



To: Field Paramedics
Cc: Branch Operations Managers
From: Dan Clemente, Director of Operations
Date: December 31, 2009
Re: Paramedic Pay Rate Increases & ALS Assessment Policy

While some of our competitors have lowered their paramedic pay rates to as little as \$16.00/hr, we have decided to take full advantage of this opportunity and increase our paramedic rates in order to better attract and retain our professional caliber of paramedics.

These new rates will take effect as of January 4, 2010. The rates are based on position, experience level and medical control authority.

Field Paramedic	
0 - 3 Months	\$20.00
3 Months - 12 Months	\$22.00
12 Months - 18 Months	\$23.00
18 Months - 36 Months	\$24.00
36 Months w/1 Medical Control Authority	\$24.50
36 Months w/ 2 Medical Control Authorities	\$25.00
36 Months w/ 3 Medical Control Authorities	\$25.50

Should you need any further information, please do not hesitate your Branch Operations Manager.

Regards,
Dan Clemente
Director of Operations