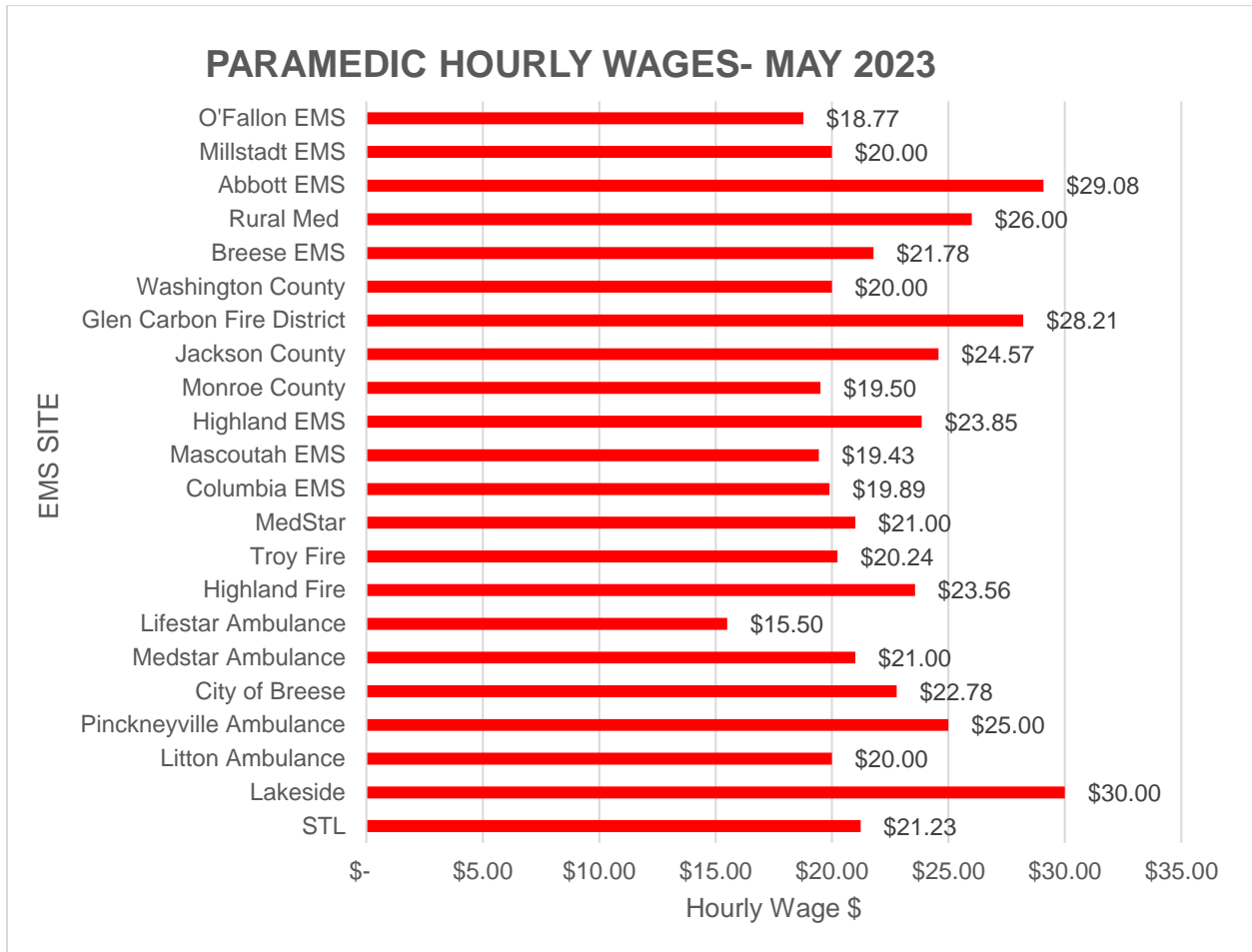


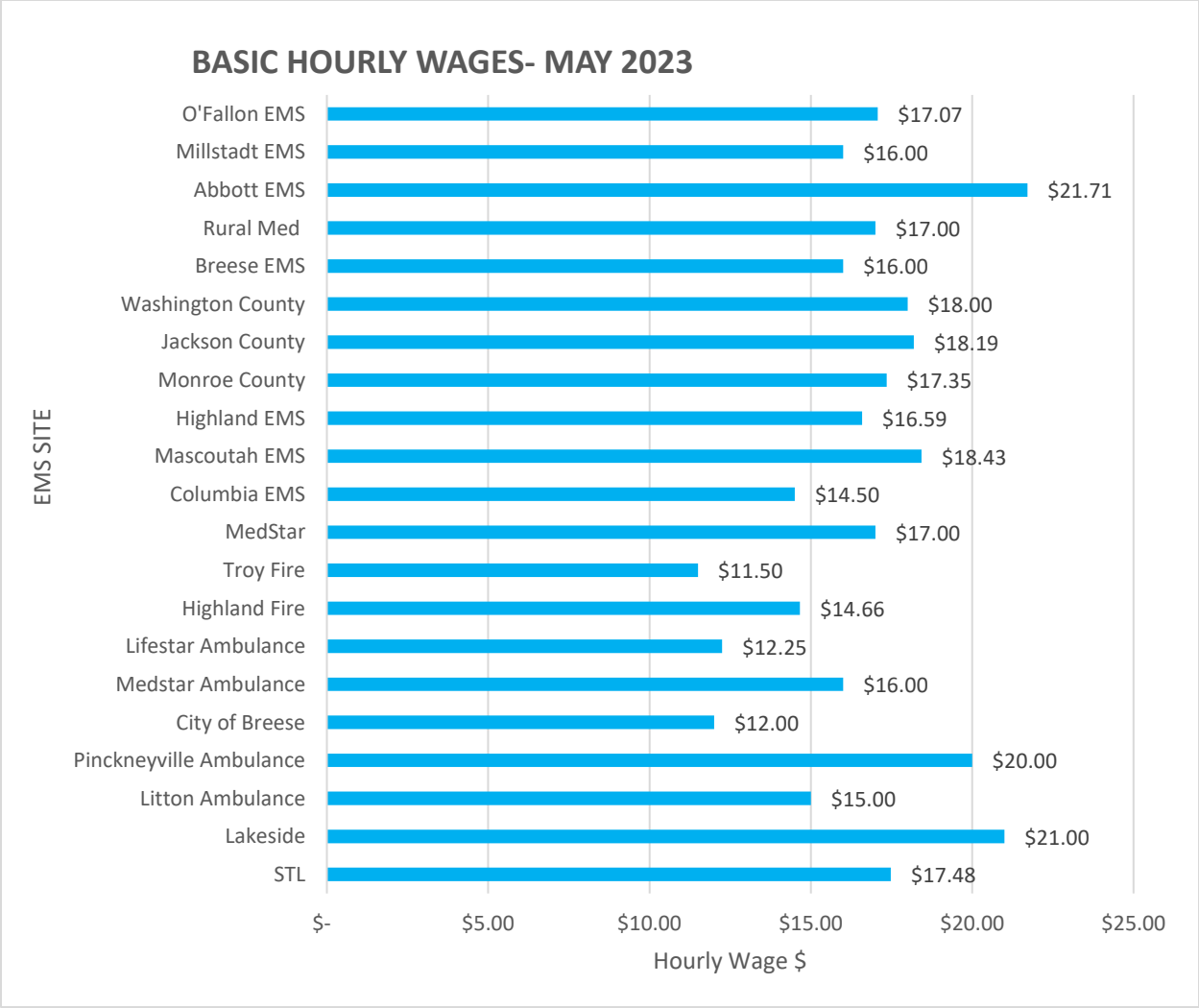
AFSCME 2817 SALARY COMPARISON



Note: New Baden N/A

General Salary Statements:

- MedStar- YOS \$.25 increase (year of service)
- Columbia EMS- Lead Paramedic \$1.00 over the base/new contract pending
- Mascoutah EMS-Supervisor Paramedic \$21.11
- Monroe CO-Supervisor 6% above hourly wage (after 12/1/18)
- Jackson CO- Premium Pay \$2500 FT; \$1500 PT; On-Call \$100 per 12 HR;
 - Capt./Lead \$2.00; Temp \$1.00
- Glen Carbon FD-PT \$20.55; Crew Leader: 1-2% every year or two
- Washington CO-Capt. \$1.50; FTO \$1.00
- Rural Med- \$87,000-\$95,000 Salary FT; Supervisor: \$1.50 Hr. plus 5 Hr. paperwork per week.



Note: Glen Carbon N/A

General Salary Statements:

- Jackson CO- Premium Pay \$1250 FT; \$750 PT

Retirement

- 401K; 401K 3% Match; 401K 50% Match
- Downstate
- 8-IMRF

Mandates

- Mascoutah: 1 per month
- Monroe Co: 33-2022

- Jackson Co: Does not Track
- Highland: every OT results in a mandate
- Washington Co: 24-30 per year
- Breese: 2 per year
- O'Fallon: 96-2022

Health Insurance (General Notes)

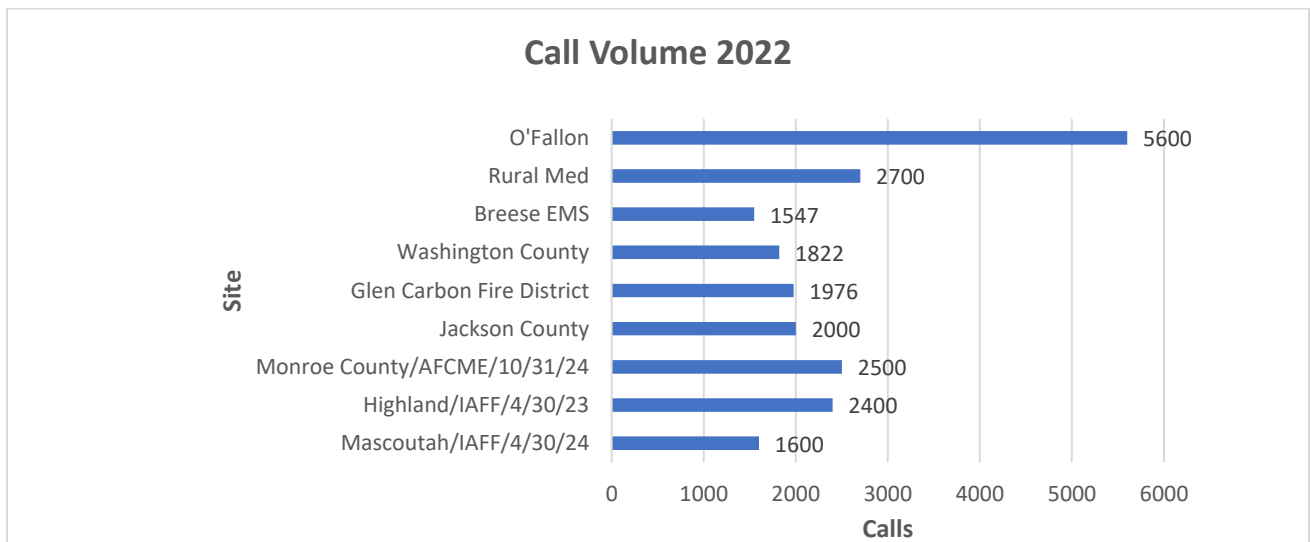
- BCBS; CIGNA; UHC; HOPETRUS T-ALLIED
- Deductible & Co-Pay
 1. Columbia: OPT1-\$500(EE) \$1500 (F) Co-Pay: 10/20%/\$20; OPT2 HSA Fund \$500; Co-Pay: 0%; \$3000/\$6000;
 2. Mascoutah: \$1000 City Reimbursement \$500 for 80/20 & 100% Plan; \$3000 City Reimbursement \$2990 for HSA.
 3. Highland: \$2500 (EE); \$5000 (F) Prim Care \$30/Spec \$50/Urgent \$75/ER \$200
 4. Jackson Co: \$1000 (EE)\$3000 (F) Trad & HSA; \$2500 pd Co HSA; \$55 monthly
 5. Glen Carbon FD: \$250 per person/\$750 max; Cp-Pay \$20/\$150 ER
 6. Washington Co: \$500; Co-Pay Prim Care \$20/Spec. \$40/ \$150 ER
 7. Breese: \$5600/\$4000 HSA from City; Co-Pay \$0
 8. Rural Med: 60% (EE); Nothing extra for Family; Prim Care \$30/\$75 ER
 9. Abbott EMS: 4 Options HSA/FSA
 10. Employee Pay %: Columbia 10%; Mascoutah 0% EE/25% F; Highland \$0 EE/\$50% F; Jackson \$0%, etc. 10 different plans; Glen Carbon \$0 EE/\$20 mo. F; Washington Co \$175 mo.; Breese \$95 mo.; Rural Med \$100 per person mo.
 11. Most all provide dental, vision, and life insurance for little or no cost.

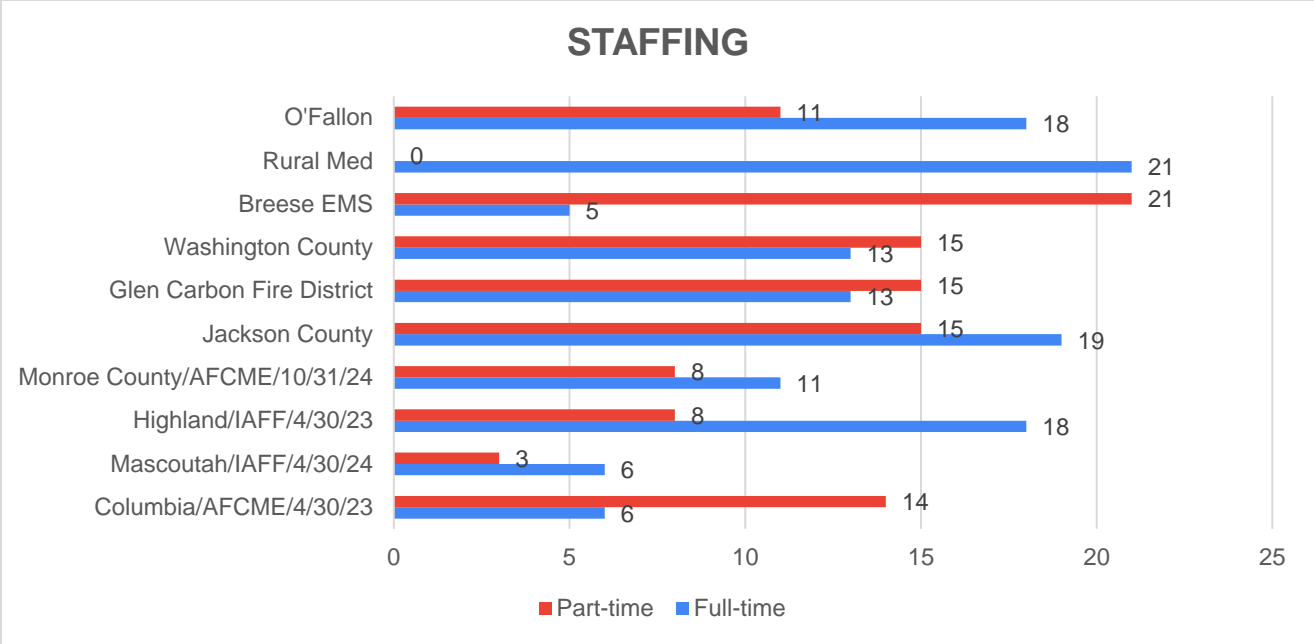
Holiday Pay

- 1.5 Scheduled/2 Mandated/2 New Year, 4th July, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve
- 1.5 Scheduled/OT Pay+24 Hrs. comp time mandated
- 1.5 Scheduled/2 Mandated/1.5 for 1/2 shift on New Years Eve
- 8 Hrs./non-work; 12 Hrs. @ 2.5X/work Easter, Memorial, July 4th, Labor, Thanksgiving, Christmas/Other 12 Hrs. straight time; 8 Hrs. 2.5X & straight time for 16 Hrs. on other holidays
- 2x
- \$42.32 F-T \$41.10 P-T
- 24 Hrs. reg pay worked or not
- 2 Sites-1.5 Scheduled

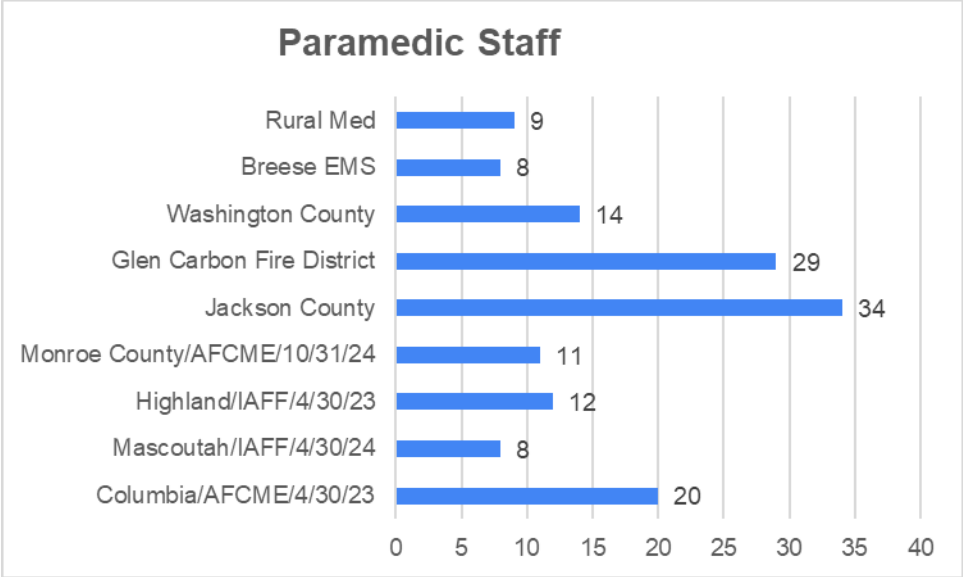
Uniform Allowance

- Columbia: \$700 Annual/2 PP
- Mascoutah: \$175 Annual/Footwear
- Highland: \$80 Annual Boots/\$150 Annual Steel-toed Boots
- Monroe Co: \$300 Annual
- Jackson Co: \$500 carried over \$100; May 1
- Glen Carbon: \$500
- Washington Co: Co provides uniforms/no allowance
- Breese: No set price
- Rural Med: \$500 order from the site as needed





Paramedic Staff



Site Comparable	Population	EAV	SQ Mile
Columbia/AFCME/4/30/23	12,702	\$335,625,599	82 SQ Mile
Mascoutah/IAFF/4/30/24	24,360	\$155,417,971	95 SQ Mile
Highland/IAFF/4/30/23	10,044	\$240,754,243	280 SQ Mile
Monroe County/AFCME/10/31/24	34,962	\$1,038,452,651	339 SQ Mile
Jackson County	52,565	\$904,720,462	600 SQ Mile
Glen Carbon Fire District	15,000	n/a	13 SQ Mile
Washington County	14,750	\$356,205,669	565 SQ Mile
Breese EMS	4,300	\$110,215,093	94 SQ Mile
O'Fallon/Shiloh	46,641	\$ 1,209,039,619	25 SQ Mile

General Notes & Observations

- PTO (Vacation/Sick/P Day) Various EMS sites are similar.
- Holidays range from 10.5-14 per year.
- Management Breakdown:
 1. Columbia: 1- Chief/3 Supervisors
 2. Mascoutah: 1-Chief/1 Lead Supervisor
 3. Highland: 1 Chief/1 Operations Manager
 4. Monroe Co.: 1 Department Manager/3 Supervisors
 5. Jackson Co.: Chief/Deputy Chief/NEMSIS Captain/4-Shift Captain/4-Shift Lieutenant
 6. Glen Carbon FD: Fire Chief/Deputy Chief/Captain/Lieutenant
 7. Washington: EMS Chief
 8. Breese: Manager/Assistant Manager
 9. Rural Med: Director/1-Lead per City/CP.
 10. O'Fallon-Shiloh: Business Manager/3 Shift Supervisors/1/2 Chief & Admin Support
- Responding Apparatus
 1. Columbia: 1- Ambulance; Chief Tread Only Lead SUV; PD/FD extreme
 2. Mascoutah: 2 ALS Ambulances (Type 3)
 3. Highland: 3-Ambulances (2- Type 1/1-Type 3) Lead SUV
 4. Monroe Co.: 4, F450 & Transit
 5. Glen Carbon Ambulance & Duty Officer on Med Calls
 6. Washington: 1 2022 Ford F550 ALS, 1 2021 Ford F550 ALS, 1 2017 Ford F450 BLS, 1 2016 SUV Supervisor Unit QRV
 7. Breese: 3 ambulances (2 ALS, 1 BLS)
 8. Rural Med: 3 Ambulances
- Pay Incentives:
 1. Service \$.10 per hr. 5 yr.; \$.20 10-Yr etc. to \$.70per hr. 35 yr.; Degree \$.50 MS; \$.25 BS & \$.10 AS \$.15 EMS Lead Instructor
 2. CC EMTP \$.25; ACLS/PHTLS/AMLS/PALS/CPR INSTRUCTORS- \$.05 EACH Step
- Shift Schedule

1. 24-48
2. 48-96
3. 24
4. 24-72
5. 48-96
6. 24/72FT; 3-12/4-12 =84 FT: P-T one weekday shift & 1 weekend shift
7. 24/48/shift every 6 days
8. Modified Kelly/3 24hr shifts every other day,4 days off
9. 12 hr./7 shifts per pay
10. 24-48
11. 40 Hours/ week

Department	2080 Wage (Paramedics)	2080 Wage (Basic)
Monroe County	\$ 19,760.00	\$ 36,088.00
O'Fallon EMS	\$ 39,041.60	\$ 35,505.60
Mascoutah EMS	\$ 40,414.40	\$ 38,334.40
Columbia EMS	\$ 41,371.20	\$ 30,160.00
Millstadt EMS	\$ 41,600.00	\$ 33,280.00
Washington County	\$ 41,600.00	\$ 37,440.00
MedStar	\$ 43,680.00	\$ 35,360.00
Breese EMS	\$ 45,302.40	\$ 33,280.00
Highland EMS	\$ 49,608.00	\$ 34,507.20
Jackson County	\$ 51,105.60	\$ 37,835.20
Rural Med	\$ 54,080.00	\$ 35,360.00
Glen Carbon Fire District	\$ 58,676.80	\$ -
Abbott EMS	\$ 60,486.40	\$ 45,156.80