



# Lancaster County Emergency Services

8311 Mary Ball Road  
Lancaster, VA 22503

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[www.readylancaster.org](http://www.readylancaster.org)

## **2024 Base Pay Scale**

The following is the current pay scale for Lancaster County Emergency Services as adopted by the Lancaster County Board of Supervisors effective July 1, 2024. Full-time employees are paid per annum rate and part-time employees are paid at the hourly rate.

### **BLS**

**EMT:** \$20.00 hourly, \$41,600 per annum

**EMT-Advanced (AEMT):** \$22.00 hourly, \$45,760 per annum

### **ALS**

**EMT-Intermediate:** \$24.00 hourly, \$49,920 per annum

**Paramedic:** \$26.00 hourly, \$54,080 per annum

### **Probation**

New employees are placed on a one-year probationary period from their date of hire. Once the probationary period is complete, employees receive an additional \$0.50 hourly pay increase to their base rate.

### **Dedication Pay**

Employees receive a \$0.35 hourly pay increase per annum on their anniversary date beginning the year following the end of their probationary period to reward their dedication to the department. This is provided in addition to any annual increase adopted by the Lancaster County Board of Supervisors.

A handwritten signature in black ink that reads "Stephen M. Smith".

Stephen M. Smith  
Chief of Emergency Services