



JOHNSON COUNTY AMBULANCE DISTRICT

Board of Directors Meeting

BOARD PROPOSAL

Custodian Pay Scale Proposal

PRESENTED BY	DATE	SUBJECT
Dustin Gamblin, EMS Chief	October 22, 2026	Pay Scale

PURPOSE

To request Board approval of a 12-step pay scale for the custodian position, establishing a structured compensation plan consistent with the District's existing pay practices. The proposed scale will support the recruitment and retention of a qualified employee to meet the District's current and future facility maintenance needs.

BACKGROUND

Johnson County Ambulance District currently contracts with Operational Professional Services (OPS) for custodial services, a relationship that has been in place since 2019. However, the transition of this position in-house would allow greater control over cleaning schedules, priorities, quality of work and specific needs of the District.

RECOMMENDATION

We recommend establishing a 12-step pay scale for the custodian position, beginning at \$15.00 per hour and increasing by \$0.50 per step, with a maximum hourly rate of \$20.50 for full time. The part-time scale would start at \$16.00 an hour and increase \$0.50 per step.

Employees would advance one step annually on their anniversary date, consistent with the District's current compensation practices. The pay scale would also be subject to annual cost-of-living adjustments (COLA) as approved by the Board of Directors.

FINANCIAL IMPACT

Based on a starting wage of \$15.00 per hour and a standard 40-hour workweek, the annual base salary would be \$31,200.

The estimated total annual cost of the position will vary depending on the employees' insurance elections.

Expense	Employee Only	Full Family
Annual Base Salary	\$31,200	\$31,200
Estimated Benefits and Employer Expenses	\$13,857	\$21,377
Total Estimated Annual Cost	\$45,057	\$52,577



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The estimated benefits and employer expenses include medical and ancillary insurance, payroll taxes, MOLAGERS, and workers' compensation insurance.

Under the District's current agreement with OPS, the annual cost of contracted custodial services is approximately \$44,487.

Cost Comparison	Employee Only	Full Family
Current Annual Contract Cost	\$44,487	\$44,487
Proposed Annual Employment Cost	\$45,057	\$52,577
Additional Annual Cost	\$570	\$8,090

BOARD ACTION

Approve the establishment of a 12-step pay scale for the full-time custodian position, beginning at \$15.00 per hour and increasing by \$0.50 per step, with annual advancement and COLA adjustments as approved by the Board of Directors.



Johnson County Ambulance District

2026 Custodian Pay Scale

Draft

Full Time Custodian Pay Scale		
Step	Hourly	Yearly
1	\$15.00	\$31,200.00
2	\$15.50	\$32,240.00
3	\$16.00	\$33,280.00
4	\$16.50	\$34,320.00
5	\$17.00	\$35,360.00
6	\$17.50	\$36,400.00
7	\$18.00	\$37,440.00
8	\$18.50	\$38,480.00
9	\$19.00	\$39,520.00
10	\$19.50	\$40,560.00
11	\$20.00	\$41,600.00
12	\$20.50	\$42,640.00

Part Time Custodian	
Step	Hourly
1	\$16.00
2	\$16.50
3	\$17.00
4	\$17.50
5	\$18.00
6	\$18.50
7	\$19.00
8	\$19.50
9	\$20.00
10	\$20.50
11	\$21.00
12	\$21.50

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

Step increase issued on the pay period following the Employee's anniversary date.

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

Yearly is based on 40 hours per week .