

Paramedic Market Survey - 15 year employee with cost of employee premium share included (2015)
This has 2015 rates where available (2015 COLA)

Full Family

Organization	Title	% higher than FF	Base Firefighter	Monthly Rate	Longevity (15th Year)	Monthly Rate + Longevity	EE health contributions	Leave Hours/Mos (15th Year)	Hours/week	Net Hrs/Month	FLSA Parity	Net Hourly Rate	With Ee Health Costs	
Seattle	FF/Paramedic	20%	\$ 7,001	\$ 8,402	9.00%	\$ 9,032	\$131	20.00	45.23	176.00	-	\$ 51.32	\$ 50.57	Seattle
Redmond	FF/Paramedic	15%	\$ 7,353	\$ 8,456	5.00%	\$ 8,879	\$321	31.00	48.64	179.77	-	\$ 49.39	\$ 47.61	Redmond
Bellevue	FF/Paramedic	15%	\$ 7,263	\$ 8,352	4.00%	\$ 8,690	\$117	30.00	48.18	178.78	-	\$ 48.61	\$ 47.95	Bellevue
Everett	FF/Paramedic	18%	\$ 6,459	\$ 7,622	5.50%	\$ 8,320	\$50	27.00	42.00	155.00	-	\$ 53.67	\$ 53.35	Everett
Tacoma	FF/Paramedic	20%	\$ 6,701	\$ 8,041	6.00%	\$ 8,571	\$105	32.00	46.10	167.77	-	\$ 51.09	\$ 50.46	Tacoma
Shoreline	FF/Paramedic	17%	\$ 7,331	\$ 8,577	6.00%	\$ 9,353	\$63	32.00	47.10	172.10	-	\$ 54.35	\$ 53.98	Shoreline
Average		17.50%	\$ 7,018	\$ 8,242	5.92%	\$ 8,807	\$131	28.67	46.21	171.57	-	51.40	50.66	
KC		0	\$ 8,342	\$ 8,342	6.00%	\$ 8,843	\$75	30.00	47.08	174.00	3.5%	\$ 52.60	\$ 52.17	
%KC Above/Below Market				1.22%	1.41%	0.40%	-42.73%	4.65%	1.88%	1.42%		2.33%	2.99%	

3.5% OT differential factored in

50.17

47.61

KC and IAFF have different rates for Tacoma; for Shoreline 3% is substitute for Social Security

Wages in effect as of 1/1/2015 (6% increase assumed for Seattle, 2.2% increase assumed for Everett and Tacoma)