

**S-SV EMS Agency FY 2026/2027 Wage Schedule**  
**Effective July 5, 2026**

**Note: Includes 3% for all Unrepresented Employee Positions (excludes Regional Executive Director)**

| Position                                                                                                                                                                                   | Pay Frequency | Wage Steps |           |           |           |                |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------|-----------|-----------|-----------|----------------|-----------|
|                                                                                                                                                                                            |               | A          | B         | C         | D         | E              | F         |
| Regional Executive Director                                                                                                                                                                | Hourly        | \$63.26    | \$66.42   | \$69.74   | \$73.23   | \$76.89        | \$79.20   |
|                                                                                                                                                                                            | Annual        | \$131,581  | \$138,160 | \$145,068 | \$152,321 | \$159,937      | \$164,735 |
| Deputy Director - Operations (Paramedic)                                                                                                                                                   | Hourly        | \$51.66    | \$54.24   | \$56.96   | \$59.80   | \$62.79        | \$64.68   |
|                                                                                                                                                                                            | Annual        | \$107,453  | \$112,825 | \$118,467 | \$124,390 | \$130,610      | \$134,528 |
| Deputy Director - Specialty Programs/Clinical QM (Paramedic)                                                                                                                               | Hourly        | \$51.66    | \$54.24   | \$56.96   | \$59.80   | \$62.79        | \$64.68   |
|                                                                                                                                                                                            | Annual        | \$107,453  | \$112,825 | \$118,467 | \$124,390 | \$130,610      | \$134,528 |
| EMS Specialist Contracts Compliance Manager                                                                                                                                                | Hourly        | \$41.31    | \$43.38   | \$45.54   | \$47.82   | \$50.21        | \$51.72   |
|                                                                                                                                                                                            | Annual        | \$85,925   | \$90,221  | \$94,732  | \$99,469  | \$104,442      | \$107,575 |
| EMS Specialist Data Analyst (Paramedic)                                                                                                                                                    | Hourly        | \$41.31    | \$43.38   | \$45.54   | \$47.82   | \$50.21        | \$51.72   |
|                                                                                                                                                                                            | Annual        | \$85,925   | \$90,221  | \$94,732  | \$99,469  | \$104,442      | \$107,575 |
| EMS Specialist Investigator (Paramedic)                                                                                                                                                    | Hourly        | \$41.31    | \$43.38   | \$45.54   | \$47.82   | \$50.21        | \$51.72   |
|                                                                                                                                                                                            | Annual        | \$85,925   | \$90,221  | \$94,732  | \$99,469  | \$104,442      | \$107,575 |
| EMS Specialist Operations (Paramedic)                                                                                                                                                      | Hourly        | \$41.31    | \$43.38   | \$45.54   | \$47.82   | \$50.21        | \$51.72   |
|                                                                                                                                                                                            | Annual        | \$85,925   | \$90,221  | \$94,732  | \$99,469  | \$104,442      | \$107,575 |
| EMS Specialist Quality Management (Paramedic)                                                                                                                                              | Hourly        | \$41.31    | \$43.38   | \$45.54   | \$47.82   | \$50.21        | \$51.72   |
|                                                                                                                                                                                            | Annual        | \$85,925   | \$90,221  | \$94,732  | \$99,469  | \$104,442      | \$107,575 |
| EMS Specialist (Paramedic)                                                                                                                                                                 | Hourly        | \$41.31    | \$43.38   | \$45.54   | \$47.82   | \$50.21        | \$51.72   |
|                                                                                                                                                                                            | Annual        | \$85,925   | \$90,221  | \$94,732  | \$99,469  | \$104,442      | \$107,575 |
| Emergency Preparedness (EP) Coordinator/EP Grant Coordinator                                                                                                                               | Hourly        | \$41.74    | \$43.83   | \$46.02   | \$48.32   | \$50.74        | \$52.26   |
|                                                                                                                                                                                            | Annual        | \$86,819   | \$91,160  | \$95,718  | \$100,504 | \$105,529      | \$108,695 |
| Administrative Secretary/ Financial Services Assistant                                                                                                                                     | Hourly        | \$30.61    | \$32.14   | \$33.75   | \$35.43   | \$37.21        | \$38.32   |
|                                                                                                                                                                                            | Annual        | \$63,669   | \$66,852  | \$70,195  | \$73,705  | \$77,390       | \$79,712  |
| Regional Disaster Medical Specialist (RDMHS) - #1                                                                                                                                          | Hourly        | \$40.26    | \$42.27   | \$44.39   | \$46.61   | \$48.94        | \$50.40   |
|                                                                                                                                                                                            | Annual        | \$83,741   | \$87,928  | \$92,324  | \$96,940  | \$101,787      | \$104,841 |
| Regional Disaster Medical Specialist (RDMHS) - #2                                                                                                                                          | Hourly        | \$40.26    | \$42.27   | \$44.39   | \$46.61   | \$48.94        | \$50.40   |
|                                                                                                                                                                                            | Annual        | \$83,741   | \$87,928  | \$92,324  | \$96,940  | \$101,787      | \$104,841 |
| Additional/Special Compensation                                                                                                                                                            |               |            |           |           |           |                |           |
| Category/Description                                                                                                                                                                       |               |            |           |           |           | Frequency      | Amount    |
| Duty Officer Pay - Additional compensation to employees responsible for receiving and responding to S-SV EMS Agency and/or Region III RDMHS related matters after normal business hours    |               |            |           |           |           | Per Pay Period | \$150     |
| Educational Pay (Paramedic Pay): Additional compensation, to employees who obtain/maintain a California Paramedic License (excluding the Regional Executive Director) - as indicated above |               |            |           |           |           | Per Pay Period | \$200     |