



Lancaster County Emergency Services

8311 Mary Ball Road
Lancaster, VA 22503

www.readylancaster.org

2026 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, 2026. Full-time employees are paid per annum rate and part-time employees are paid at the hourly rate.

BLS

EMT: \$22.00 hourly, \$45,760 per annum

EMT-Advanced (AEMT): \$24.00 hourly, \$49,920 per annum

ALS

EMT-Intermediate: \$26.00 hourly, \$54,080 per annum

Paramedic: \$28.00 hourly, \$58,240 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