

Ambulance Association of Pennsylvania



2007 Salary & Benefits Survey

Methodology

Data was collected regarding general questions related to structure, call volume, staffing and benefits. For the purpose of reporting the findings by geographic location, participants were asked to identify in which EMS region they provide ambulance service. Otherwise, the information was provided anonymously.

This report presents the findings gathered from the surveys received. The report shows information statewide and broken down by EMS Region (see Regional EMS Councils) where sufficient data was submitted. The data shown is in compliance with the Department of Justice and Federal Trade Commission's Enforcement Policy on Provider Participation in Exchanges of Price and Cost Information.

Definitions

Geographic/Primary Response Area

Rural – An area outside urbanized areas as defined by the United States Bureau of the Census.

Urban – An urbanized area as defined by the United States Bureau of the Census.

Organizational Structure

For Profit – An ambulance service that is licensed by the Department of Health and is a legal entity, created by statute (i.e. the state) with all rights, privileges and responsibilities of a natural person; possessing the attributes of limited liability, centralized management, continuity of life and fee transferability of interest as defined by the Pennsylvania Department of State.

Non Profit – An ambulance service that is licensed by the Department of Health and is operated by a corporation whose members or shareholders do not receive any of the pecuniary profits of the corporation as defined by the Pennsylvania Department of State.

Fire Based – An ambulance service that is licensed by the Department of Health and is owned or operated by a Volunteer or Municipal Fire Department.

Hospital Based – An ambulance service that is licensed by the Department of Health and is owned or operated by a Hospital.

Municipal – An ambulance service that is licensed by the Department of Health and is owned or operated solely as an EMS service by a municipality.

Call Volume

Emergency – The medical care, including medical assessment, monitoring, treatment, transportation and observation, which may be provided to a person in responding to an actual or reported emergency to: (i) prevent or protect against loss of life or deterioration in physiological or psychological condition; or (ii) address pain or morbidity associated with the person's condition.

Non-Emergency – The transportation of an individual with medical assessment, monitoring, treatment or observation of the individual who, due to the individual's condition, requires medical assessment, monitoring, treatment or observation during the transport.

Wheel Chair Van – A wheelchair vehicle is a ground vehicle other than an ambulance that is used to transport by wheelchair persons who do not receive and cannot reasonably be anticipated to require medical assessment, monitoring, treatment or observation during transport, but who, due to their physical condition, require vehicle transport while on a stretcher or in a wheelchair.

Levels of Service

ALS – Advanced Life Support – An ALS ambulance crew provides medical assessment, triage, monitoring, treatment, transportation and observation of patients who require EMS above the skill level of an advanced EMT. See section 7230 and 7232 for purpose and staffing requirements, etc.

BLS – Basic Life Support – A BLS ambulance crew provides medical assessment, triage, monitoring, treatment, transportation and observation of patients who require EMS at or below the skill level of an advanced EMT and also transports patients who require EMS above the skill level of an advanced EMT when an EMS provider above the level of an advanced EMT rendezvous with the BLS ambulance before or during transport of the patient and accompanies the patient during the transport after arrival. See section 7233 and 7234 for purpose and staffing requirements, etc.

PUC Licensed – A vehicle licensed by the PUC for the transportation of individuals. See PA Code 41.11.

Staffing

First Responder – Formerly referred to as first responder, first responders will become certified as an Emergency Medical Responder or EMS who is an individual who is certified by the Department of Health as an emergency medical responder. (Act 45 revision, see definitions.) See Section 7214 for scope of practice, certification, etc.

EMT – Emergency medical technician – An individual who is certified by the Department of Health as an emergency medical technician. (Act 45 revision, see definitions.) See Section 7216 for scope of practice, certification, etc.

Paramedic – An individual who is certified by the Department of Health as a paramedic. (Act 45 revision, see definitions.) See Section 7217 for scope of practice, certification, etc.

Definitions are sourced from Act 45 revision (SB 240 and HB 468) and the Pennsylvania Department of State Corporation Bureau.

Overview and Findings

- The majority of emergency transports represented take place in the urban setting.
- The majority of emergency transports represented are provided by non-profit services with municipal services providing the second highest number of transports.
- 50% of the emergency transports represented provide only emergency services.
- Services providing BLS only represent only 6.6% of all emergency transports.
- The majority of services providing emergency transports do not staff using volunteers. Conversely, only 3% of all emergency transports represented are provided by services staffing with no paid staff or 100% volunteer organizations and only .25% utilize only part time staff.
- The majority of emergency transports, 69.6% are provided by services who have unfilled positions within their organization.
- Minimum wage is \$7.15 as of July 2008 and will increase to \$7.25 as of July 2009 (Source, US Department of Labor and Industry website, <http://www.dol.gov/esa/whd/flsa/>.)

EMT statewide minimum hourly rates:

- Statewide (All respondents) \$10.00.
- In a rural setting \$9.00.
- In an urban setting \$10.70.
- Non-profit organization \$9.75.
- For-profit organization \$9.00

- Hospital based organization \$10.25.
- Fire based organization \$10.28
- Municipal based organization \$14.79

Paramedic statewide minimum hourly rates:

- Statewide (All respondents) \$13.25.
 - In a rural setting \$10.00.
 - In an urban setting \$14.00.
 - Non-profit organization \$13.00.
 - For-profit organization \$12.00
 - Hospital based organization \$15.50.
 - Fire based organization \$15.95.
 - Municipal based organization \$16.80.
- Not all services provide benefits packages; however, the number one benefit offered is Medical Insurance. The majority offering Medical Insurance offer a PPO plan. Below are the top five benefits offered based on the number of responding services:
 1. Medical Insurance
 2. Personal Days
 3. Uniform Allowance
 4. Dental Insurance
 5. Sick Leave

EMS Tuition Reimbursement fell 7th on the list.

Statewide Statistics

According to the Pennsylvania Department of Health, Bureau of EMS website, there are approximately 990 ambulance services licensed in the Commonwealth. The response rate below is based on this number.

280 responses = 28% response rate

Even more important, the Bureau of EMS also reports that 20% of all ambulance services provide 80% of the total emergency calls in Pennsylvania. In 2007, the total number of emergency calls dispatched total 1,788,735. However, **27.5% or 492,741** of the emergency calls dispatched are not transported. Only 1,295,994 of the emergency calls were transported and for the purposes of this survey, we asked respondents to provide call volume based on the total number of calls transported by emergency, non-emergency, wheelchair, and other.

The response rate below is based on this number to provide statewide percentage.

1,098,345 of the total 2007 emergency calls transported are represented in the reported statewide statistics or 85% of all emergency transports in 2007.

The **Organizational Statistics** and **Type of Staffing** and **Unfilled Positions** are reported using both the total number of responses and the total number of emergency transports represented.

All reporting statistics will provide the total number of responses and then the percentage of the total statewide response in parenthesis.

A) Organizational

1. In what region do you provide ambulance service?

	Total #	Total Emergency Transports
Bradford Susquehanna EMS Council	3 (1%)	6,600 (.6%)
Bucks County Emergency Health Services	7 (2.5%)	18,200 (1.7%)
Chester County EMS Council	7 (2.8%)	18,612 (1.7%)
Delaware County EHS Council, Inc.	6 (2.1%)	52,712 (4.8%)
Eastern PA EMS Council, Inc.	35 (12.5%)	192,161 (17.5%)
EHS Federation, Inc.	51 (18.2%)	161,318(14.7%)
Emergency Medical Service Institute	51 (18.2%)	426,358 (38.8%)
EMMCO East, Inc.	5 (1.7%)	7,610 (.7%)
EMMCO West, Inc.	17 (6.0%)	41,906 (3.8%)
EMS of Northeastern PA, Inc.	25 (8.9%)	26,099 (2.4%)
LTS EMS Council	14 (5.0%)	6,621 (.6%)
Montgomery County Emergency Medical Services	14 (5.0%)	54,730 (5%)
Philadelphia EMS Council	6 (2.1%)	8,202 (.7%)
Seven Mountains EMS Council, Inc.	9 (3.2%)	12,477 (1.1%)
Southern Alleghenies EMS Council, Inc.	23 (8.2%)	47,714 (4.3%)
Susquehanna EHS Council, Inc.	6 (2.1%)	17,025 (1.6%)

2. Which category best describes your primary response area?

	Total #	Total Emergency Transports
Rural	119 (42.5%)	178,376 (16.2%)
Urban	88 (32%)	594,428 (54%)
Combination	73 (26%)	325,541 (29.8%)

3. Your organizational structure is:

For Profit	28 (10%)	84,777 (7.7%)
Non Profit	185 (66%)	487,960 (44.4%)
Fire Based	36 (13%)	96,046 (8.7%)
Hospital Based	12 (4%)	83,222 (7.6%)
Municipal	16 (6%)	339,387 (31%)
Other	3 (1%)	6,953 (.6)

4. Your 2007 Call Volume (total number of transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	2	72,000	1,098,994
Non-Emergency:	4	16,000	227,081
Wheel Chair Van:	3	27,149	307,348
Other:	10	14,000	43,053

Total Services responding who provide:

	Total #	Total Emergency Transports
Emergency only	125 (45%)	544,140 (50%)
Non-Emergency only	10 (3.5%)	
Emergency and wheel chair van	8 (2.8%)	

All other services responding provide a combination of all services.

5. The level of services offered:

ALS (MICU)	145 (52%)	856,551(78%)
ALS Squad (all ALS services)	77 (28%)	534,410 (49%)
BLS	201 (72%)	594,219 (54%)
PUC Licensed	46 (16%)	263,195 (24%)
Wheelchair (non PUC licensed)	42 (15%)	257,231 (23%)
Other	13 (5%)	54,466 (5%)
Ambulette/Invalid Coach – 2		
Rescue/QRS – 8		
Education – 1		
SCT/Nurse Transport – 1		
Helicopter – 1		

Total services responding who provide:

ALS (MICU) only	43 (15%)	227,876 (21%)
BLS only	89 (32%)	72,907 (6.6%)

All other services responding provide a combination of more than one level of service.

B) Staffing

6. Type of Staffing

Volunteer: 1- 100 (Note: 101 services responding do not staff using any volunteers (710,228 or 65%))

Career/Paid Staff: 1 – 200 (Note: 56 services responding staff with 100% volunteers (34,608 or 3%))

Part Time: 1 – 125 (Note: 5 services responding only use part time staff (2,740 or .25%))

Total: 9 - 202

7. Do you have any unfilled positions?

Yes	151 (54%)	764,715 (69.6%)
No	129 (46%)	333,630 (30.4%)

If yes was selected, the following positions are the number of positions unfilled along with the time the position has remained unfilled:

First Responder

0-3 months – 11

4-6 months – *

7-9 months – 12

10-12 months – 0

Over 1 year – 25

Total unfilled First Responder positions - 52

EMT

0-3 months – 72	
4-6 months – 59	
7-9 months – 6	
10-12 months – 16	
Over 1 year – 125	
	Total unfilled EMT positions - 278

Paramedic

0-3 months – 20	
4-6 months – 36	
7-9 months – 47	
10-12 months – 0	
Over 1 year – 48	
	Total unfilled Paramedic positions - 151

Other – 33 total positions unfilled

Drivers – all dates ranges
 Billing Supervisor – 0-3 months
 Board of Directors – over 1 year
 Secretary – 0-3 months

8. Hourly Wage Information**Non Supervisor Position**

First Responder: The minimum hourly range is \$7.00 – \$30.00 with a median of \$8.80.
 The maximum hourly range is \$7.15 – \$30.00 with a median of \$10.37.

EMT: The minimum hourly range is \$7.15 – \$22.90 with a median of \$10.00.
 The maximum hourly range is \$7.50 – \$36.00 with a median of \$13.00.

Paramedic: The minimum hourly range is \$7.50 – \$25.00 with a median of \$13.25.
 The maximum hourly range is \$7.50 – \$32.00 with a median of \$18.00.

Admin Assistant: The minimum hourly range is \$7.15 – \$32.00 with a median of \$11.00.
 The maximum hourly range is \$9.50 – \$40.00 with a median of \$15.00.

Billing/Reimb Staff (in house): The minimum hourly range is \$7.15 – \$18.00 with a median of \$11.00.
 The maximum hourly range is \$8.00 – \$30.00 with a median of \$15.45.

Front Line Supervisor Positions

Administrative: The minimum hourly range is \$9.50 – \$35.00 with a median of \$17.00.
 The maximum hourly range is \$10.00 – \$45.00 with a median of \$19.62.

EMT: The minimum hourly range is \$8.75 – \$29.00 with a median of \$13.80.
 The maximum hourly range is \$9.58 – \$29.00 with a median of \$17.00.

Paramedic: The minimum hourly range is \$9.65 – \$75.00 with a median of \$17.56.
The maximum hourly range is \$9.65 – \$75.00 with a median of \$21.00.

Senior Management

Administrative: The minimum hourly range is \$10.00 – \$46.00 with a median of \$20.00.
The maximum hourly range is \$10.00 – \$46.00 with a median of \$23.38.

Senior Management: The minimum hourly range is \$14.42 – \$46.00 with a median of \$25.00.
The maximum hourly range is \$14.42 – \$65.00 with a median of \$30.00.

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
199 (71%)	Medical HMO (53) PPO (129) Health Savings Acct (0) Other (17)	61	138	92 require a contribution
167 (60%)	Dental	50	117	0
155 (55%)	Optical/Vision	49	106	62 require a contribution
145 (52%)	Short-Term Disability	118	27	37 require a contribution
119 (43%)	Long-Term Disability	96	23	30 require a contribution
85 (30%)	Employee Assistance Program	51	34	* require a contribution
141 (50%)	Life Insurance	123	18	17 require a contribution
154 (55%)	EMS Tuition Reimbursements	145	9	9 require a contribution
44 (16%)	College Tuition Reimbursement	41	3	5 require a contribution
87 (31%)	Retirement or Pension Plan	82	5	36 require a contribution
62 (22%)	401 (k) Plan	60	2	33 require a contribution
53 (19%)	403 (b) Plan	49	4	28 require a contribution
171 (61%)	Uniform Allowance	165	6	5 require a contribution
184 (66%)	Personal Days	180	4	* require a contribution
165 (59%)	Sick Leave	160	5	0 require a contribution

Bradford Susquehanna EMS Council – 3 (1%) 6,600
EMS of Northeastern PA, Inc. – 25 (8.9%) 26,099
LTS EMS Council – 14 (5.0%) 6,621

Total – 42 (14.9%) 39,320(3.6%)

(These regions have been combined to report findings in accordance with all applicable laws.)

*** The responses for these categories is less than 5 and not reportable.**

A) Organizational

2. Which category best describes your primary response area?

Rural	29	21,371
Urban	6	9,622
Combination	7	8,327

3. Your organizational structure is:

For Profit	*	
Non Profit	31	27,568
Fire Based	7	1,452
Hospital Based	*	
Municipal	*	
Other	*	

4. Your 2007 Call Volume (total transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	64	5,000	39,320
Non-Emergency:	4	5,000	12,070
Wheel Chair Van:	50	10,000	18,550
Other:	0		

Total Services responding who provide:

Emergency only –	24	14,826
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5. The level of services offered:

ALS (MICU)	8	23,834
ALS Squad (all ALS services)	*	
BLS	37	27,220
PUC Licensed	*	
Wheelchair (non PUC licensed)	*	
Other	*	

Total services responding who provide:

ALS (MICU) only	*	
BLS only	30	11,409

EMT: Less than 5

Paramedic: The minimum hourly range is \$14.00 – \$18.90 with a median of \$16.50.
The maximum hourly range is \$17.50 – \$24.00 with a median of \$18.90.

Senior Management

Administrative: Less than 5

Senior Management: Less than 5

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
9	Medical	3	6	8 require a contribution
	HMO *			
	PPO 6			
	Health Savings Acct 0			
	Other *			
7	Dental	3	4	0 require a contribution
7	Optical/Vision	2	5	6 require a contribution
11	Short-Term Disability	7	4	5 require a contribution
10	Long-Term Disability	6	4	5 require a contribution
*	Employee Assistance Program	*	*	* require a contribution
7	Life Insurance	6	1	6 require a contribution
16	EMS Tuition Reimbursements	16	0	1 require a contribution
*	College Tuition Reimbursement	*	*	* require a contribution
*	Retirement or Pension Plan	*	*	* require a contribution
*	401 (k) Plan	*	*	* require a contribution
*	403 (b) Plan	*	*	* require a contribution
11	Uniform Allowance	11	0	* require a contribution
11	Personal Days	11	0	* require a contribution
8	Sick Leave	8	0	0 require a contribution

Bucks County Emergency Health Services – 7 (2.5%) 18,200
Chester County EMS Council – 8 (2.8%) 18,612
Delaware County EHS Council, Inc. – 6 (2.1%) 52,712
Philadelphia EMS Council – 6 (2.1%) 8,202

Total 27 (9.5%) or 97,726 (8.9%)

(These regions have been combined to report findings in accordance with all applicable laws.)

** The responses for these categories is less than 5 and not reportable.*

A) Organizational

2. Which category best describes your primary response area?

Rural	3	6,820
Urban	15	57,904
Combination	9	33,002

3. Your organizational structure is:

For Profit	*	
Non Profit	15	36,732
Fire Based	*	
Hospital Based	5	56,192
Municipal	0	
Other	0	

4. Your 2007 Call Volume (total transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	2	19,000	97,723
Non-Emergency:	58	9,100	33,856
Wheel Chair Van:	500	5,000	8,869
Other:	64		

Total Services responding who provide:

Emergency only –	13	56,377
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5. The level of services offered:

ALS (MICU)	11	73,357
ALS Squad (all ALS services)	9	58,957
BLS	19	61,134
PUC Licensed	*	
Wheelchair (non PUC licensed)	5	
Other	*	

Total services responding who provide:

BLS only 9 14,332
 All other services responding provide a combination of more than one level of service.

B) Staffing

6. Type of Staffing

Volunteer: 1-86 (Note: 10 services responding do not staff using any volunteers (50,592))
 Career/Paid Staff: 7-82 (Note: Less than 5 services responding staff with 100% volunteers)
 Part Time: 2-4
 Total: 14-118

7. Do you have any unfilled positions?

Yes	10	56,304
No	17	41,422

If yes was selected, the following positions are the number of positions unfilled along with the time the position has remained unfilled:

*First Responder **

EMT

4-6 months – 4 Total unfilled EMT positions - 6

Paramedic

0-3 months – 7 Total unfilled Paramedic positions - 14

8. Hourly Wage Information

Non Supervisor Position

First Responder: *

EMT: The minimum hourly range is \$9.00 – \$18.00 with a median of \$12.50.
 The maximum hourly range is \$12.00 – \$27.00 with a median of \$16.29.

Paramedic: The minimum hourly range is \$12.00 – \$25.00 with a median of \$18.91.
 The maximum hourly range is \$17.50 – \$32.00 with a median of \$25.00.

Admin Assistant: The minimum hourly range is \$7.80 - \$18.00 with a median of 12.50.
 The maximum hourly range is \$12.20 - \$30.00 with a median of 17.14.

Billing/Reimb Staff (in house): The minimum hourly range is \$10.00 – \$18.00 with a median of \$12.25.
 The maximum hourly range is \$14.00 – \$30.00 with a median of \$18.00.

Front Line Supervisor Positions

Administrative: The minimum hourly range is \$12.00 - \$35.00 with a median of \$19.00.

The maximum hourly range is \$15.00 - \$45.00 with a median of \$35.00

EMT: The minimum hourly range is \$12.00 - \$28.00 with a median of \$17.89.
The maximum hourly range is \$17.00 - \$28.00 with a median of \$22.00

Paramedic: The minimum hourly range is \$15.00 – \$33.65 with a median of \$25.50.
The maximum hourly range is \$20.00 – \$36.61 with a median of \$31.36.

Senior Management

Administrative: The minimum hourly range is \$13.00 - \$36.00 with a median of \$25.00
The maximum hourly range is \$16.00 - \$44.49 with a median of \$39.00

Senior Management: The minimum hourly range is \$15.00 - \$37.98 with a median of \$25.00
The maximum hourly range is \$18.00 - \$40.00 with a median of \$33.00.

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
24	Medical	5	19	15 require a contribution
	HMO 10			
	PPO 14			
	Health Savings Acct 0			
	Other 0			
20	Dental	5	15	0 require a contribution
20	Optical/Vision	5	15	10 require a contribution
21	Short-Term Disability	17	4	9 require a contribution
19	Long-Term Disability	15	4	7 require a contribution
12	Employee Assistance Program	4	8	* require a contribution
20	Life Insurance	12	8	* require a contribution
19	EMS Tuition Reimbursements	17	2	* require a contribution
9	College Tuition Reimbursement	6	3	0 require a contribution
12	Retirement or Pension Plan	11	1	* require a contribution
8	401 (k) Plan	7	1	* require a contribution
13	403 (b) Plan	11	2	9 require a contribution
21	Uniform Allowance	20	1	* require a contribution
23	Personal Days	22	1	0 require a contribution
21	Sick Leave	20	1	0 require a contribution

Eastern PA EMS Council, Inc.

Total – 35 (12.5%) 192,161 (17.5%)

* The responses for these categories is less than 5 and not reportable.

A) Organizational

2. Which category best describes your primary response area?

Rural	10	11,537
Urban	16	124,689
Combination	9	55,935

3. Your organizational structure is:

For Profit	*	
Non Profit	18	62,572
Fire Based	8	64,307
Hospital Based	*	
Municipal	5	53,057
Other	0	

4. Your 2007 Call Volume (total transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	87	16,000	192,161
Non-Emergency:	20	16,000	39,556
Wheel Chair Van:	3	13,918	47,332
Other:	300	14,000	14,600

Total Services responding who provide:

Emergency only –	17	103,990
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5. The level of services offered:

ALS (MICU)	25	173,171
ALS Squad (all ALS services)	7	48,810
BLS	24	136,245
PUC Licensed	6	34,904
Wheelchair (non PUC licensed)	11	98,542
Other	*	

Total services responding who provide:

ALS (MICU) only	7	21,000
BLS only	7	6,129

All other services responding provide a combination of more than one level of service.

Paramedic: The minimum hourly range is \$15.50 - \$35.00 with a median of \$24.00.
The maximum hourly range is \$16.00 - \$35.00 with a median of \$22.00.

Senior Management

Administrative: The minimum hourly range is \$15.00 - \$26.44 with a median of \$22.00.
The maximum hourly range is \$18.00 - \$29.40 with a median of \$26.44.

Senior Management: The minimum hourly range is \$20.00 - \$36.5 with a median of \$28.00.
The maximum hourly range is \$20.00 - \$36.50 with a median of \$29.76.

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
31	Medical HMO * PPO 21 Health Savings Acct 0 Other 7	8	23	14 require a contribution
29	Dental	7	22	0 require a contribution
26	Optical/Vision	5	21	10 require a contribution
18	Short-Term Disability	12	6	* require a contribution
14	Long-Term Disability	10	4	* require a contribution
20	Employee Assistance Program	9	11	0 require a contribution
22	Life Insurance	17	5	* require a contribution
19	EMS Tuition Reimbursements	15	4	* require a contribution
5	College Tuition Reimbursement	5	0	* require a contribution
16	Retirement or Pension Plan	13	3	6 require a contribution
6	401 (k) Plan	6	0	* require a contribution
6	403 (b) Plan	5	1	* require a contribution
26	Uniform Allowance	22	4	0 require a contribution
25	Personal Days	23	2	0 require a contribution
25	Sick Leave	23	2	0 require a contribution

EHS Federation, Inc.

Total – 51 (18.2%) 161,318 (14.7%)

* The responses for these categories is less than 5 and not reportable.

A) Organizational

2. Which category best describes your primary response area?

Rural	22	26,669
Urban	15	54,766
Combination	14	79,883

3. Your organizational structure is:

For Profit	*	
Non Profit	37	127,054
Fire Based	6	11,259
Hospital Based	*	
Municipal	*	
Other –		

4. Your 2007 Call Volume (total number of transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	120	22,844	161,318
Non-Emergency:	0	10,000	37,607
Wheel Chair Van:	228	10,100	50,863
Other:	39	2,703	5,014

Total Services responding who provide:			
Emergency only	29		46,623

5. The level of services offered:

ALS (MICU)	19	116,341
ALS Squad (all ALS services)	10	83,630
BLS	49	153,588
PUC Licensed	10	71,238
Wheelchair (non PUC licensed)	8	47,607

Total Service responding who provide:		
BLS Only	25	29,408

B) Staffing

6. Type of Staffing

Volunteer: 1 – 100 (Note: 14 services responding do not staff using any volunteers (35,858))
 Career/Paid Staff: 1 – 123 (Note: 8 services responding staff with 100% volunteers (4,745))
 Part Time: 3 – 103
 Total: 10 – 228

7. Do you have any unfilled positions?

Yes	29	108,575
No	22	52,743

If yes was selected, the following positions are the number of positions unfilled along with the time the position has remained unfilled:

*First Responder **

EMT

Over 1 year – 27 Total Unfilled EMT positions - 38

Paramedic

Over 1 year – 25 Total Unfilled Paramedic positions - 40

8. Hourly Wage Information

Non Supervisor Position

First Responder: 0

EMT: The minimum hourly range is \$8.00 – \$14.40 with a median of \$10.00.
 The maximum hourly range is \$9.00 – \$23.40 with a median of \$13.00.

Paramedic: The minimum hourly range is \$11.50 – \$14.50 with a median of \$13.33.
 The maximum hourly range is \$17.14 – \$23.00 with a median of \$20.57.

Admin Assistant: The minimum hourly range is \$8.00 – \$14.00 with a median of \$11.00.
 The maximum hourly range is \$10.00 – \$20.00 with a median of \$15.01.

Billing/Reimb Staff (in house): The minimum hourly range is \$9.00 – \$18.00 with a median of \$11.70.
 The maximum hourly range is \$10.00 – \$26.00 with a median of \$16.00.

Front Line Supervisor Positions

Administrative: The minimum hourly range is \$9.50 – \$24.00 with a median of \$10.50.
 The maximum hourly range is \$10.00 – \$26.00 with a median of \$17.00.

EMT: The minimum hourly range is \$10.35 – \$17.50 with a median of \$13.40.
 The maximum hourly range is \$13.00 – \$18.42 with a median of \$15.50.

Paramedic: The minimum hourly range is \$15.00 – \$21.25 with a median of \$16.50.

The maximum hourly range is \$19.75 – \$24.00 with a median of \$22.00.

Senior Management

Administrative: The minimum hourly range is \$10.00 – \$29.09 with a median of \$14.50.

The maximum hourly range is \$10.00 – \$31.25 with a median of \$20.88.

Senior Management: The minimum hourly range is \$17.00 – \$35.00 with a median of \$22.80.

The maximum hourly range is \$21.00 – \$37.08 with a median of \$30.00.

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
39	Medical HMO (6) PPO (29) Health Savings Acct (0) Other (4)	10	29	22 require a contribution
37	Dental	12	25	0
35	Optical/Vision	13	22	15 require a contribution
30	Short-Term Disability	26	4	5 require a contribution
27	Long-Term Disability	23	4	* require a contribution
22	Employee Assistance Program	18	4	* require a contribution
31	Life Insurance	29	2	6 require a contribution
27	EMS Tuition Reimbursements	26	1	* require a contribution
11	College Tuition Reimbursement	11	0	* require a contribution
21	Retirement or Pension Plan	21	0	12 require a contribution
13	401 (k) Plan	13	0	11 require a contribution
16	403 (b) Plan	15	1	9 require a contribution
37	Uniform Allowance	36	1	* require a contribution
35	Personal Days	34	1	0 require a contribution
33	Sick Leave	32	1	0 require a contribution

Emergency Medical Service Institute

Total – 51 (18.2%) 426,358 (38.8%)

* The responses for these categories is less than 5 and not reportable.

A) Organizational

2. Which category best describes your primary response area?

Rural	12	56,055
Urban	22	299,687
Combination	17	70,616

3. Your organizational structure is:

For Profit	5	37,827
Non Profit	32	117,492
Fire Based	*	
Hospital Based	*	
Municipal	7	257,130
Other	*	

4. Your 2007 Call Volume (total number of transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	150	72,000	426,358
Non-Emergency:	24	5,000	47,930
Wheel Chair Van:	300	20,000	93,221
Other:	100	7,068	18,349

Total Services responding who provide:			
Emergency only	14		290,098

5. The level of services offered:

ALS (MICU)	44	342,730
ALS Squad (all ALS services)	18	243,125
BLS	25	115,000
PUC Licensed	12	80,847
Wheelchair (non PUC licensed)	13	78,290
Other	7	38,853

Total Service responding who provide:		
ALS (MICU) Only	12	81,642

B) Staffing

6. Type of Staffing

Paramedic: The minimum hourly range is \$9.65 – \$75.00 with a median of \$17.63.
The maximum hourly range is \$9.67 – \$75.00 with a median of \$21.00.

Senior Management

Administrative: The minimum hourly range is \$12.98 – \$46.00 with a median of \$20.00.
The maximum hourly range is \$16.50 – \$46.00 with a median of \$24.25.

Senior Management: The minimum hourly range is \$14.42 – \$46.00 with a median of \$25.00.
The maximum hourly range is \$14.42 – \$65.00 with a median of \$30.00.

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
43	Medical HMO 11 PPO 32 Health Savings Acct 0 Other 0	10	33	19 require a contribution
36	Dental	8	28	0 require a contribution
35	Optical/Vision	10	25	14 require a contribution
32	Short-Term Disability	27	5	8 require a contribution
23	Long-Term Disability	19	4	6 require a contribution
13	Employee Assistance Program	8	5	* require a contribution
26	Life Insurance	25	1	* require a contribution
29	EMS Tuition Reimbursements	28	1	0 require a contribution
9	College Tuition Reimbursement	9	0	0 require a contribution
16	Retirement or Pension Plan	16	0	5 require a contribution
19	401 (k) Plan	18	1	5 require a contribution
7	403 (b) Plan	7	0	* require a contribution
42	Uniform Allowance	42	0	0 require a contribution
43	Personal Days	43	0	0 require a contribution
36	Sick Leave	36	0	0 require a contribution

EMMCO East, Inc. – 5 (1.7%) 7,610 (.7%)
 EMMCO West, Inc. – 17 (6.0%) 41,906 (3.8%)

Total – 22 (7.7%) 49,516 (4.5%)

* The responses for these categories is less than 5 and not reportable.

A) Organizational

2. Which category best describes your primary response area?

Rural	17	21,238
Urban	*	
Combination	*	

3. Your organizational structure is:

For Profit	5	13,248
Non Profit	13	33,866
Fire Based	*	
Hospital Based	*	
Municipal	*	
Other	*	

4. Your 2007 Call Volume (total number of transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	40	21,756	49,516
Non-Emergency:	50	7,847	26,894
Wheel Chair Van:	200	27,149	44,777
Other:	0		

Total Services responding who provide:		
Emergency only	7	4,152

5. The level of services offered:

ALS (MICU)	6	34,679
ALS Squad (all ALS services)	8	32,791
BLS	19	46,816
PUC Licensed	7	37,494
Wheelchair (non PUC licensed)	0	
Other	0	

Total Service responding who provide:		
ALS (MICU) Only	*	
BLS Only	10	4,672
All other services responding provide a combination of more than one level of service.		

B) Staffing

6. Type of Staffing

Volunteer: 1 – 35 (Note: 9 services responding do not staff using any volunteers (36,981))
 Career/Paid Staff: 3 – 167 (Note: 5 services responding staff with 100% volunteers (2,360))
 Part Time: 2 – 125
 Total: 12 – 292

7. Do you have any unfilled positions?

Yes	10	38,991
No	12	10,525

If yes was selected, the following positions are the number of positions unfilled along with the time the position has remained unfilled:

*First Responder **

EMT

0 – 3 months – 13	Total Unfilled EMT positions - 19
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Paramedic

7 – 9 months – 15	Total Unfilled Paramedic positions - 23
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8. Hourly Wage Information

Non Supervisor Position

First Responder: *

EMT: The minimum hourly range is \$7.15 – \$12.00 with a median of \$8.75.
 The maximum hourly range is \$9.00 – \$36.00 with a median of \$11.50.

Paramedic: The minimum hourly range is \$9.49 – \$14.00 with a median of \$11.00.
 The maximum hourly range is \$12.88 – \$21.26 with a median of \$14.00.

Admin Assistant: The minimum hourly range is \$7.15 – \$32.00 with a median of \$9.25.
 The maximum hourly range is \$9.00 – \$40.00 with a median of \$16.95.

Billing/Reimb Staff (in house): The minimum hourly range is \$9.25 – \$18.00 with a median of \$9.75.
 The maximum hourly range is \$9.50 – \$25.00 with a median of \$12.00.

Front Line Supervisor Positions

Administrative: *

EMT: *

Paramedic: The minimum hourly range is \$11.00 – \$19.01 with a median of \$12.25.
The maximum hourly range is \$12.98 – \$30.52 with a median of \$15.39.

Senior Management

Administrative: The minimum hourly range is \$17.40 – \$30.76 with a median of \$20.00.
The maximum hourly range is \$20.00 – \$34.00 with a median of \$24.00.

Senior Management: *

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
13	Medical HMO * PPO 9 Health Savings Acct 0 Other *	7	6	* require a contribution
8	Dental	4	4	0 require a contribution
6	Optical/Vision	4	2	* require a contribution
11	Short-Term Disability	9	2	* require a contribution
11	Long-Term Disability	9	2	* require a contribution
6	Employee Assistance Program	4	2	0 require a contribution
15	Life Insurance	14	1	* require a contribution
12	EMS Tuition Reimbursements	12	0	0 require a contribution
*	College Tuition Reimbursement	*	*	* require a contribution
9	Retirement or Pension Plan	8	1	* require a contribution
*	401 (k) Plan	*	*	* require a contribution
*	403 (b) Plan	*	*	* require a contribution
8	Uniform Allowance	8	0	0 require a contribution
11	Personal Days	11	0	* require a contribution
10	Sick Leave	10	0	0 require a contribution

Montgomery County Emergency Medical Services

Total – 14 (5.0%) 54,730 (5%)

* The responses for these categories is less than 5 and not reportable.

A) Organizational

2. Which category best describes your primary response area?

Rural	0	
Urban	8	40,250
Combination	6	14,480

3. Your organizational structure is:

For Profit	*	
Non Profit	12	43,730
Fire Based	*	
Hospital Based	*	
Municipal	*	
Other	*	

4. Your 2007 Call Volume (total number of transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	675	12,000	54,730
Non-Emergency: *			
Wheel Chair Van: *			
Other: *			
Total Services responding who provide:			
Emergency only	10	39,750	

5. The level of services offered:

ALS (MICU)	7	33,075
ALS Squad (all ALS services)	8	24,455
BLS	6	24,250
PUC Licensed	*	
Wheelchair (non PUC licensed)	*	
Other	*	
Total Service responding who provide:		
ALS (MICU) Only	*	
BLS Only	*	

All other services responding provide a combination of more than one level of service.

B) Staffing

Senior Management

Administrative: *

Senior Management: *

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
13	Medical HMO 9 PPO 4 Health Savings Acct 0 Other 0	3	10	* require a contribution
11	Dental	3	8	0 require a contribution
11	Optical/Vision	3	8	* require a contribution
10	Short-Term Disability	10	0	* require a contribution
6	Long-Term Disability	6	0	* require a contribution
*	Employee Assistance Program	*	*	* require a contribution
11	Life Insurance	11	0	0 require a contribution
9	EMS Tuition Reimbursements	9	0	0 require a contribution
*	College Tuition Reimbursement	*	*	* require a contribution
*	Retirement or Pension Plan	*	*	* require a contribution
6	401 (k) Plan	6	0	* require a contribution
*	403 (b) Plan	*	*	* require a contribution
11	Uniform Allowance	11	0	0 require a contribution
14	Personal Days	14	0	0 require a contribution
10	Sick Leave	10	0	0 require a contribution

Seven Mountains EMS Council, Inc. – 9 (3.2%) 12,477 (1.1%)
 Southern Alleghenies EMS Council, Inc. – 23 (8.2%) 47,714 (4.3%)

Total – 32 (12.0%) or 60,191 (5.4%)

* The responses for these categories is less than 5 and not reportable.

A) Organizational

2. Which category best describes your primary response area?

Rural	21	24,661
Urban	5	7,510
Combination	6	28,020

3. Your organizational structure is:

For Profit	*	
Non Profit	25	37,621
Fire Based	*	
Hospital Based	*	
Municipal	*	
Other	*	

4. Your 2007 Call Volume (total number of transports) reported in range of lowest to highest and total number reported:

	Lowest	Highest	Total
Emergency:	88	20,000	60,191
Non-Emergency:	200	10,000	20,028
Wheel Chair Van:	*		
Other:	*		
Total Services responding who provide: Emergency only	7	8,800	

5. The level of services offered:

ALS (MICU)	23	52,464
ALS Squad (all ALS services)	9	15,642
BLS	20	24,141
PUC Licensed	6	14,812
Wheelchair (non PUC licensed)	*	
Other	0	
Total Service responding who provide: ALS (MICU) Only	10	31,050
BLS Only	*	
All other services responding provide a combination of more than one level of service.		

B) Staffing

Paramedic: The minimum hourly range is \$10.50 – \$16.05 with a median of \$13.00.
The maximum hourly range is \$11.00 – \$23.70 with a median of \$15.00.

Senior Management

Administrative: *

Senior Management: *

9. Benefits offered

Yes	Benefit	Employee Only	Employee and Dependents	Employee Contribution
22	Medical HMO 9 PPO 9 Health Savings Acct 0 Other 4	13	9	5 require a contribution
12	Dental	6	6	0 require a contribution
12	Optical/Vision	6	6	6 require a contribution
8	Short-Term Disability	7	1	* require a contribution
6	Long-Term Disability	5	1	* require a contribution
*	Employee Assistance Program	*	*	* require a contribution
6	Life Insurance	6	0	0 require a contribution
18	EMS Tuition Reimbursements	18	0	0 require a contribution
*	College Tuition Reimbursement	*	*	* require a contribution
6	Retirement or Pension Plan	6	0	* require a contribution
*	401 (k) Plan	*	*	* require a contribution
*	403 (b) Plan	*	*	* require a contribution
13	Uniform Allowance	13	0	* require a contribution
18	Personal Days	18	0	0 require a contribution
18	Sick Leave	18	0	0 require a contribution