

Johnson County
Ambulance District
500 E. Young Ave.
Warrensburg, Mo 64093
Office: 660.747.5735



Dustin Gamblin
EMS Chief
Email: dgamblin@jocoamb.com
Office: 660.362.1621
www.jocoamb.com

Employee Pay Scale Proposal

To establish a sustainable and equitable pay structure that ensures consistency, supports employee retention, and maintains compliance with state wage requirements, while allowing the Board to review and approve cost-of-living adjustments (COLA) and step increases annually rather than revising the entire scale. This model provides long-term budget stability, improves transparency, and protects against wage compression while keeping the District competitive in recruiting and retaining qualified personnel.

Fixed Pay Scale Design

- The proposed pay scale will establish clearly defined pay grades and steps for all positions within the District, creating consistency and eliminating guesswork in compensation decisions.
- The structure is designed to remain in place long-term, with annual Board approval required only for COLA adjustments (e.g., 2% increase), reducing the need for frequent scale overhauls.
- COLA increases, when approved, will be applied uniformly across the entire scale effective for the first pay period of January each year, ensuring fairness and predictable financial planning.

Benefits:

A fixed scale supports strategic budgeting, simplifies administration, improves internal equity, and provides a transparent pay structure that employees and leadership can rely on year after year.

Annual Step Progression

- The Board will approve annual step increases as part of the budgeting process.
- Each employee will advance one step on their anniversary date each year, provided satisfactory performance.
- This progression ensures experienced employees continue to see meaningful compensation growth, even when new hires enter at or near the base rate.

Benefits:

Step progression encourages employee retention, rewards tenure and performance, and prevents wage compression—protecting the investment made in training and developing staff.

**Johnson County
Ambulance District**
500 E. Young Ave.
Warrensburg, Mo 64093
Office: 660.747.5735



**Dustin Gamblin
EMS Chief**
Email: dgamblin@jocoamb.com
Office: 660.362.1621
www.jocoamb.com

Implementation Plan – Effective 2026

Beginning with the first pay period in January 2026, all current Level 1 EMTs will transition to the new pay scale at the designated step for their position. This transition will result in an increase of approximately 5.5% in January. Each EMT will then advance to the next step on their individual anniversary date, resulting in an additional increase of approximately 3.3%, provided satisfactory performance.

Employees who are currently positioned higher on the scale will transition using a split adjustment method. The difference between their current rate and the appropriate rate on the new scale will be calculated, and half of that increase will be applied in the first pay period of January, with the remaining half applied on the employee's anniversary date.

This phased approach ensures a fair and consistent transition for all personnel while supporting budget stability and internal equity. Placing all current employees at no less than Step 2 also ensures that those currently lower on the scale receive an appropriate adjustment and remain ahead of any new hires entering at the base step.

Recommendation

I recommend approval of the proposed pay scale and the accompanying implementation plan, effective January 1, 2026.



Johnson County Ambulance District

2026 Field Staff Pay Scale

Full Time EMT Pay Scale			
Step	Hourly	Overtime	Yearly
1	\$15.00	\$22.50	\$49,200.00
2	\$15.50	\$23.25	\$50,840.00
3	\$16.00	\$24.00	\$52,480.00
4	\$16.50	\$24.75	\$54,120.00
5	\$17.00	\$25.50	\$55,760.00
6	\$17.50	\$26.25	\$57,400.00
7	\$18.00	\$27.00	\$59,040.00
8	\$18.50	\$27.75	\$60,680.00
9	\$19.00	\$28.50	\$62,320.00
10	\$19.50	\$29.25	\$63,960.00
11	\$20.00	\$30.00	\$65,600.00
12	\$20.50	\$30.75	\$67,240.00

Part Time EMT	
Step	Hourly
1	\$19.00
2	\$19.25
3	\$19.50
4	\$19.75
5	\$20.00
6	\$20.25
7	\$20.50
8	\$20.75
9	\$21.00
10	\$21.25
11	\$21.50
12	\$21.75

Full Time Paramedic			
Step	Hourly	Overtime	Yearly
1	\$20.75	\$31.13	\$68,060.00
2	\$21.25	\$31.88	\$69,700.00
3	\$21.75	\$32.63	\$71,340.00
4	\$22.25	\$33.38	\$72,980.00
5	\$22.75	\$34.13	\$74,620.00
6	\$23.50	\$35.25	\$77,080.00
7	\$24.25	\$36.38	\$79,540.00
8	\$25.00	\$37.50	\$82,000.00
9	\$25.75	\$38.63	\$84,460.00
10	\$26.50	\$39.75	\$86,920.00
11	\$27.25	\$40.88	\$89,380.00
12	\$28.00	\$42.00	\$91,840.00

Part Time Paramedic	
Step	Hourly
1	\$25.00
2	\$25.25
3	\$25.50
4	\$25.75
5	\$26.00
6	\$26.25
7	\$26.50
8	\$26.75
9	\$27.00
10	\$27.25
11	\$27.50
12	\$27.75

Education Incentive	Per Hour
Associate Degree	\$0.10
Bachelor Degree	\$0.15
Graduate Degree	\$0.20

Additional Wages	Per Hour
Officer Positions	\$0.50
Field Training Officer	\$0.50

Lateral entry to a maximum of Step 4 for prior experience.

Step increase issued on the pay period following the Employees anniversary date.

If approved, COLA adjustments will be made on the first pay period in January.

Yearly totals are based on working an average of ten 24 hour shifts per month.

Current EMT's transitioning to paramedic wage increase to be no less than \$10,000 increase.



Johnson County Ambulance District

2026 Shift Management Pay Scale

Captain Pay Scale			
Step	Hourly	Overtime	Yearly
1	\$22.25	\$33.38	\$72,980.00
2	\$22.75	\$34.13	\$74,620.00
3	\$23.25	\$34.88	\$76,260.00
4	\$23.75	\$35.63	\$77,900.00
5	\$24.25	\$36.38	\$79,540.00
6	\$24.75	\$37.13	\$81,180.00
7	\$25.25	\$37.88	\$82,820.00
8	\$25.75	\$38.63	\$84,460.00
9	\$26.25	\$39.38	\$86,100.00
10	\$27.25	\$40.88	\$89,380.00
11	\$27.75	\$41.63	\$91,020.00
12	\$28.25	\$42.38	\$92,660.00

Education Incentive	Per Hour
Associate Degree	\$0.10
Bachelor Degree	\$0.15
Graduate Degree	\$0.20

Battalion Chief	
Step	Annual
1	\$90,000.00
2	\$92,000.00
3	\$94,000.00
4	\$96,000.00
5	\$98,000.00
6	\$100,000.00
7	\$102,000.00
8	\$104,000.00
9	\$106,000.00
10	\$108,000.00
11	\$110,000.00
12	\$112,000.00

Education Incentive	Yearly
Associate Degree	\$1,000.00
Bachelor Degree	\$1,500.00
Graduate Degree	\$2,500.00

Salary OT Rate	\$40.00
----------------	---------

Step increase issued on the pay period following the Employees anniversary date.

If approved, COLA adjustments will be made on the first pay period in January.

Yearly totals are based on working an average of ten 24 hour shifts per month.

Current paramedics transitioning to Captain wage increase to be no less than \$5,000 increase.

Captains transitions to Battalion Chief wage increase no less than \$5,000 increase.



Johnson County Ambulance District

2026 Education Pay Scale

Training Officer	
Step	Annual
1	\$74,000.00
2	\$76,000.00
3	\$78,000.00
4	\$80,000.00
5	\$82,000.00
6	\$84,000.00
7	\$86,000.00
8	\$88,000.00
9	\$90,000.00
10	\$92,000.00
11	\$94,000.00
12	\$96,000.00

Education Incentive	Yearly
Associate Degree	\$1,000.00
Bachelor Degree	\$1,500.00
Graduate Degree	\$2,500.00

Salary OT Rate	\$40 per hour
----------------	---------------

Education Chief	\$100,000 - \$124,000
-----------------	-----------------------



Johnson County Ambulance District

2026 Administration Pay Scale

Administrative Coordinator	
Step	Annual
1	\$56,000.00
2	\$58,000.00
3	\$60,000.00
4	\$62,000.00
5	\$64,000.00
6	\$66,000.00
7	\$68,000.00
8	\$70,000.00
9	\$72,000.00
10	\$74,000.00
11	\$76,000.00
12	\$78,000.00

Finance Manager	
Step	Annual
1	\$60,000.00
2	\$62,000.00
3	\$64,000.00
4	\$66,000.00
5	\$68,000.00
6	\$70,000.00
7	\$72,000.00
8	\$74,000.00
9	\$76,000.00
10	\$78,000.00
11	\$80,000.00
12	\$82,000.00

Senior Command Staff

Logistics Chief	\$100,000 - \$124,000
Deputy Chief	\$105,000 - \$129,000
EMS Chief	\$115,000 - \$139,000

Salary OT Rate	\$40 per hour
----------------	---------------

Education Incentive	Yearly
Associate Degree	\$1,000.00
Bachelor Degree	\$1,500.00
Graduate Degree	\$2,500.00