

EXHIBIT "A"

Emergency Medical Services Civil Service Pay Scale - APPENDIX A-4 FY 2016 - 2017

40 Hour Week

		GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M
		PAYSTEP	10	20	30	40	50	60	70	80	90	100	110	120	130
		YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12
EMS MEDIC I - FIELD	HR		19.17	20.12	20.12	21.13	21.13	22.61	22.61	24.19	25.89	25.89	25.89	27.70	27.70
13355	MO		3,322.80	3,487.47	3,487.47	3,662.53	3,662.53	3,919.07	3,919.07	4,192.93	4,487.60	4,487.60	4,487.60	4,801.33	4,801.33
YD4	YR		39,873.60	41,849.60	41,849.60	43,950.40	43,950.40	47,028.80	47,028.80	50,315.20	53,851.20	53,851.20	53,851.20	57,616.00	57,616.00
EMS MEDIC II - FIELD	HR		22.42	23.55	23.55	24.72	24.72	26.45	26.45	28.31	30.29	30.29	30.29	32.41	32.41
13375	MO		3,886.13	4,082.00	4,082.00	4,284.80	4,284.80	4,584.67	4,584.67	4,907.07	5,250.27	5,250.27	5,250.27	5,617.73	5,617.73
YA0	YR		46,633.60	48,984.00	48,984.00	51,417.60	51,417.60	55,016.00	55,016.00	58,884.80	63,003.20	63,003.20	63,003.20	67,412.80	67,412.80
EMS CAPTAIN - FIELD	HR		25.12	26.37	26.37	27.69	27.69	29.63	29.63	31.70	33.92	33.92	33.92	36.30	36.30
13395	MO		4,354.13	4,570.80	4,570.80	4,799.60	4,799.60	5,135.87	5,135.87	5,494.67	5,879.47	5,879.47	5,879.47	6,292.00	6,292.00
YD5	YR		52,249.60	54,849.60	54,849.60	57,595.20	57,595.20	61,630.40	61,630.40	65,936.00	70,553.60	70,553.60	70,553.60	75,504.00	75,504.00
EMS COMMANDER - FIELD	HR		28.13	29.54	29.54	31.01	31.01	33.18	33.18	35.51	37.99	37.99	37.99	40.65	40.65
13350	MO		4,875.87	5,120.27	5,120.27	5,375.07	5,375.07	5,751.20	5,751.20	6,155.07	6,584.93	6,584.93	6,584.93	7,046.00	7,046.00
YD6	YR		58,510.40	61,443.20	61,443.20	64,500.80	64,500.80	69,014.40	69,014.40	73,860.80	79,019.20	79,019.20	79,019.20	84,552.00	84,552.00
EMS DIVISION CHIEF	HR		31.50	33.08	33.08	34.73	34.73	37.17	37.17	39.77	42.55	42.55	42.55	45.53	45.53
13388	MO		5,460.00	5,733.87	5,733.87	6,019.87	6,019.87	6,442.80	6,442.80	6,893.47	7,375.33	7,375.33	7,375.33	7,891.87	7,891.87
YD7	YR		65,520.00	68,806.40	68,806.40	72,238.40	72,238.40	77,313.60	77,313.60	82,721.60	88,504.00	88,504.00	88,504.00	94,702.40	94,702.40
		GRADE	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
		PAYSTEP	140	150	160	170	180	190	200	210	220	230	240	250	260
		YEAR	13	14	15	16	17	18	19	20	21	22	23	24	25
EMS MEDIC I - FIELD	HR		27.70	29.64	29.64	29.64	31.71	31.71	31.71	33.93	33.93	33.93	33.93	33.93	33.93
13355	MO		4,801.33	5,137.60	5,137.60	5,137.60	5,496.40	5,496.40	5,496.40	5,881.20	5,881.20	5,881.20	5,881.20	5,881.20	5,881.20
YD4	YR		57,616.00	61,651.20	61,651.20	61,651.20	65,956.80	65,956.80	65,956.80	70,574.40	70,574.40	70,574.40	70,574.40	70,574.40	70,574.40
EMS MEDIC II - FIELD	HR		32.41	34.67	34.67	34.67	37.10	37.10	37.10	39.70	39.70	39.70	39.70	39.70	39.70
13375	MO		5,617.73	6,009.47	6,009.47	6,009.47	6,430.67	6,430.67	6,430.67	6,881.33	6,881.33	6,881.33	6,881.33	6,881.33	6,881.33
YA0	YR		67,412.80	72,113.60	72,113.60	72,113.60	77,168.00	77,168.00	77,168.00	82,576.00	82,576.00	82,576.00	82,576.00	82,576.00	82,576.00
EMS CAPTAIN - FIELD	HR		36.30	38.84	38.84	38.84	41.55	41.55	41.55	44.46	44.46	44.46	44.46	44.46	44.46
13395	MO		6,292.00	6,732.27	6,732.27	6,732.27	7,202.00	7,202.00	7,202.00	7,706.40	7,706.40	7,706.40	7,706.40	7,706.40	7,706.40
YD5	YR		75,504.00	80,787.20	80,787.20	80,787.20	86,424.00	86,424.00	86,424.00	92,476.80	92,476.80	92,476.80	92,476.80	92,476.80	92,476.80
EMS COMMANDER - FIELD	HR		40.65	43.50	43.50	43.50	46.54	46.54	46.54	49.80	49.80	49.80	49.80	49.80	49.80
13350	MO		7,046.00	7,540.00	7,540.00	7,540.00	8,066.93	8,066.93	8,066.93	8,632.00	8,632.00	8,632.00	8,632.00	8,632.00	8,632.00
YD6	YR		84,552.00	90,480.00	90,480.00	90,480.00	96,803.20	96,803.20	96,803.20	103,584.00	103,584.00	103,584.00	103,584.00	103,584.00	103,584.00
EMS DIVISION CHIEF	HR		45.53	48.72	48.72	48.72	52.13	52.13	52.13	55.77	55.77	55.77	55.77	55.77	55.77
13388	MO		7,891.87	8,444.80	8,444.80	8,444.80	9,035.87	9,035.87	9,035.87	9,666.80	9,666.80	9,666.80	9,666.80	9,666.80	9,666.80
YD7	YR		94,702.40	101,337.60	101,337.60	101,337.60	108,430.40	108,430.40	108,430.40	116,001.60	116,001.60	116,001.60	116,001.60	116,001.60	116,001.60

Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%

Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

Note: All rates statistically rounded.

Emergency Medical Services Civil Service Pay Scale - APPENDIX A-4 FY 2016 - 2017

42 Hour Week														
GRADE		A	B	C	D	E	F	G	H	I	J	K	L	M
PAYSTEP		10	20	30	40	50	60	70	80	90	100	110	120	130
YEAR		BASE	1	2	3	4	5	6	7	8	9	10	11	12
EMS MEDIC I - COMM	HR	18.25	19.17	19.17	20.12	20.12	21.53	21.53	23.04	24.65	24.65	24.65	26.38	26.38
13425	MO	3,321.50	3,488.94	3,488.94	3,661.84	3,661.84	3,918.46	3,918.46	4,193.28	4,486.30	4,486.30	4,486.30	4,801.16	4,801.16
YB3	YR	39,858.00	41,867.28	41,867.28	43,942.08	43,942.08	47,021.52	47,021.52	50,319.36	53,835.60	53,835.60	53,835.60	57,613.92	57,613.92
EMS MEDIC II - COMM	HR	21.36	22.42	22.42	23.55	23.55	25.19	25.19	26.96	28.84	28.84	28.84	30.86	30.86
13405	MO	3,887.52	4,080.44	4,080.44	4,286.10	4,286.10	4,584.58	4,584.58	4,906.72	5,248.88	5,248.88	5,248.88	5,616.52	5,616.52
YD8	YR	46,650.24	48,965.28	48,965.28	51,433.20	51,433.20	55,014.96	55,014.96	58,880.64	62,986.56	62,986.56	62,986.56	67,398.24	67,398.24
EMS CAPTAIN - COMM	HR	23.92	25.12	25.12	26.37	26.37	28.22	28.22	30.19	32.31	32.31	32.31	34.57	34.57
13340	MO	4,353.44	4,571.84	4,571.84	4,799.34	4,799.34	5,136.04	5,136.04	5,494.58	5,880.42	5,880.42	5,880.42	6,291.74	6,291.74
YA5	YR	52,241.28	54,862.08	54,862.08	57,592.08	57,592.08	61,632.48	61,632.48	65,934.96	70,565.04	70,565.04	70,565.04	75,500.88	75,500.88
EMS COMMANDER - COMM	HR	26.79	28.13	28.13	29.54	29.54	31.60	31.60	33.82	36.18	36.18	36.18	38.71	38.71
13330	MO	4,875.78	5,119.66	5,119.66	5,376.28	5,376.28	5,751.20	5,751.20	6,155.24	6,584.76	6,584.76	6,584.76	7,045.22	7,045.22
YC1	YR	58,509.36	61,435.92	61,435.92	64,515.36	64,515.36	69,014.40	69,014.40	73,862.88	79,017.12	79,017.12	79,017.12	84,542.64	84,542.64
GRADE		N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP		140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR		13	14	15	16	17	18	19	20	21	22	23	24	25
EMS MEDIC I - COMM	HR	26.38	28.23	28.23	28.23	30.20	30.20	30.20	32.32	32.32	32.32	32.32	32.32	32.32
13425	MO	4,801.16	5,137.86	5,137.86	5,137.86	5,496.40	5,496.40	5,496.40	5,882.24	5,882.24	5,882.24	5,882.24	5,882.24	5,882.24
YB3	YR	57,613.92	61,654.32	61,654.32	61,654.32	65,956.80	65,956.80	65,956.80	70,586.88	70,586.88	70,586.88	70,586.88	70,586.88	70,586.88
EMS MEDIC II - COMM	HR	30.86	33.02	33.02	33.02	35.34	35.34	35.34	37.81	37.81	37.81	37.81	37.81	37.81
13405	MO	5,616.52	6,009.64	6,009.64	6,009.64	6,431.88	6,431.88	6,431.88	6,881.42	6,881.42	6,881.42	6,881.42	6,881.42	6,881.42
YD8	YR	67,398.24	72,115.68	72,115.68	72,115.68	77,182.56	77,182.56	77,182.56	82,577.04	82,577.04	82,577.04	82,577.04	82,577.04	82,577.04
EMS CAPTAIN - COMM	HR	34.57	36.99	36.99	36.99	39.58	39.58	39.58	42.35	42.35	42.35	42.35	42.35	42.35
13340	MO	6,291.74	6,732.18	6,732.18	6,732.18	7,203.56	7,203.56	7,203.56	7,707.70	7,707.70	7,707.70	7,707.70	7,707.70	7,707.70
YA5	YR	75,500.88	80,786.16	80,786.16	80,786.16	86,442.72	86,442.72	86,442.72	92,492.40	92,492.40	92,492.40	92,492.40	92,492.40	92,492.40
EMS COMMANDER - COMM	HR	38.71	41.43	41.43	41.43	44.32	44.32	44.32	47.43	47.43	47.43	47.43	47.43	47.43
13330	MO	7,045.22	7,540.26	7,540.26	7,540.26	8,066.24	8,066.24	8,066.24	8,632.26	8,632.26	8,632.26	8,632.26	8,632.26	8,632.26
YD9	YR	84,542.64	90,483.12	90,483.12	90,483.12	96,794.88	96,794.88	96,794.88	103,587.12	103,587.12	103,587.12	103,587.12	103,587.12	103,587.12
Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%														
Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20														
Note: All rates statistically rounded.														
48 Hour Week														

Emergency Medical Services Civil Service Pay Scale - APPENDIX A-4 FY 2016 - 2017

	GRADE PAYSTEP YEAR	A	B	C	D	E	F	G	H	I	J	K	L	M
		10	20	30	40	50	60	70	80	90	100	110	120	130
		BASE	1	2	3	4	5	6	7	8	9	10	11	12
EMS MEDIC I - FIELD	HR	15.97	16.77	16.77	17.61	17.61	18.84	18.84	20.16	21.57	21.57	21.57	23.08	23.08
13355	MO	3,321.76	3,488.16	3,488.16	3,662.88	3,662.88	3,918.72	3,918.72	4,193.28	4,486.56	4,486.56	4,486.56	4,800.64	4,800.64
YD4	YR	39,861.12	41,857.92	41,857.92	43,954.56	43,954.56	47,024.64	47,024.64	50,319.36	53,838.72	53,838.72	53,838.72	57,607.68	57,607.68
EMS MEDIC II - FIELD	HR	18.69	19.62	19.62	20.60	20.60	22.04	22.04	23.59	25.24	25.24	25.24	27.01	27.01
13375	MO	3,887.52	4,080.96	4,080.96	4,284.80	4,284.80	4,584.32	4,584.32	4,906.72	5,249.92	5,249.92	5,249.92	5,618.08	5,618.08
YA0	YR	46,650.24	48,971.52	48,971.52	51,417.60	51,417.60	55,011.84	55,011.84	58,880.64	62,999.04	62,999.04	62,999.04	67,416.96	67,416.96
EMS CAPTAIN - FIELD	HR	20.93	21.98	21.98	23.07	23.07	24.69	24.69	26.42	28.27	28.27	28.27	30.25	30.25
13395	MO	4,353.44	4,571.84	4,571.84	4,798.56	4,798.56	5,135.52	5,135.52	5,495.36	5,880.16	5,880.16	5,880.16	6,292.00	6,292.00
YD5	YR	52,241.28	54,862.08	54,862.08	57,582.72	57,582.72	61,626.24	61,626.24	65,944.32	70,561.92	70,561.92	70,561.92	75,504.00	75,504.00
EMS COMMANDER - FIELD	HR	23.44	24.61	24.61	25.84	25.84	27.65	27.65	29.59	31.66	31.66	31.66	33.88	33.88
13350	MO	4,875.52	5,118.88	5,118.88	5,374.72	5,374.72	5,751.20	5,751.20	6,154.72	6,585.28	6,585.28	6,585.28	7,047.04	7,047.04
YD6	YR	58,506.24	61,426.56	61,426.56	64,496.64	64,496.64	69,014.40	69,014.40	73,856.64	79,023.36	79,023.36	79,023.36	84,564.48	84,564.48
	GRADE PAYSTEP YEAR	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
		140	150	160	170	180	190	200	210	220	230	240	250	260
		13	14	15	16	17	18	19	20	21	22	23	24	25
EMS MEDIC I - FIELD	HR	23.08	24.70	24.70	24.70	26.43	26.43	26.43	28.28	28.28	28.28	28.28	28.28	28.28
13355	MO	4,800.64	5,137.60	5,137.60	5,137.60	5,497.44	5,497.44	5,497.44	5,882.24	5,882.24	5,882.24	5,882.24	5,882.24	5,882.24
YD4	YR	57,607.68	61,651.20	61,651.20	61,651.20	65,969.28	65,969.28	65,969.28	70,586.88	70,586.88	70,586.88	70,586.88	70,586.88	70,586.88
EMS MEDIC II - FIELD	HR	27.01	28.90	28.90	28.90	30.92	30.92	30.92	33.08	33.08	33.08	33.08	33.08	33.08
13375	MO	5,618.08	6,011.20	6,011.20	6,011.20	6,431.36	6,431.36	6,431.36	6,880.64	6,880.64	6,880.64	6,880.64	6,880.64	6,880.64
YA0	YR	67,416.96	72,134.40	72,134.40	72,134.40	77,176.32	77,176.32	77,176.32	82,567.68	82,567.68	82,567.68	82,567.68	82,567.68	82,567.68
EMS CAPTAIN - FIELD	HR	30.25	32.36	32.36	32.36	34.63	34.63	34.63	37.05	37.05	37.05	37.05	37.05	37.05
13395	MO	6,292.00	6,730.88	6,730.88	6,730.88	7,203.04	7,203.04	7,203.04	7,706.40	7,706.40	7,706.40	7,706.40	7,706.40	7,706.40
YD5	YR	75,504.00	80,770.56	80,770.56	80,770.56	86,436.48	86,436.48	86,436.48	92,476.80	92,476.80	92,476.80	92,476.80	92,476.80	92,476.80
EMS COMMANDER - FIELD	HR	33.88	36.25	36.25	36.25	38.78	38.78	38.78	41.50	41.50	41.50	41.50	41.50	41.50
13350	MO	7,047.04	7,540.00	7,540.00	7,540.00	8,066.24	8,066.24	8,066.24	8,632.00	8,632.00	8,632.00	8,632.00	8,632.00	8,632.00
YD6	YR	84,564.48	90,480.00	90,480.00	90,480.00	96,794.88	96,794.88	96,794.88	103,584.00	103,584.00	103,584.00	103,584.00	103,584.00	103,584.00
Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%														
Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20														
Note: All rates statistically rounded.														