



# Lancaster County Emergency Services

8311 Mary Ball Road  
Lancaster, VA 22503

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

## **2025 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, 2025. Full-time employees are paid per annum rate and part-time employees are paid at the hourly rate.

### **BLS**

**EMT:** \$21.00 hourly, \$43,680 per annum

**EMT-Advanced (AEMT):** \$23.00 hourly, \$47,840 per annum

### **ALS**

**EMT-Intermediate:** \$25.00 hourly, \$52,000 per annum

**Paramedic:** \$27.00 hourly, \$56,160 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.

Stephen M. Smith  
Chief of Emergency Services