

**COMPARISON OF EMT – AMBULANCE AND EMT - PARAMEDIC HOURLY RATES OF PAY FOR SELECTED EMS EMPLOYERS**

Employer	Palliser Health EMS	Calgary Patient Transfer	City of Calgary	City of Edmonton
Union	HSAA	HSAA	CUPE (3421)	CUPE (3197)
CA term	Apr 1/08 – Mar 31/11	Apr 1/08 – Mar 31/11	Jul 1/06 – Jun 30/09	Dec 9/07 – Dec 18/10
Salary effective date	April 1, 2008	April 1, 2008	July 1, 2008	May 25, 2008
<b>SHIFT DIFFERENTIAL</b>				
Evening / Night	\$4.25	\$2.50 / \$4.25	\$0.85	\$1.00
Weekend	\$2.75	\$2.75	No language	No language
<b>HOURLY RATES OF PAY (start rate – top rate)</b>				
Hours of work	42 hours per week 2,190 hours per year	42 hours per week 2,190 hours per year	42 hours per week 2,190 hours per year	42 hours per week 2,190 hours per year
<b>EMT-Paramedic</b>				
Step 1	27.18	27.18	26.70	26.69
Step 2	28.14	28.14	28.03	28.36
Step 3	29.14	29.14	29.37	29.37
Step 4	30.18	30.18	30.70	31.70
Step 5	31.25	31.25	33.37	33.47
Step 6	32.36	32.36	34.04 (after 23 yrs)	35.10 (after 10 yrs)
Step 7	33.51	33.51		35.91 (after 20 yrs)
Step 8	34.58	34.58		
Step 9	35.78 (after 8 yrs)	35.78 (after 8 yrs)		
<b>EMT-Ambulance</b>				
Step 1	22.56	21.37	24.69	24.29
Step 2	23.33	22.07	25.70	25.00
Step 3	24.17	22.76	26.70	26.70
Step 4	25.02	23.51	27.70	28.60
Step 5	25.96	24.27	29.37	29.57
Step 6	26.84	25.03	30.03(after 23 yrs)	30.95(after 10 yrs)
Step 7	27.83	25.87		31.64(after 20 yrs)
Step 8	28.72 (after 7 yrs)	26.70 (after 7 yrs)		
The HSAA ADVANTAGE: HSAA paramedics achieve the top pay scale in 8 years - <b>quicker than any other union.</b>				