

February 17, 2026

**ITEM:** New Business – Resolution No. 02.26.08: Accepting 2026 Ambulance Wage Scale

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**BACKGROUND:** The attached resolution approves a revised ambulance pay structure. To simplify payroll administration, the St. James Ambulance is requesting a compensation adjustment. Currently most ambulance crew members are classified as paid on-call casual employees and are compensated as follows:

- **Driver/EMR/Driver = \$3.25/hour On-Call; \$25.00/hour Call Out**

Call out pay begins when the unit goes enroute and ends when the report is completed.

During the 2026 budget process, staff evaluated eliminating call-out pay and increasing the on-call rate. This approach improves budget predictability, as the city cannot forecast or control annual call volume within our PSA.

Additionally, during strategic discussions, the crew identified conversion to an ALS service as a priority. Achieving this goal will require consistently accepting transfer calls. Transfers provide stable, recurring revenue but require significantly more time per call. The proposed pay structure is:

- **Driver/EMR/Driver = \$6.00/hour On-Call; \$0.00/hour Call Out; \$24.00/differential per hour on a transfer call**

For reference, 2025 activity totals are as follows:

- Total call for service = 734
- Total patients served = 632
- Transfer request = 231
  - 80 refused
  - 151 completed

This structure supports financial stability, encourages transfer acceptance, and positions the service for future ALS transition.

**STAFF RECOMMENDATION:** Approve/Deny Resolution.