w/AA/AS education)	\$62,230.08	\$65,341.58	\$68,608.66	\$72,039.10	\$75,641.05
EMT (w/BA/BS education)	\$64,567.36	\$67,795.73	\$71,185.51	\$74,744.79	\$78,482.03
Paramedic (w/base + medic) no education	\$63,866.18	\$67,059.48	\$70,412.46	\$73,933.08	\$77,629.74
PARAMEDIC (w/base + medic + AA/AS education)	\$67,664.26	\$71,047.47	\$74,599.84	\$78,329.83	\$82,246.33
PARAMEDIC (w/base + medic + max education)	\$70,001.54	\$73,501.61	\$77,176.69	\$81,035.53	\$85,087.30
MAX with all incentives and Longevity (year 10)					\$93,610.24

Estimated monthly income				
Step 1	Step 2	Step 3	Step 4	Step 5
\$4,869.33	\$5,112.80	\$5,368.44	\$5,636.86	\$5,918.71
\$5,185.84	\$5,445.13	\$5,717.39	\$6,003.26	\$6,303.42
\$5,380.61	\$5,649.64	\$5,932.13	\$6,228.73	\$6,540.17
\$5,322.18	\$5,588.29	\$5,867.70	\$6,161.09	\$6,469.14
\$5,638.69	\$5,920.62	\$6,216.65	\$6,527.49	\$6,853.86
\$5,833.46	\$6,125.13	\$6,431.39	\$6,752.96	\$7,090.61
				\$7,800.85

Accruals	Step 1	Step 2	Step 3	Step 4	Step 5
Sick Leave	20 mon / 240 year	20 mon / 240 year	20 mon / 240 year	20 mon / 240 year	20 mon / 240 year
Emergency Leave	2 hours	2 hours	2 hours	2 hours	2 hours
Bereavement	72 hours	72 hours	72 hours	72 hours	72 hours

VACATION:	1 to 2 years	3 to 5 years	6 to 10 years	11 to 15 years	16 to 20 years	20+ years
Years	142.80 hours	183.60 hours	204 hours	244.80 hours	265.20 hours	285.60 hours
Month	(11.90 hours)	(15.30 hours)	(17 hours)	(20.4 hours)	(22.10 hours)	(23.80 hours)