

April 14, 2022

Brett Hopper, President, IAEP Local 167  
Albert Reiff, Vice President, IAEP Local 167

Dear Mr. Hopper and Mr. Reiff,

We look forward to our a meeting on Friday, April 15, 10:00 am, at Mounds View to discuss potential changes to the wage scales for Paramedics, EMTs, Dispatchers, and Call Takers. Since our contract was finalized we have seen changes to the market for these roles that could not have been anticipated. As we did with the EIT and Driver roles during the negotiation period, we look to adjust compensation for these additional roles to be in line with the market.

It is important to note that another wage study was just conducted by Compensation for our mechanics, to ensure we left no one out, and they learned we maintain a strong position in the market for this group. We also want you to know that our leadership team, especially those who were in the last negotiation, have been very supportive and helpful to this effort. The approval process to get where we stand today was long and challenging but this eventually received support from all levels of our executive leadership team.

Please look over the wage changes included in this message before our meeting this Friday. You will note the gap years in this new model and those will receive the annual cost of living adjustment. We believe you will find this structure compares very favorably to competing services. This is a change to wages but also a change to our position within the market.

Looking forward to our conversation on Friday.

Sincerely,

Jeff Czyson, Director of EMS Workforce  
Anne Handahl, HR Business Partner Senior  
Tim Kohls, Vice President, Employee and Labor Relations

# EMERGENCY MEDICAL SERVICES

Current	Start	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs	After 6 yrs	After 7 yrs	After 8 yrs	After 9 yrs	After 10 yrs	After 11 yrs	After 12 yrs	Structure Spread
Paramedic/Dispatcher														
Pay Rate	24.56	25.39	26.50	27.32	28.15	28.98	30.12	31.28	32.41	33.56	34.70	35.84	36.98	51%

Proposed	Start	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs	After 6 yrs	After 7 yrs	After 8 yrs	After 10 yrs	After 15 yrs			Structure Spread
Paramedic/Dispatcher														
Pay Rate	27.75	28.86	30.01	31.21	32.46	33.76	34.94	36.17	37.43	38.74	40.10			45%

Current	Start	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs	After 6 yrs	After 7 yrs	After 8 yrs	After 9 yrs	After 10 yrs	After 11 yrs	After 12 yrs	Structure Spread
EMT														
Pay Rate	17.66	18.22	19.09	20.09	21.09	22.09	23.09	24.08	25.09	26.09	27.10	28.11	29.11	65%
Proposed	Start	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs	After 6 yrs	After 7 yrs	After 8 yrs	After 10 yrs	After 15 yrs			Structure Spread
EMT														
Pay Rate	20.25	21.06	21.90	22.78	23.69	24.64	25.50	26.39	27.32	28.27	29.26			45%

Current	Start	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs	After 6 yrs	After 7 yrs	After 8 yrs	After 9 yrs	After 10 yrs	After 11 yrs	After 12 yrs	Structure Spread
EMS Call Taker														
Pay Rate	23.75	24.56	25.39	26.50	27.32	28.15	28.98	30.12	31.28	32.41	33.56	34.70	35.85	51%

Proposed	Start	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs	After 5 yrs	After 6 yrs	After 7 yrs	After 8 yrs	After 10 yrs	After 15 yrs			Structure Spread
EMS Call Taker														
Pay Rate	26.36	27.42	28.51	29.65	30.84	32.07	33.20	34.36	35.56	36.81	38.09			45%