

BIRDSALL, LAUGHLIN & CLARK

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OFFICE LOCATION:
1720 Highway 34 North
Wall, New Jersey 07719

November 24, 2025

Mr. Michael Kaufman

@..

Re: Emailed Document Request dated November 17, 2025

Dear Mr. Kaufman;

Please be advised that this office has been assigned to represent the interests of the Monmouth County Sheriff's Office ("MCSO") with respect to your emailed request for documents dated November 17, 2025, a copy of which is attached hereto. The request was first received by official Records Custodian, Cynthia Scott, Public Information Officer for the MCSO on November 17, 2025. As such, the seven (7) business day deadline to respond to your request is November 26, 2025. This response is being supplied on the fifth (5th) business day after its receipt.

The request in question seeks: (numbers added to track responses):

1. Published Hiring announcements for the Monmouth County EMS/Medstar Program Director position.
2. Published Hiring announcements for the first round/initial Monmouth County EMS/Medstar Program Director position and Deputy Directors Positions.
3. Confirmation on whether or not the County EMS program is bound by NJ civil service laws as this is what has been stated by the Medstar EMS leadership team regarding hiring practices.
4. Salary structure fo County Medstar employees and management team.
5. A Current list of Medstar management including supervisors, management, directors, and their salary schedule.

The MCSO provides the following responses: (the numbers below shall follow the numbers above):

1. The MCSO has no documents responsive to this request.
2. The MCSO has no documents responsive to this request.
3. Although this request fails to seek "documents," Medstar EMS is subject to NJ Civil Service rules.
4. See EMS Salaries document attached.
5. See Medstar management salaries document attached.

OFFICE LOCATION: 1720 HIGHWAY 34 NORTH, WALL, NEW JERSEY 07719

BIRDSALL, LAUGHLIN & CLARK, LLC

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If your request for access to a government record has been denied or unfilled within the seven (7) business days required by law, you have a right to challenge the decision by the Monmouth County Sheriff's Office to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Council (GRC) by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone at 866-850-0511, by mail at P.O. Box 819, Trenton, NJ, 08625, by e-mail at xxx@xxx.xxate.nj.us, or at their web site at www.state.nj.us/grc. The GRC can also answer other questions about the law. All questions regarding complaints filed in Superior Court should be directed to the Court Clerk in your County.

Very truly yours,

BIRDSALL, LAUGHLIN & CLARK, LLC

/s/David A. Laughlin

David A. Laughlin, Esq.

DAL/od

cc: Cynthia Scott, Public Information Officer
Monmouth County Sheriff's Office, Department of Corrections

Dates

Due

November 26, 2025

Received

November 17, 2025 via web

Anticipated fulfillment

Fulfillment date not set

Requester



Michael Kaufman

opra+request-83507-
2ed77054@requests.opramachine.com[View email status](#)

Additional information

Under penalty of N.J.S.A. 2C:28-3, I certify that I HAVE/HAVE NOT (please type response below) been convicted of any indictable offense under the laws of New Jersey, any other state, or the United States.

No data entered

Request

Dear Monmouth County,

Please accept this electronic request for public records made under OPRA and the common law right of access. I am not required to fill out an official form or use a particular software platform to submit my request per NJS.A. 47:1A-6(f), which states that an email from a requestor including all of the information required on the adopted form shall suffice in place of a completed form as a valid government record request.

I HAVE NOT been convicted of any indictable offense under the laws of New Jersey, any other state, or the United States.

I WILL NOT use the requested government records for a commercial purpose.

I AM NOT seeking records in connection with a legal proceeding.

Records requested:

- Published Hiring announcements for the Monmouth County EMS/ Medstar Program Director position.
- Published Hiring announcements for the Monmouth County EMS/ Medstar Program Director position and Deputy Directors Positions.
- Confirmation on whether or not the County EMS program is bound by NJ civil service laws as this is what has been stated by the Medstar EMS leadership team regarding hiring practices.
- Salary structure of County Medstar employees and management team.
- A current list of Medstar management including supervisors, management, directors, and deputy directors and their salary schedule.

My preferred delivery method for response(s) to this request is by E-mail as attachments. Please confirm you have received this request. If you are not the custodian of records, please forward my request to that person and provide their email address to me for future reference.

Best

M. Kaufman

EMS Salaries

The below figures are based on the dispatch contract with minor modifications that are needed for the specifics of EMS. The raises are annually four percent, mirroring the average annual raise of dispatch.

Part-Time EMT

The hourly rate of the Part-Time staff will be the same as the first step of the Full-Time EMT.

2024: \$28.50 per hour (MICP /RN: \$30.00 per hour)

Full-Time EMT

The Full-Time EMT contract will mirror the dispatch contract with the exception that Step 1A will be removed as a result of the limited “training” time. EMTs will be fully operation on the road by their second week. MICP / RNs will receive an additional two percent per step year.

STEP	Salary	MICP / RN
1	\$55,030.00	\$56,130.60
2	\$57,541.00	\$58,691.82
3	\$59,825.00	\$61,021.50
4	\$62,126.00	\$63,368.52
5	\$64,427.00	\$65,715.54
6	\$66,728.00	\$68,062.56
7	\$69,028.00	\$70,408.56
8	\$71,329.00	\$72,755.58
9	\$73,629.00	\$75,101.58
10	\$75,838.00	\$77,354.76

Field Training Officer

The Field Training Officer will receive a \$2.00 per hour increase to his current step for the duties involved. Field Training Officers are the backbone of large-scale EMS agencies and one of the most common fatal flaws in not properly incentivizing this role.

Field Supervisor

Field Supervisors will run their tours to maximize agency wide efficiency and high standards. Supervisors will start at \$82,000.00 and top out at \$100,000.00 (averaging 4 percent annual raises over six steps. This will ensure we are completeive with the hospital systems for top end talent.

STEP	Salary	MICP / RN
1	\$76,000.00	\$82,000.00
2	\$79,040.00	\$85,280.00
3	\$82,202.00	\$88,691.00
4	\$85,490.00	\$92,240.00
5	\$88,909.00	\$95,930.00
6	\$92,466.00	\$100,000.00

Additional Considerations

As the agency scales up, we will have Regional Managers (Central, North and South), and eventually a Deputy Director. I also left out the Director position as I currently fill that role and I am unsure if there is already a plan in place for the position.

First Name	Last Name	Position	Pay
Stephanie	Durao	Lead instructor	\$76,000.00
Peter	D'Antuono	Supervisor Paramedic	\$84,460.00
Kevin	Hetzler	Field Supervisor	\$78,280.00
Amanda	Kahlke	Field Supervisor	\$78,280.00
Bryan	Lynch	Field Supervisor	\$78,280.00
Robert	McLaughlin	Supervisor Paramedic	\$95,000.00
Eric	Morgenroth	Supervisor Paramedic	\$84,460.00
Ralph	Noriega	Field Supervisor	\$78,280.00
Shawn	Reu	Field Supervisor	\$78,280.00
Daniel	Selover	Field Supervisor	\$76,000.00
Timothy	Sidley	Director	\$105,000.00
Gianna	Vulpis	Field Supervisor	\$78,280.00
Joshua	Wilkins	Supervisor Paramedic	\$95,000.00
Steven	Yarosz	Field Supervisor	\$76,000.00