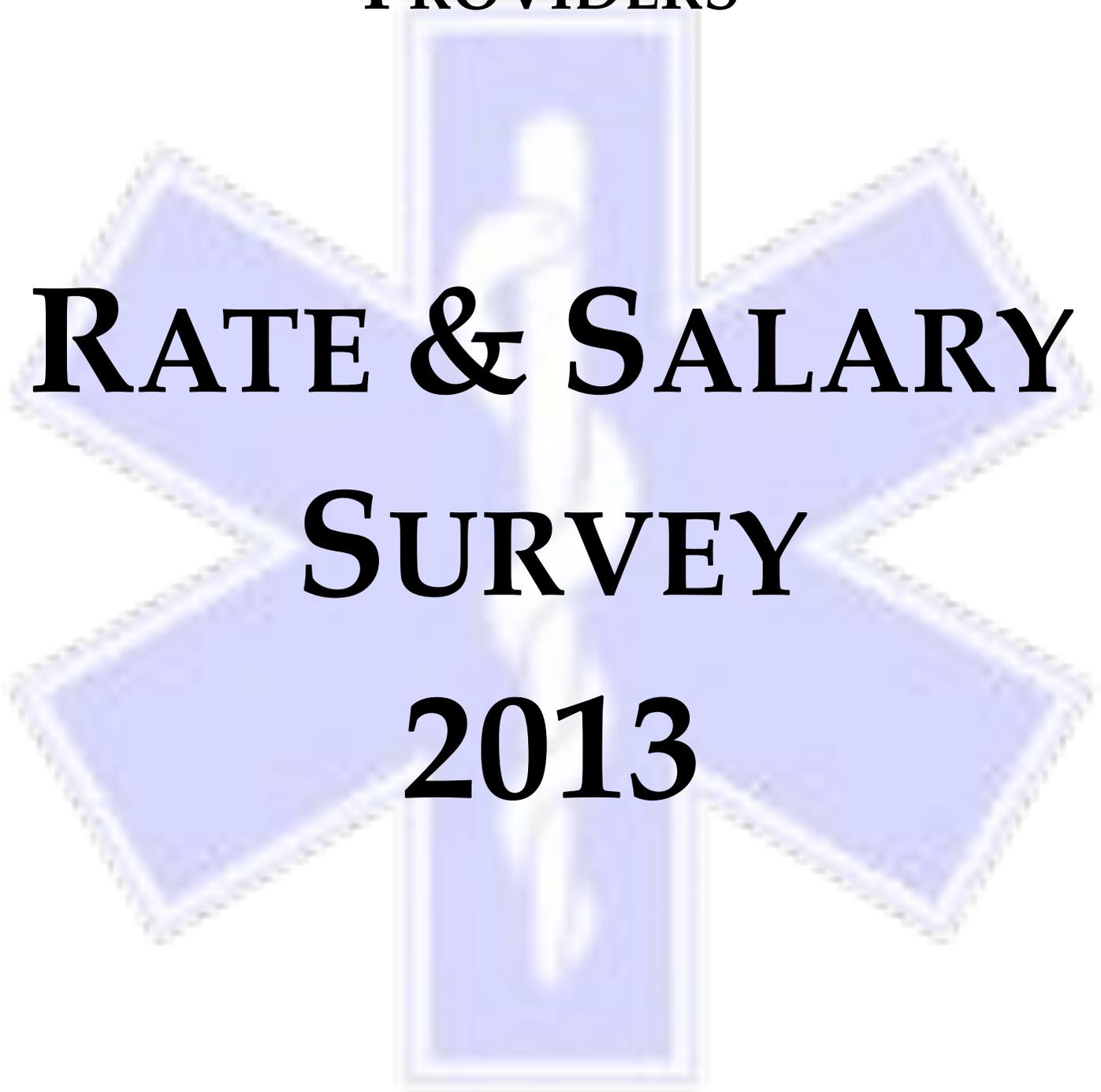


**NORTHEAST INDIANA REGIONAL
PROVIDERS**



**RATE & SALARY
SURVEY
2013**

Thank you to all of you that participated in the Northeast Indiana Regional Providers Rate & Salary Survey. We were able to collect a lot of great information that will allow us to benchmark against one another. The following providers participated in the survey:

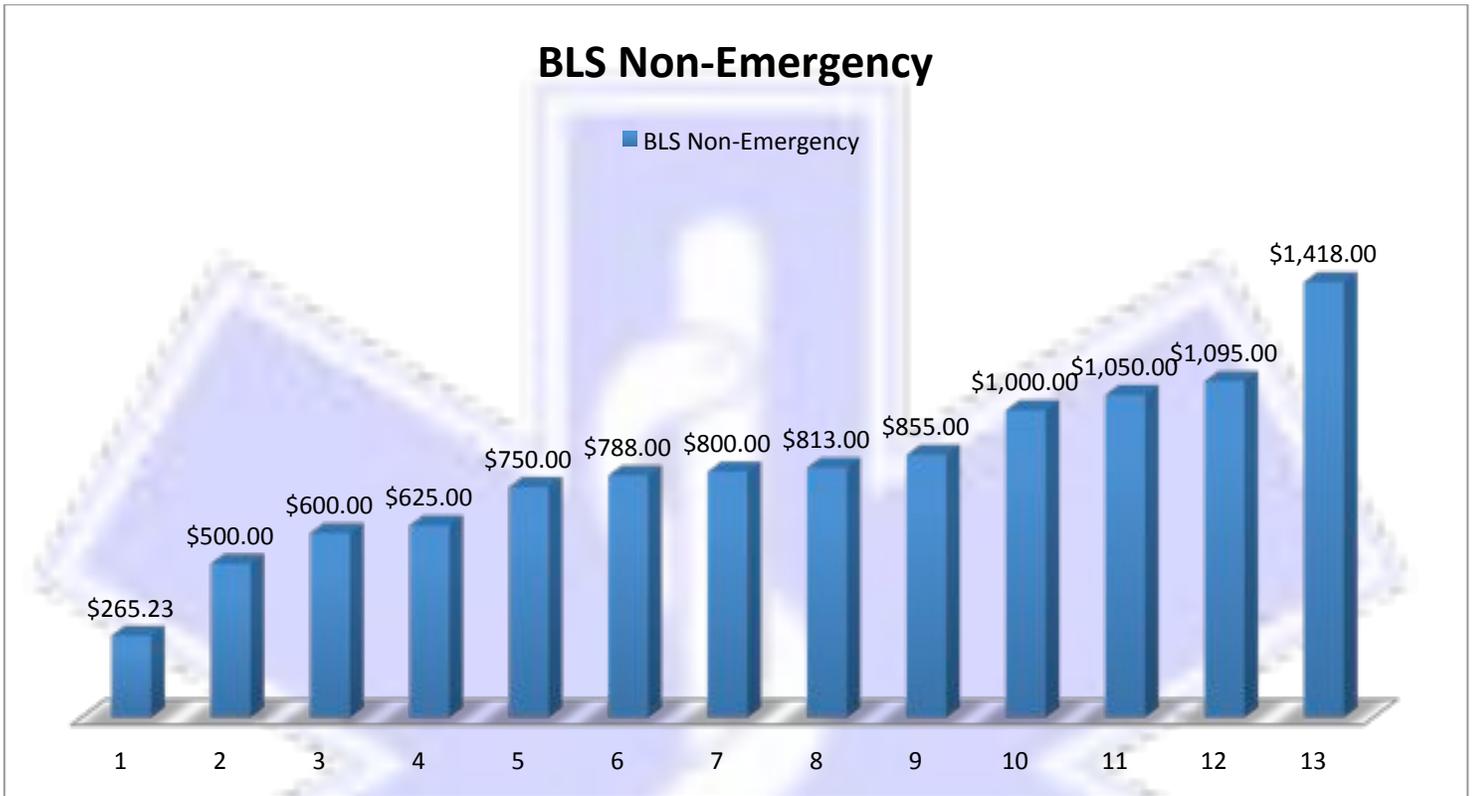
Service	Type of Service
Adams County EMS	Hospital Based
DeKalb EMS	Hospital Based
Huntertown Fire Department	Fire Based
Lutheran Mobile Intensive Care Unit	Hospital Based
Multi-Township EMS	Private, Not-For-Profit
New Haven/ Adams Township EMS	Fire Based
North Webster EMS	Third Service
Northeast Fire & EMS	Private, Not-For-Profit
Stueben County EMS	County Based
Three Rivers Ambulance Authority	Public Utility Model
Turkey Creek Fire Department	Fire Based
Wabash Fire Department	Fire Based
Wells County EMS	Private, Not-For-Profit

This was a voluntary electronic survey that was sent out to all the providers within Northeast Indiana. Only the services that returned data are listed above. The Ambulance Services will not be identified in the survey results. The survey results are listed in several different tables and charts based upon whatever data point is being evaluated. If an Ambulance service did not give us data for a specific survey question, nothing is included from that service for that particular data point. Not all services answered all survey data points.

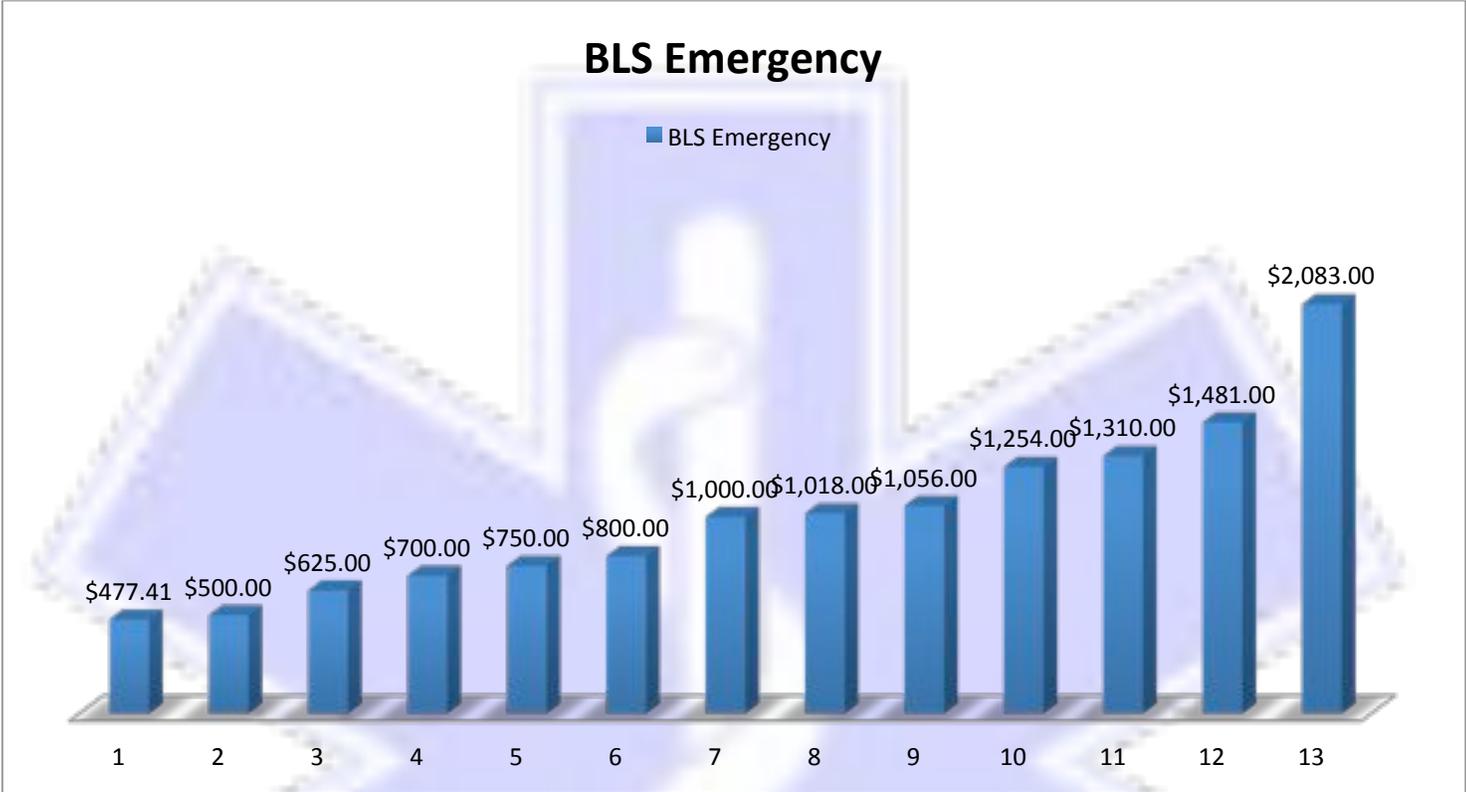
Again Thank you to all the services listed above for being willing to supply your information and working with all the regional providers!!

Service	Type of Service	How Many Ambulances Staffed	How Ambulance Is Staffed	Percentage of Tax Subsidy	BLS Non-Emergency	BLS Emergency	ALS 1 Non-Emergency	ALS 1 Emergency	ALS 2	Mileage
1	County Based	2-5	Paramedic/Paramedic		\$788.00	\$1,018.00	\$1,254.00	\$1,415.00	\$1,489.00	\$17.00
2	Fire Based	1-3	Paramedic/Paramedic	50%	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$14.00
3	Public Utility Model	12-14	Paramedic/Basic	0%	\$1,050.00	\$1,310.00	\$1,050.00	\$1,310.00	\$1,310.00	\$16.00
4	Third Service	1-2	Paramedic/Advanced	75%	\$600.00	\$700.00	\$900.00	\$950.00	\$1,200.00	\$16.00
5	Private, Not-For-Profit	3	Paramedic/Advanced	0%	\$1,418.00	\$2,083.00	\$1,781.00	\$2,877.00	\$3,676.00	\$19.00
6	Fire Based	2	Paramedic/Paramedic	25%	\$265.23	\$477.41	\$636.54	\$848.72	\$1,060.90	\$11.00
7	Fire Based	1-2	Advanced/Basic	100%	\$500.00	\$500.00				\$12.50
8	Hospital Based	3	Paramedic/Paramedic	16%	\$855.00	\$1,254.00	\$1,037.00	\$1,520.00	\$1,809.00	\$23.75
9	Hospital Based	2		0%	\$1,095.00	\$1,481.00	\$1,319.00	\$1,580.50	\$1,898.00	\$38.50
10	Private, Not-For-Profit	1	Paramedic/Basic	50%	\$750.00	\$750.00	\$950.00	\$950.00	\$1,150.00	\$16.00
11	Hospital Based	3	Paramedic/Basic		\$625.00	\$625.00	\$732.00	\$732.00	\$890.00	\$15.85
12	Fire Based	2	Paramedic/Basic	84%	\$800.00	\$800.00	\$900.00	\$900.00	\$1,000.00	\$18.00
13	Private, Not-For-Profit	5-8	Paramedic/Advanced	25%	\$813.00	\$1,056.00	\$1,205.00	\$1,388.00	\$1,470.00	\$17.00

BLS Non-Emergency

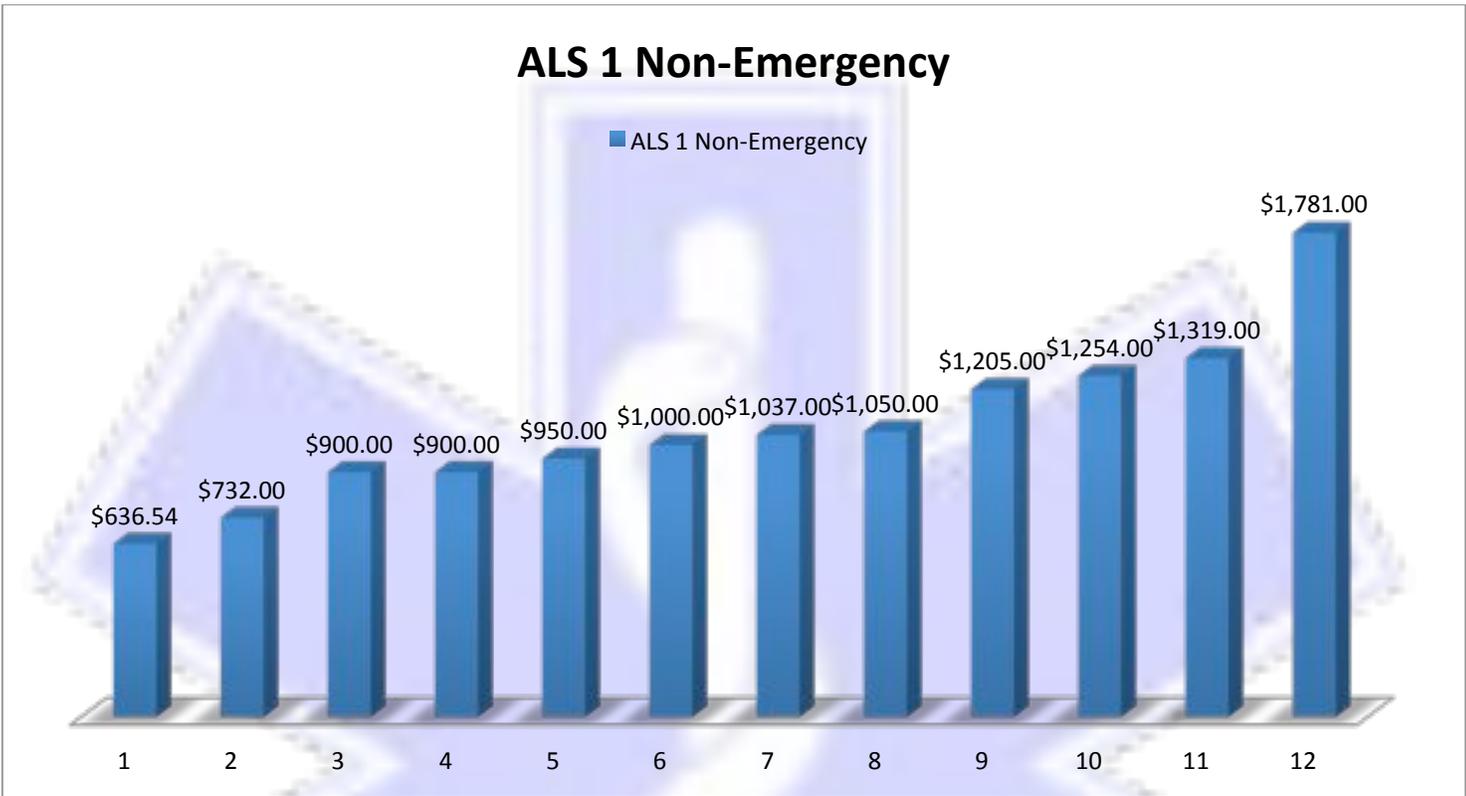


Low Charge	\$265.23
High Charge	\$1,418
25th Percentile	\$625
Median Charge	\$800
75th Percentile	\$1,000

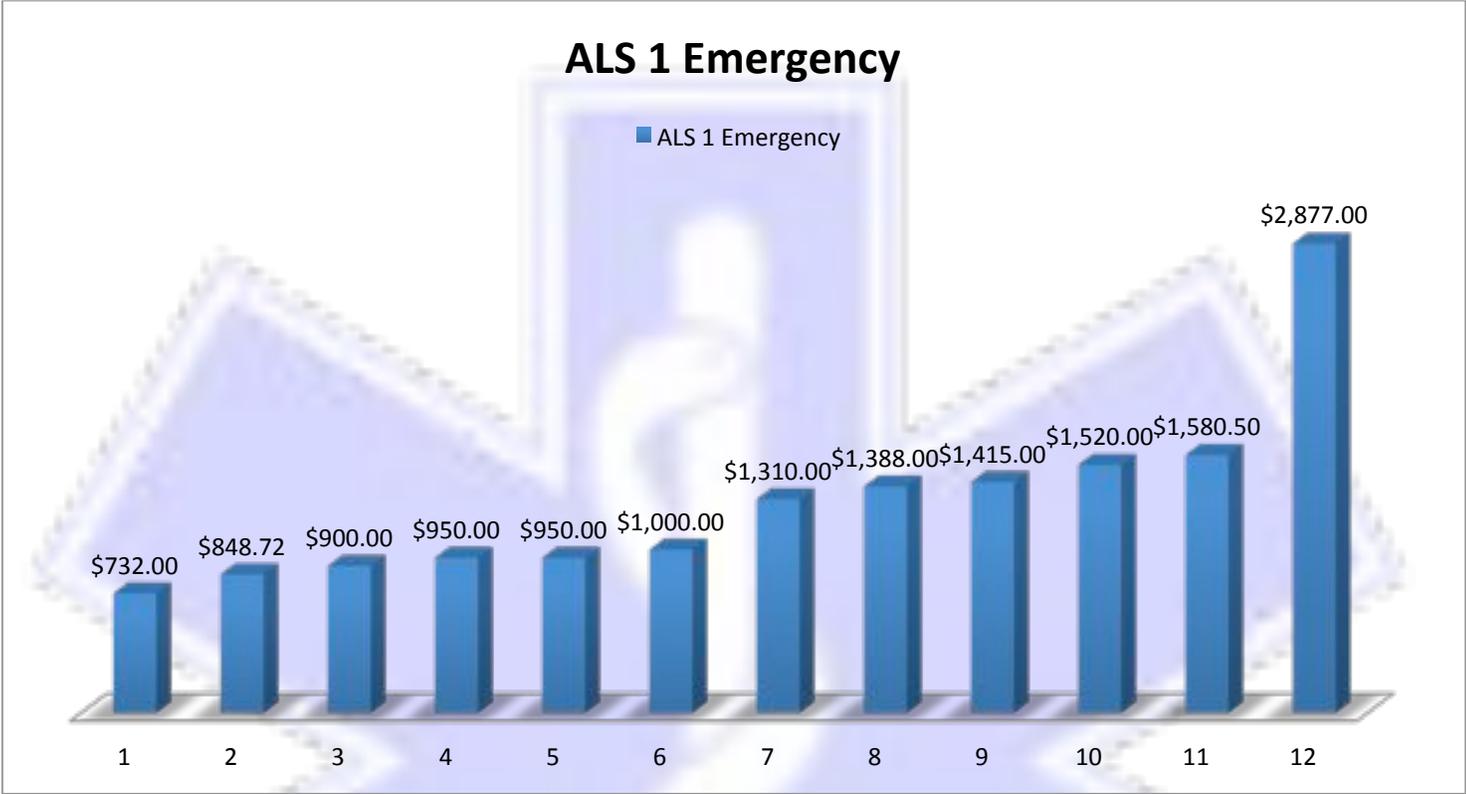


Low Charge	\$477.41
High Charge	\$2,083
25th Percentile	\$700
Median Charge	\$1,000
75th Percentile	\$1,254

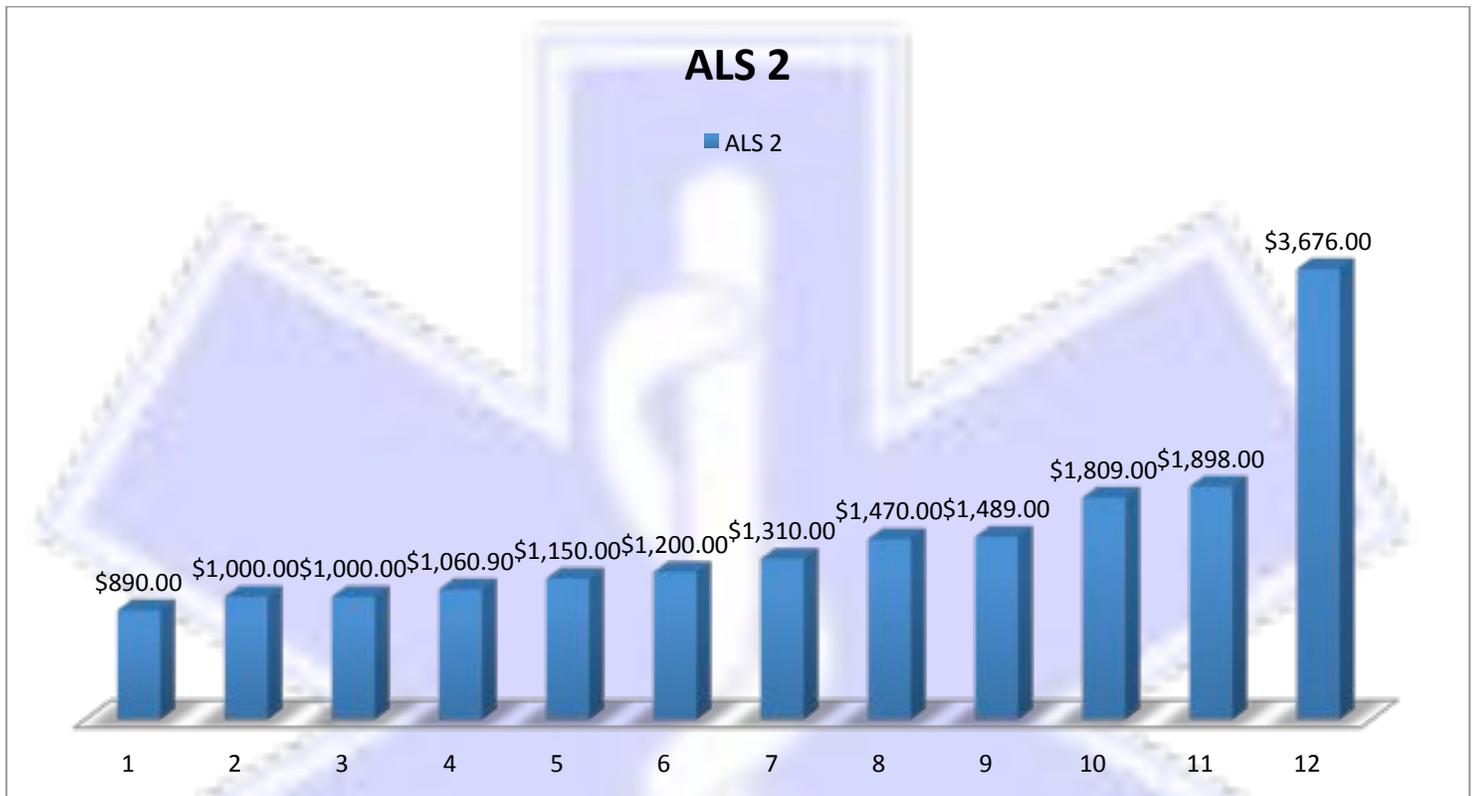
ALS 1 Non-Emergency



Low Charge	\$636.54
High Charge	\$1,781
25th Percentile	\$900
Median Charge	\$1,018.50
75th Percentile	\$1,217.25



Low Charge	\$732
High Charge	\$2,877
25th Percentile	\$937.50
Median Charge	\$1,155
75th Percentile	\$1,441.25



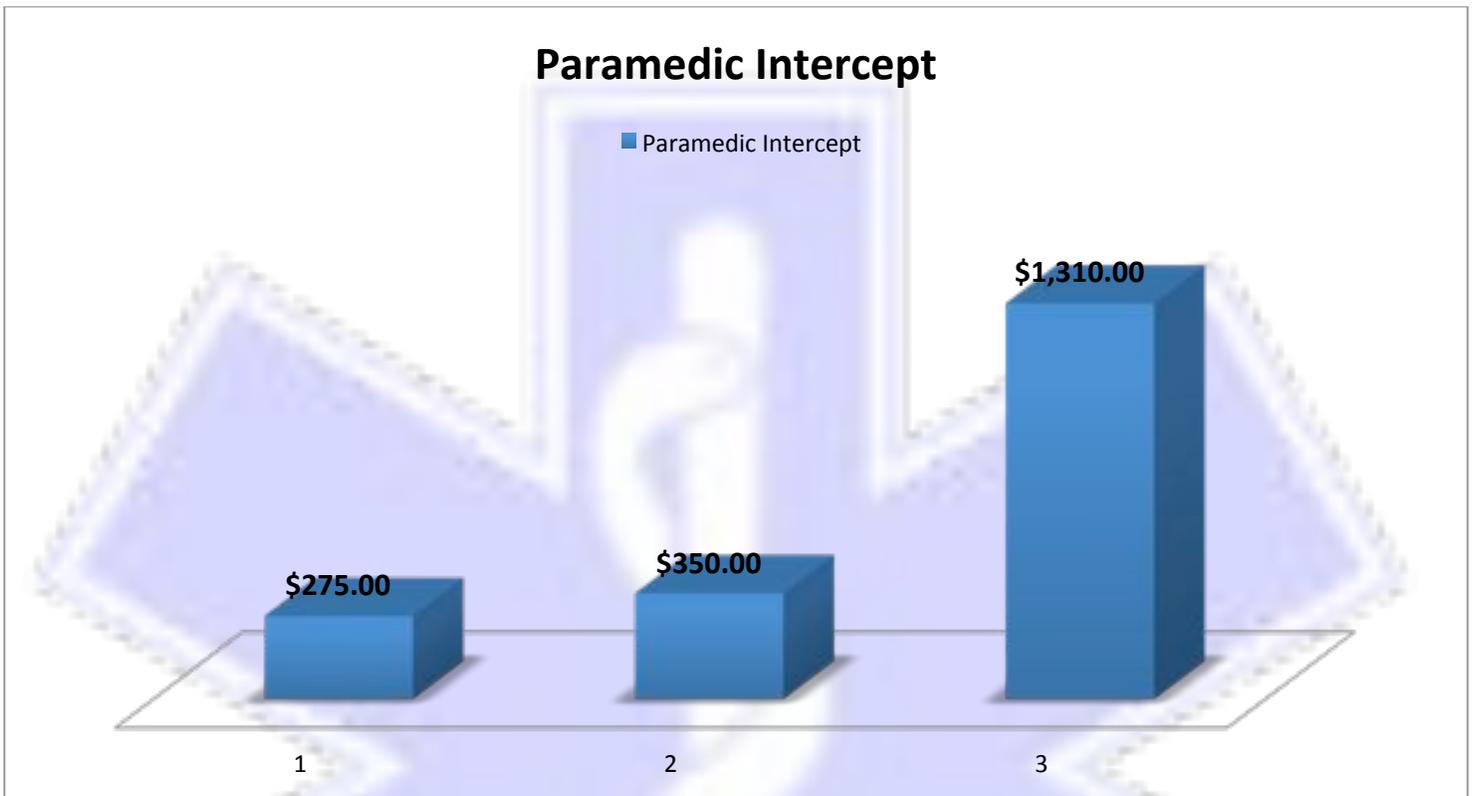
Low Charge	\$890
High Charge	\$3,676
25th Percentile	\$1,045.68
Median Charge	\$1,255
75th Percentile	\$1,569

Specialty Care Transport

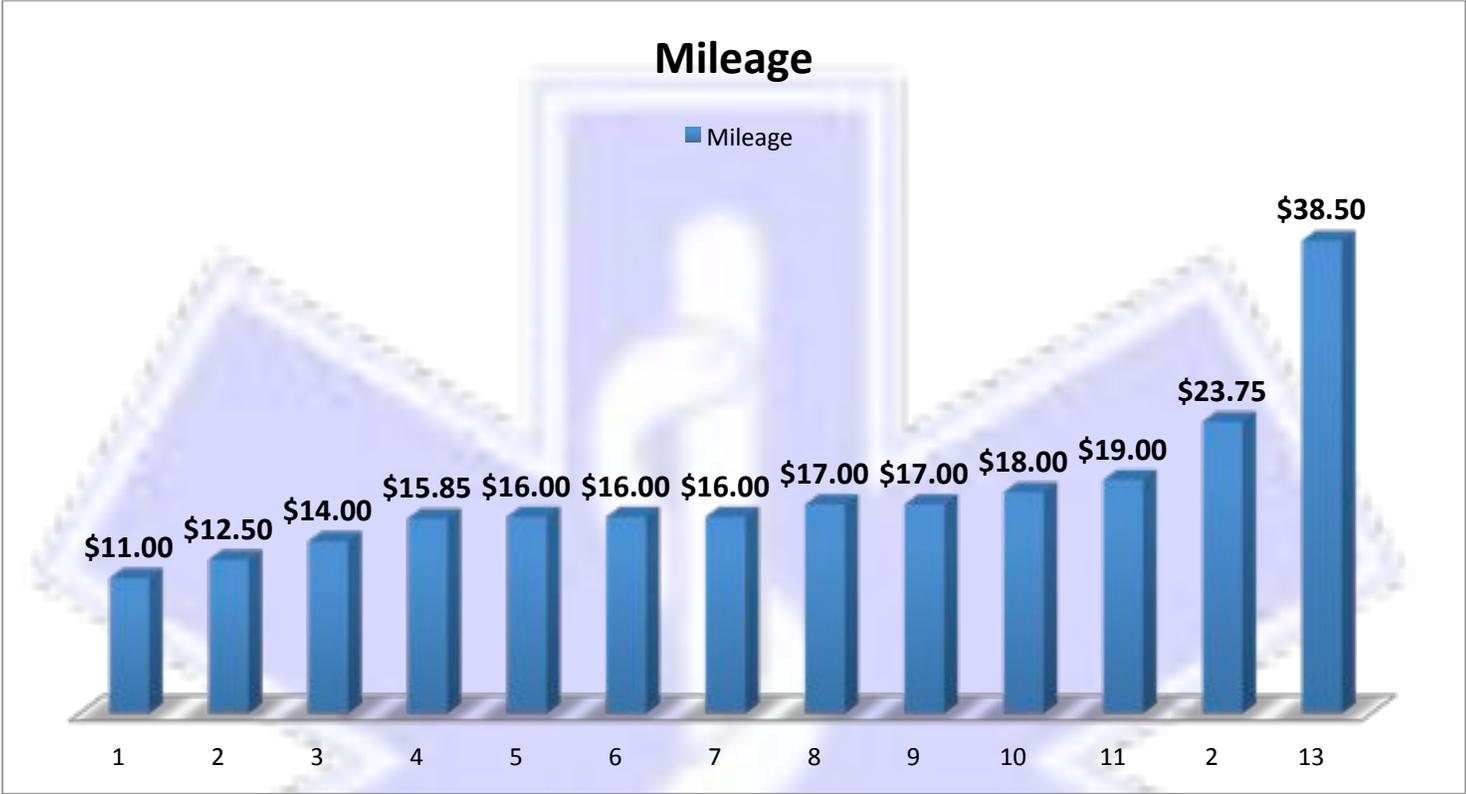


Low Charge	\$1,060.90
High Charge	\$3,831
25th Percentile	\$1,500
Median Charge	\$1,687
75th Percentile	\$2,461.5

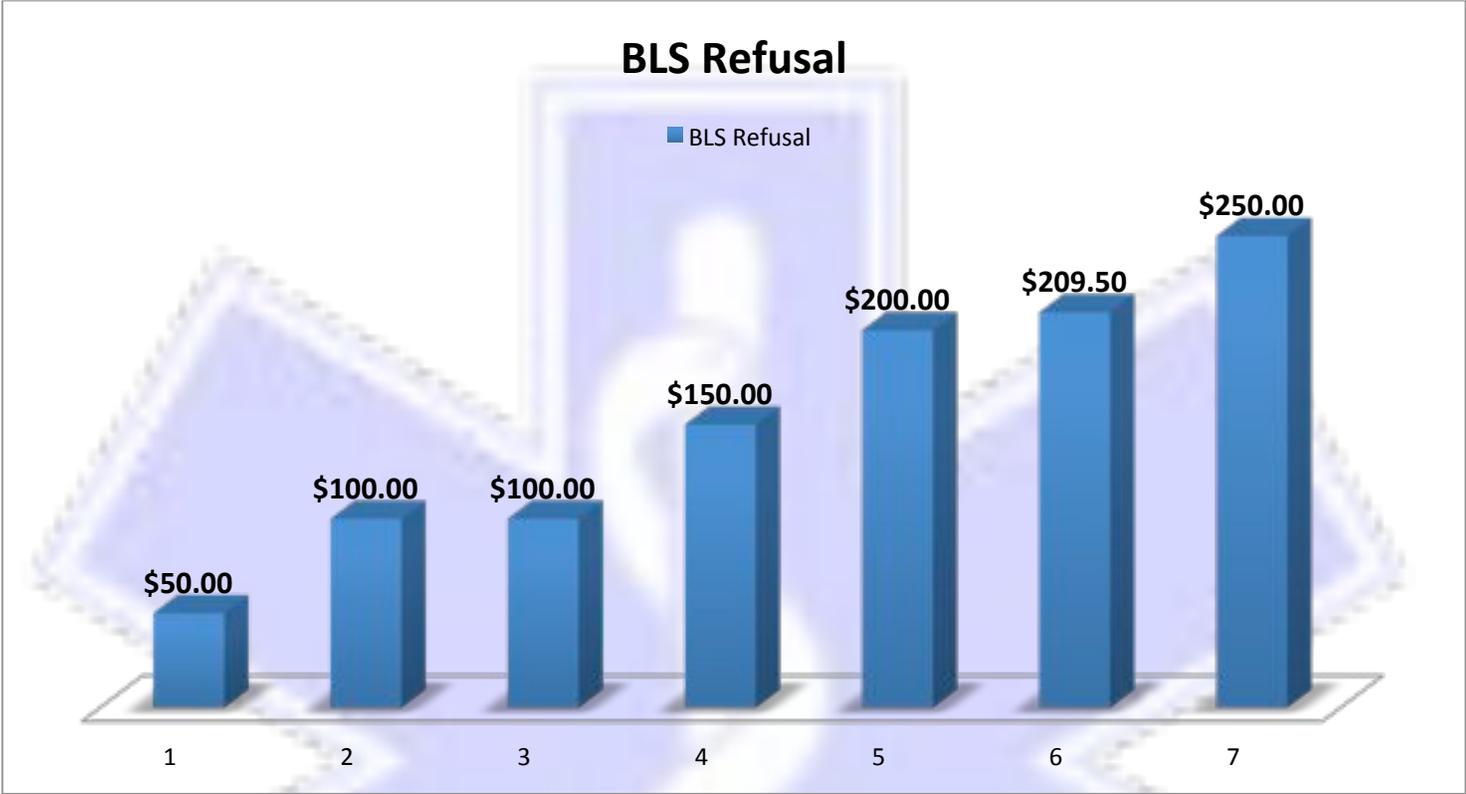
Paramedic Intercept



Low Charge	\$275
High Charge	\$1,310
25th Percentile	\$312.5
Median Charge	\$350
75th Percentile	\$830



Low Charge	\$11/Mile
High Charge	\$38.50/Mile
25th Percentile	\$15.85/Mile
Median Charge	\$16/Mile
75th Percentile	\$18/Mile



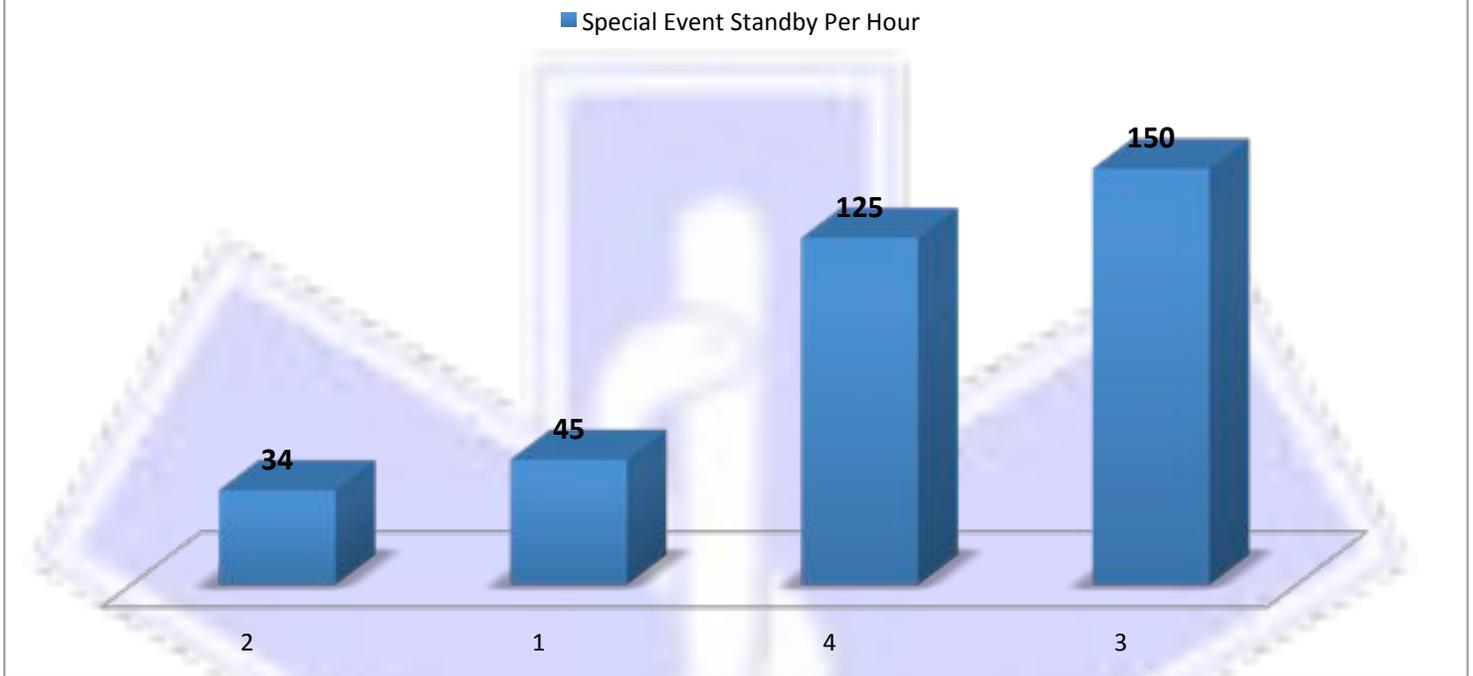
Low Charge	\$50
High Charge	\$250
25th Percentile	\$100
Median Charge	\$150
75th Percentile	\$204.75

ALS Refusal



Low Charge	\$100
High Charge	\$825
Average Charge	\$363.17
25th Percentile	\$200
Median Charge	\$250
75th Percentile	\$825

Special Event Standby Per Hour



Low Charge	\$34/Hour
High Charge	\$150/Hour
Average Charge	\$88.5/Hour
25th Percentile	\$42.25/Hour
Median Charge	\$85/Hour
75th Percentile	\$131.25/Hour

** One service charges a flat rate of \$110.00 per standby and another charges \$150 for football games and \$300 for Motorcycle Races. These values are not reflected above.

Non-Resident Surcharge



Low Charge	\$100
High Charge	\$150
Average Charge	\$125
25th Percentile	\$112.5
Median Charge	\$125
75th Percentile	\$137.50

Paramedic Starting Hourly Wage



Low Wage	\$11.50
High Wage	\$14.91
Average Wage	\$13.56
25th Percentile	\$12.97
Median Wage	\$14
75th Percentile	\$14.06

Paramedic Starting Salary



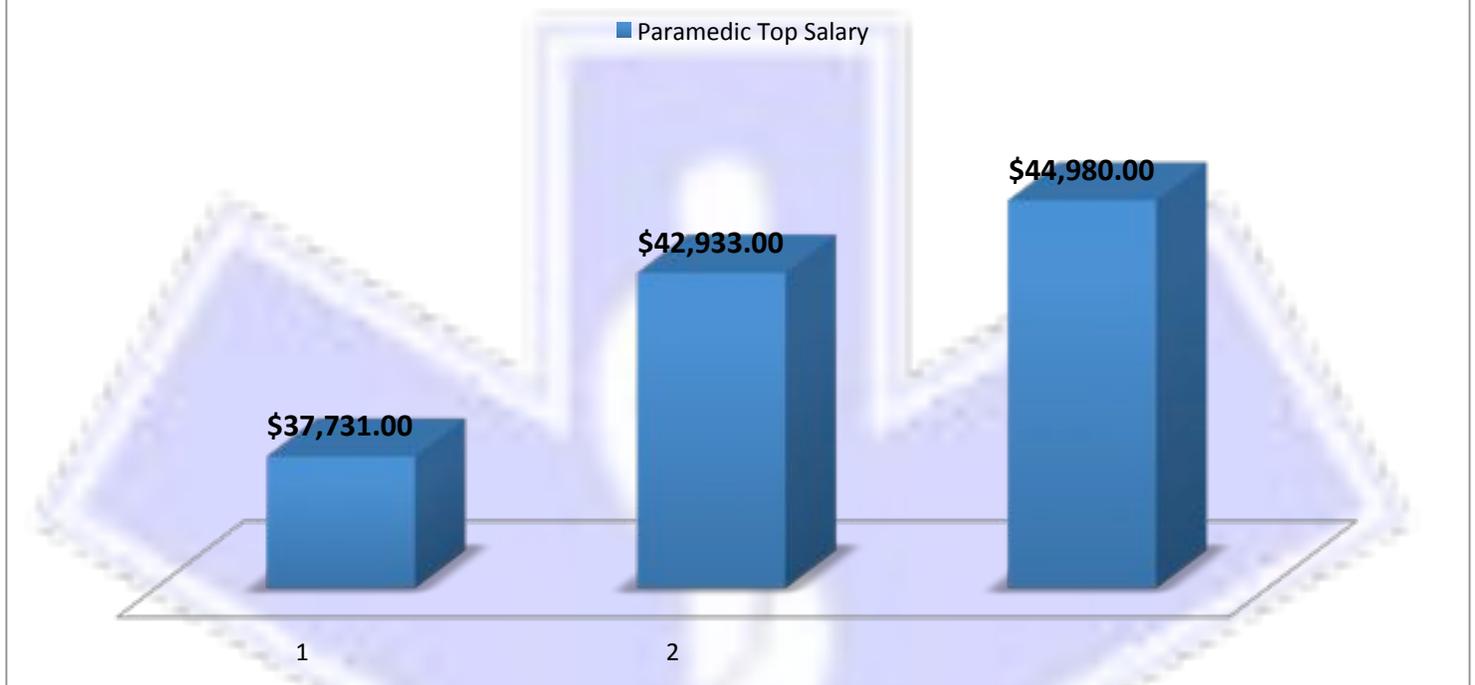
Low Salary	\$30,856
High Salary	\$42,933
Average Salary	\$38,668
25th Percentile	\$36,535.5
Median Salary	\$42,215
75th Percentile	\$42,574

Paramedic Top Hourly Wage



Low Wage	\$14
High Wage	\$26.07
Average Wage	\$20.14
25th Percentile	\$17.57
Median Wage	\$20
75th Percentile	\$22.90

Paramedic Top Salary



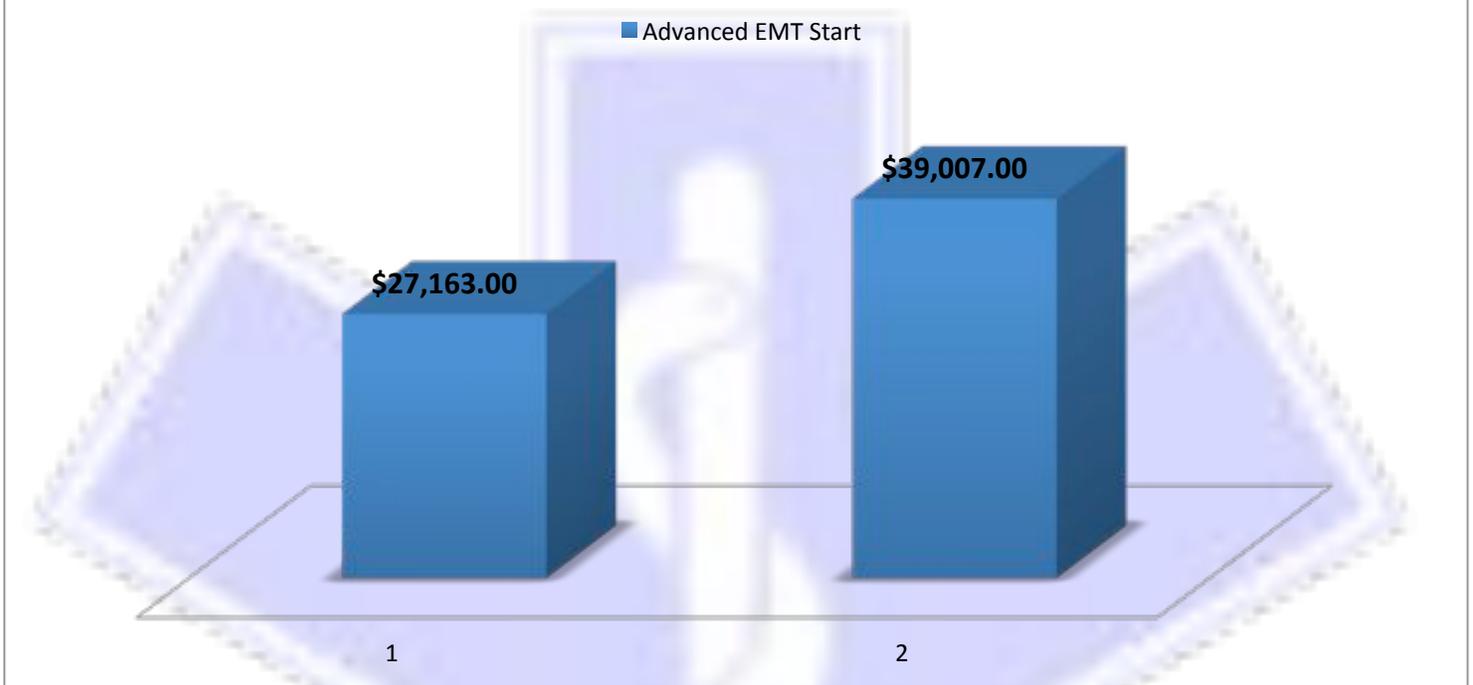
Low Salary	\$37,731
High Salary	\$44,980
Average Salary	\$41,881.33
25th Percentile	\$40,332
Median Salary	\$42,933
75th Percentile	\$43,956.50

Advanced EMT Starting Wage



Low Wage	\$8.24
High Wage	\$14.50
Average Wage	\$11.27
25th Percentile	\$10.19
Median Wage	\$11
75th Percentile	\$12.81

Advanced EMT Start



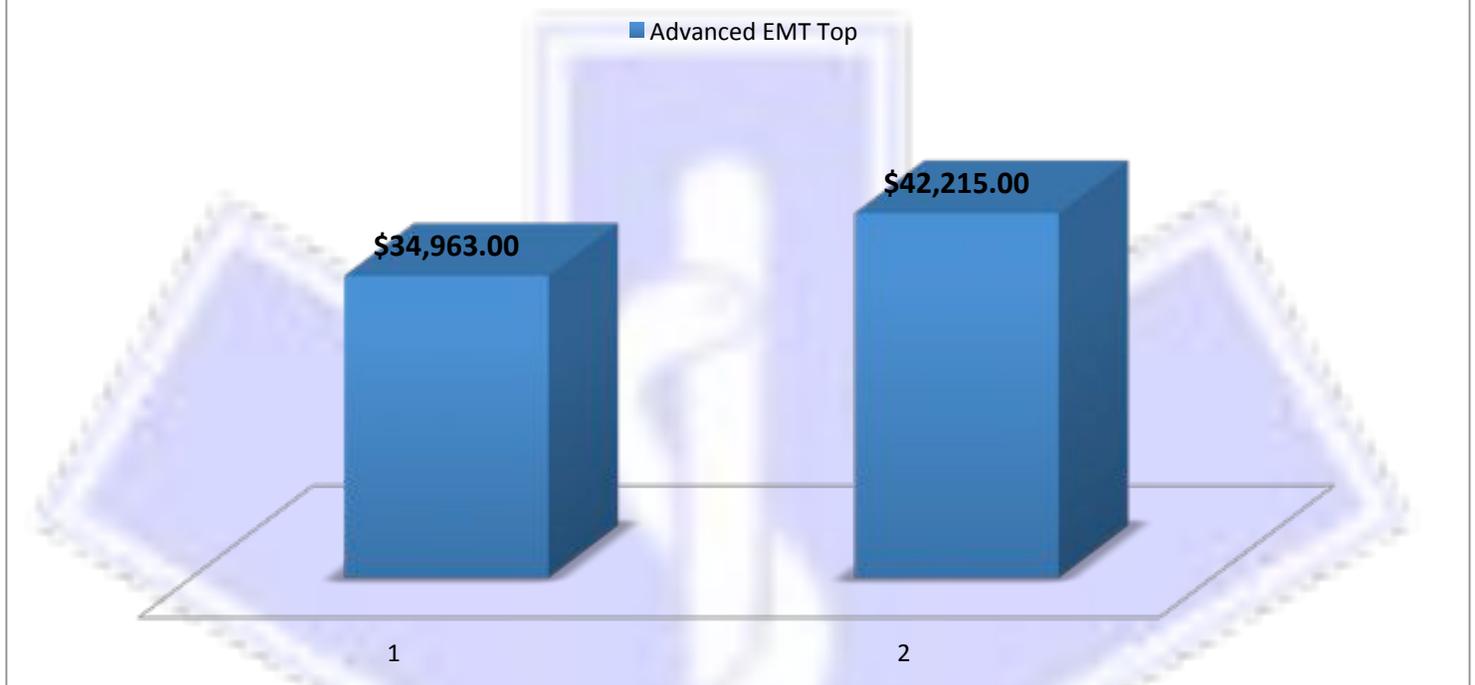
Low Salary	\$27,163
High Salary	\$39,007
Average Salary	\$33,085
25th Percentile	\$30,124
Median Salary	\$33,085
75th Percentile	\$36,046

Advanced EMT Top Wage



Low Wage	\$11.50
High Wage	\$19.19
Average Wage	\$15.20
25th Percentile	\$12.98
Median Wage	\$14.70
75th Percentile	\$17.69

Advanced EMT Top



Low Salary	\$34,963
High Salary	\$42,215
Average Salary	\$38,589
25th Percentile	\$36,776
Median Salary	\$38,589
75th Percentile	\$40,402

Basic EMT Starting Wage



Low Wage	\$8.00
High Wage	\$14.50
Average Wage	\$10.40
25th Percentile	\$8.75
Median Wage	\$9.5
75th Percentile	\$11.5

Basic EMT Start

■ Basic EMT Start

\$39,007.00

Low Salary	\$39,907
High Salary	\$39,907
Average Salary	\$39,907
25th Percentile	\$39,907
Median Salary	\$39,907
75th Percentile	\$39,907

Basic EMT Top Wage



Low Wage	\$11.50
High Wage	\$18.58
Average Wage	\$14.48
25th Percentile	\$13.13
Median Wage	\$13.63
75th Percentile	\$15.85

Basic EMT Starting Wage

■ Basic EMT Starting Wage



Low Wage	\$8.00
High Wage	\$14.50
Average Wage	\$10.40
25th Percentile	\$8.75
Median Wage	\$9.5
75th Percentile	\$11.5

Director Salary Ranges

Starting Wage/Salary	Top Wage/Salary
\$40,000	\$85,000
\$43,453	\$43,453
\$47,000	\$55,500
\$62,538	\$93,806
\$12.00/Hour	\$12.00/Hour
\$24.75/Hour	\$37.08/Hour
\$25.00/Hour	\$30.00/Hour

Misc. Survey Items

- One Service Reported that they pay a weekend premium of \$0.50/Hour
- One Service reported that they have a night shift premium of 10% of the hourly base rate.
- No services that returned surveys practice sleep play rules.