

EMS Salary Survey

Statewide and Regional Analysis

Date of Survey: 7/20/2023 - 11/7/2023

Date Prepared: 11/7/2023

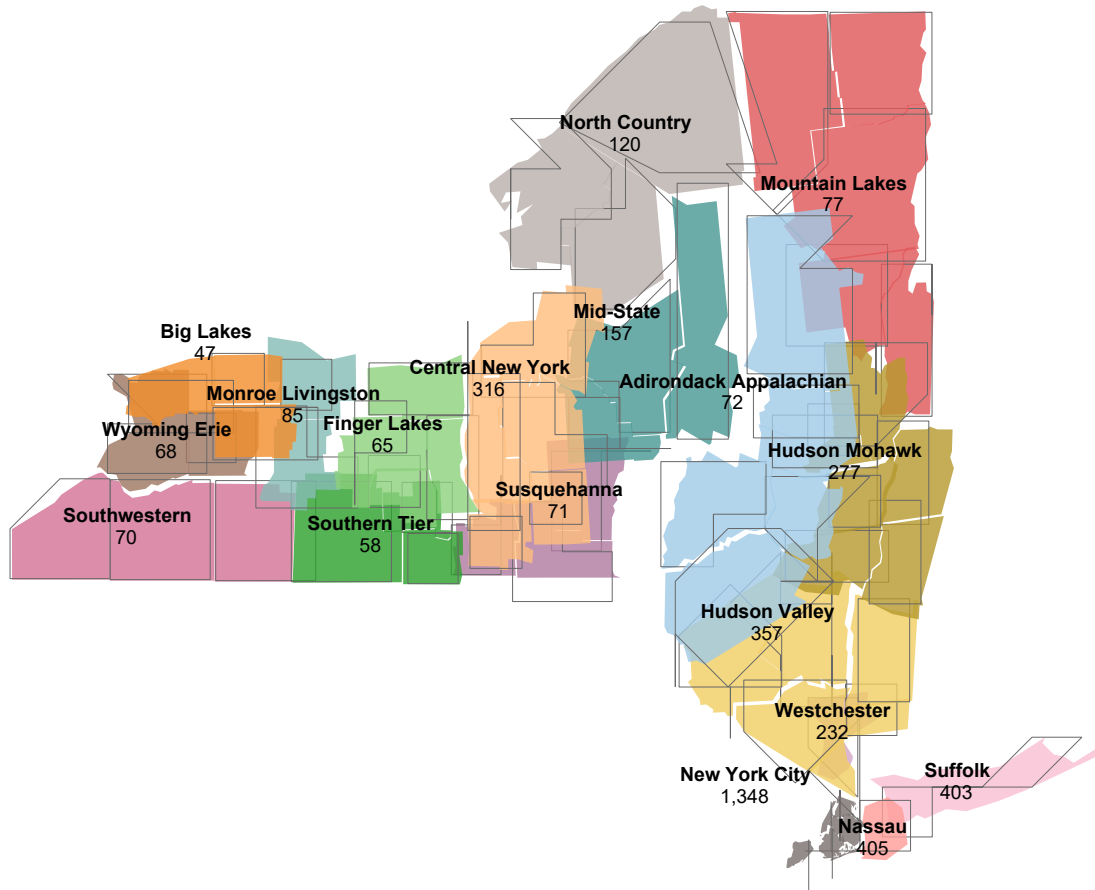
Prepared By: Alexander Bleau

Reviewed By: Peter Brodie



**Bureau of
Emergency Medical Services
and Trauma Systems**

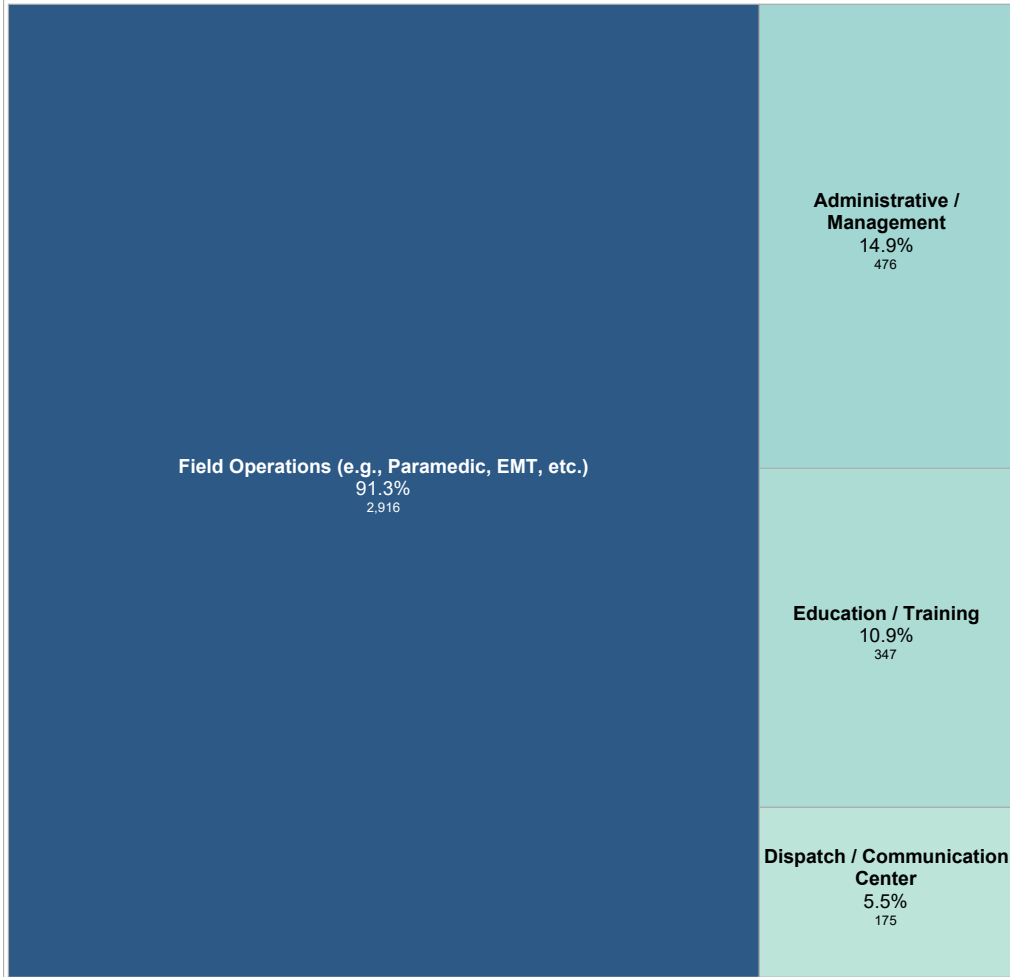
Submissions By Region



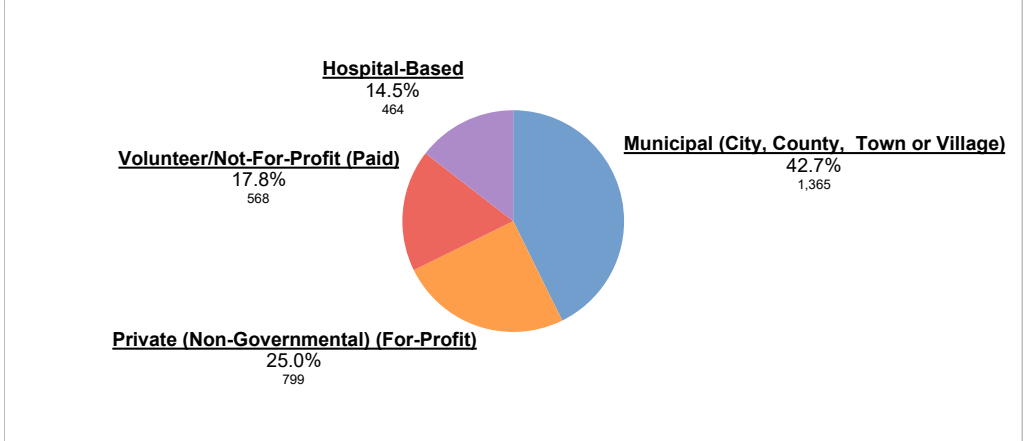
Submissions By Region Table

New York City	1,348
Unknown	724
Nassau	405
Suffolk	403
Hudson Valley	357
Central New York	316
Hudson Mohawk	277
Westchester	232
Mid-State	157
North Country	120
Monroe Livingston	85
Mountain Lakes	77
Adirondack Appalachian	72
Susquehanna	71
Southwestern	70
Wyoming Erie	68
Finger Lakes	65
Southern Tier	58
Big Lakes	47
Grand Total	3,945

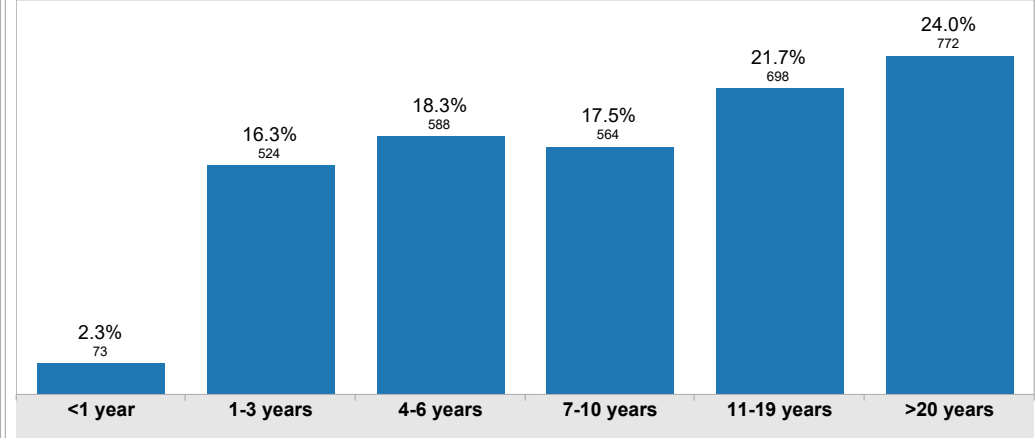
What is your position in the EMS agency where you currently work? (Statewide)



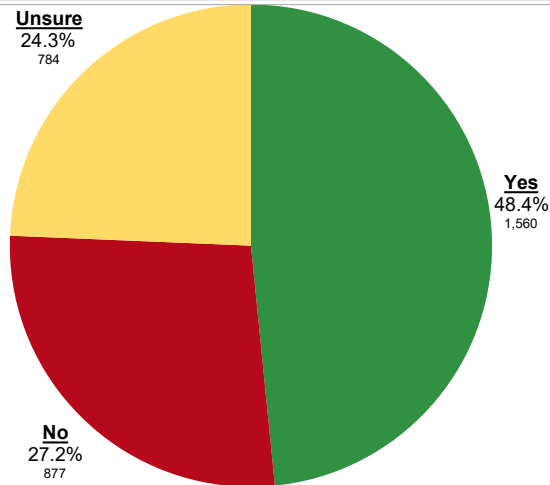
What type of agency is your PRIMARY EMS employment? (Statewide)



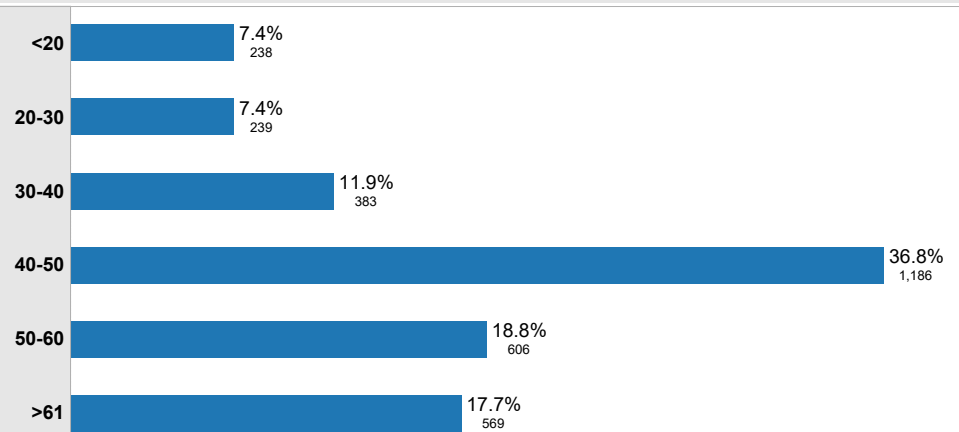
How many years of experience do you have as an EMS provider? (Statewide)



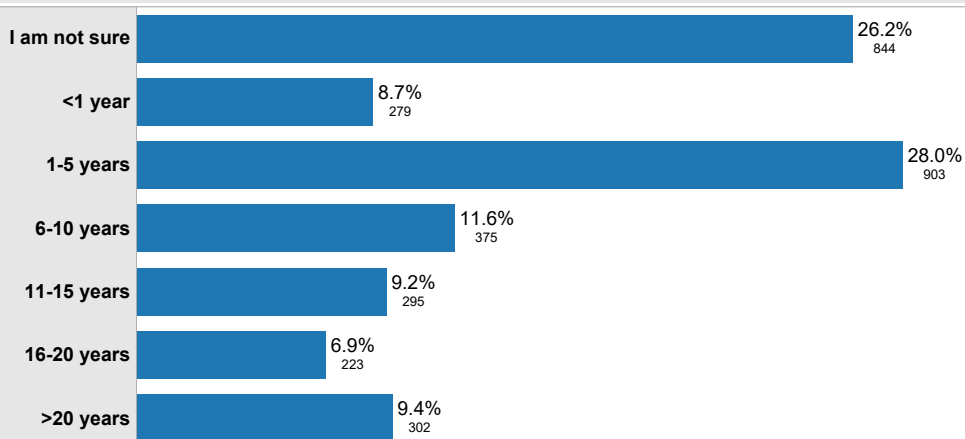
Do you believe you have a long term career in EMS? (Statewide)



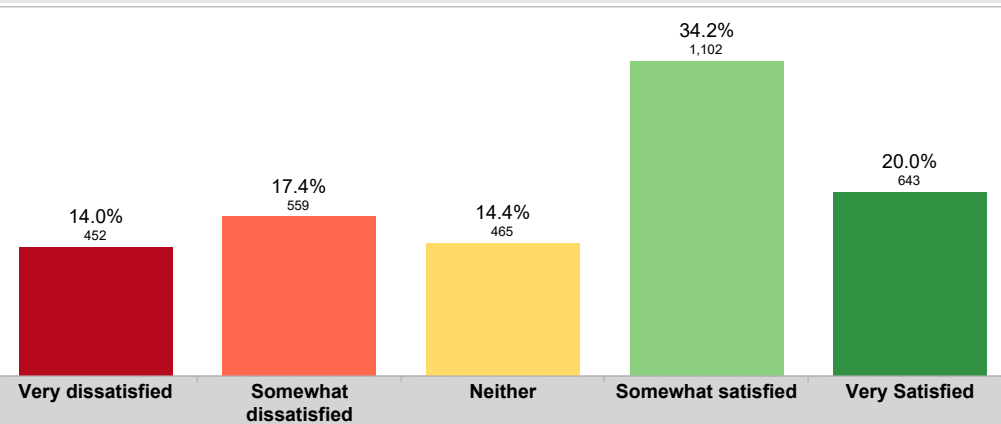
On average, how many hours do you work per week (total for all EMS jobs)? (Statewide)



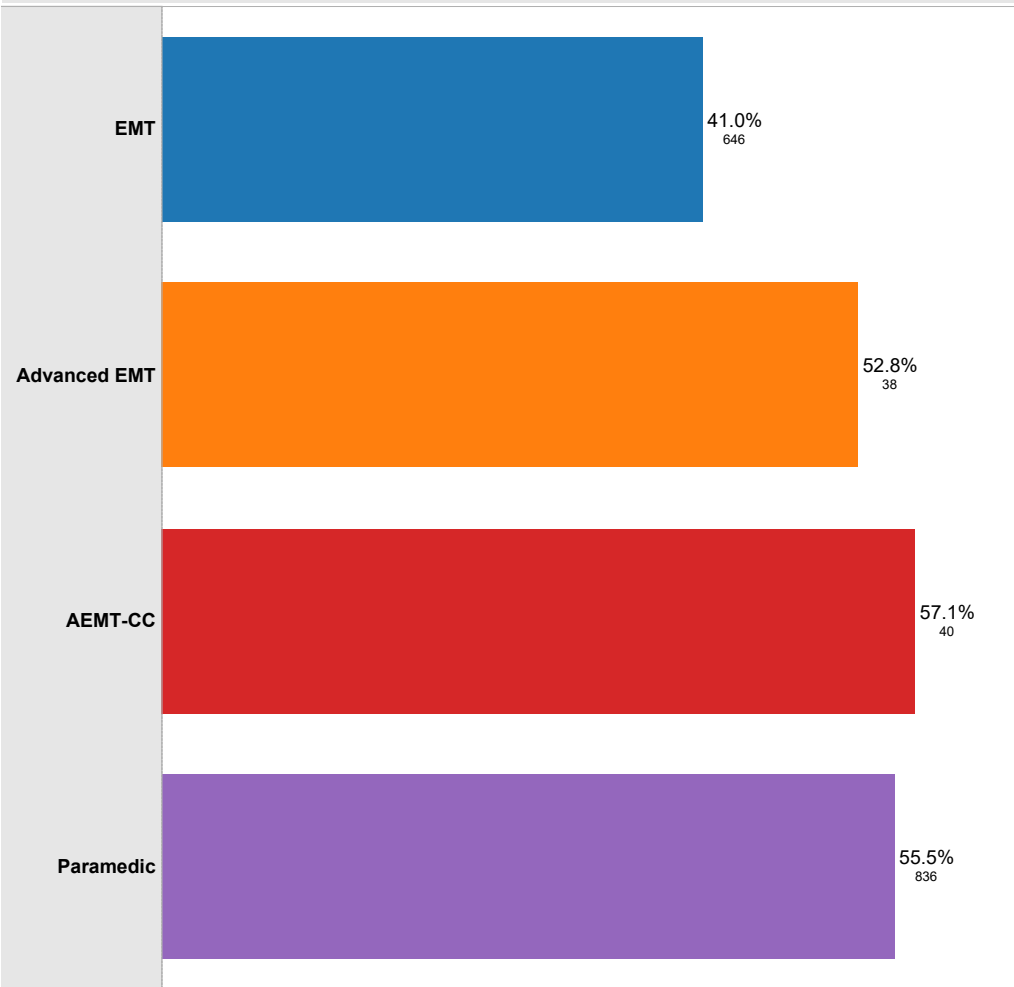
How much longer do you plan to remain in the EMS field? (Statewide)



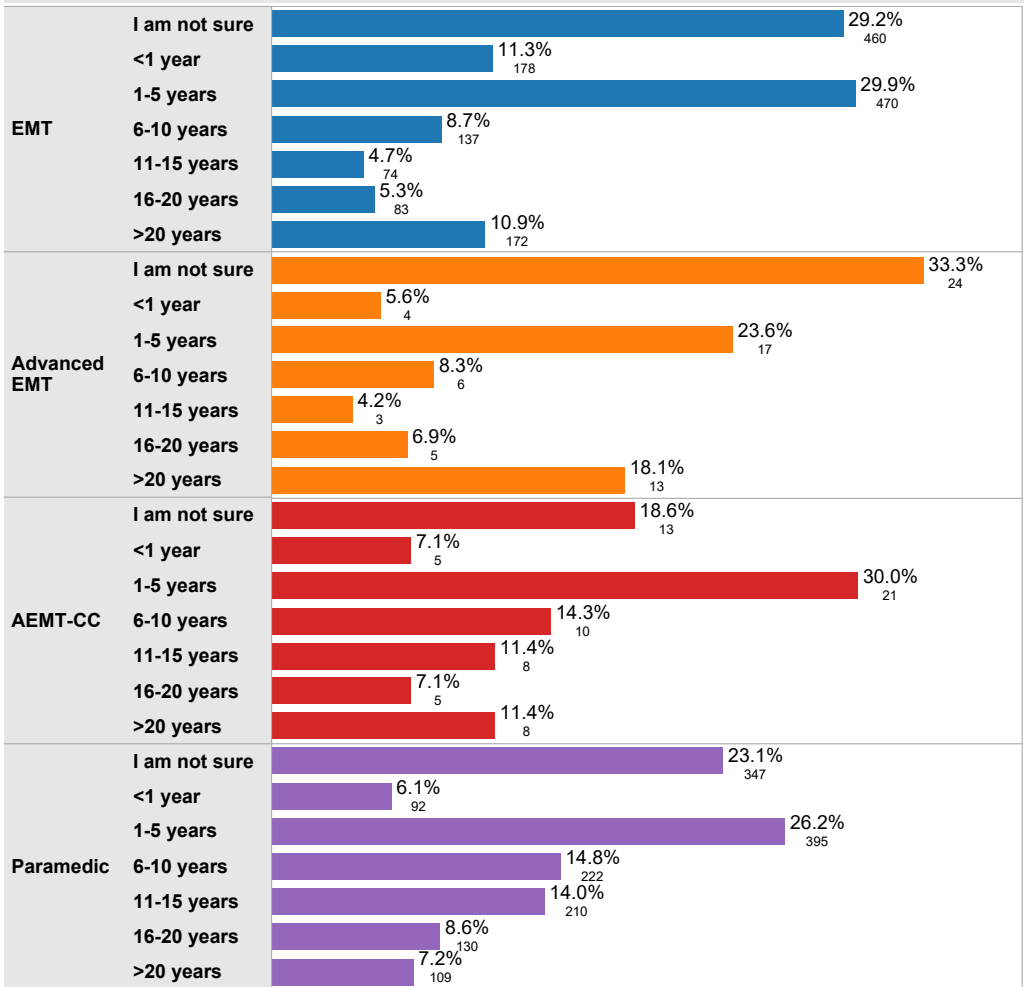
How satisfied are you with your current job as an EMS provider? (Statewide)



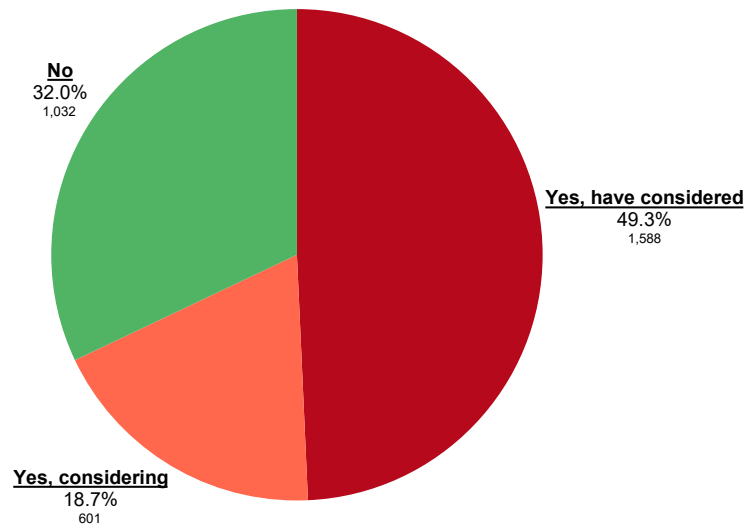
Percent of providers that believe they have a long term career in EMS by Level of Provider (Statewide)



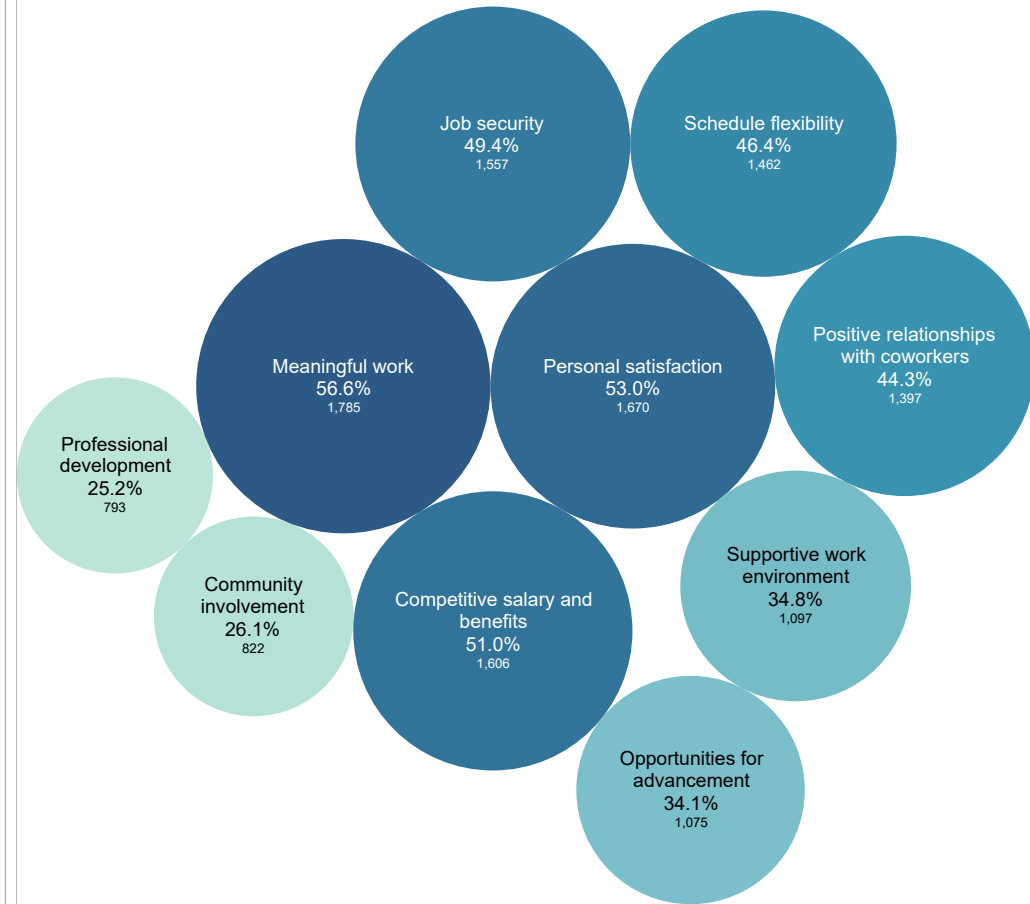
How much longer do you plan to remain in EMS by Level of Provider (Statewide)



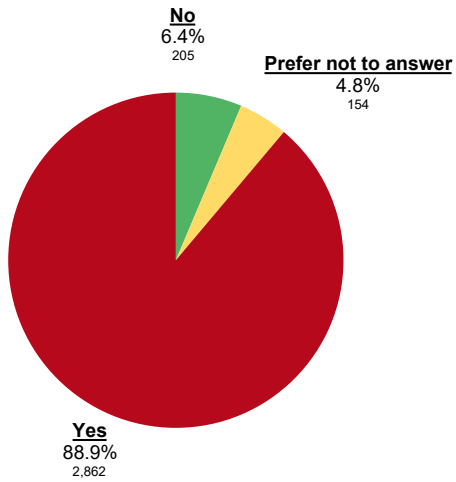
Have you ever considered leaving the EMS profession for a different healthcare profession?



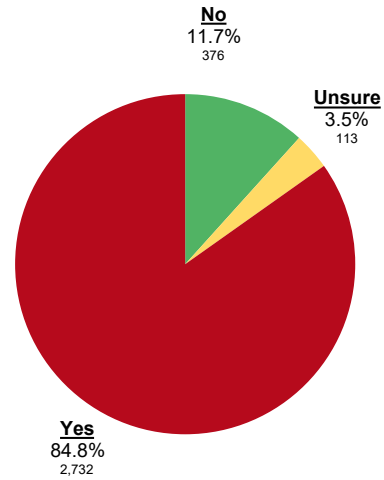
What factors, if any, contribute to you staying in your career in EMS?



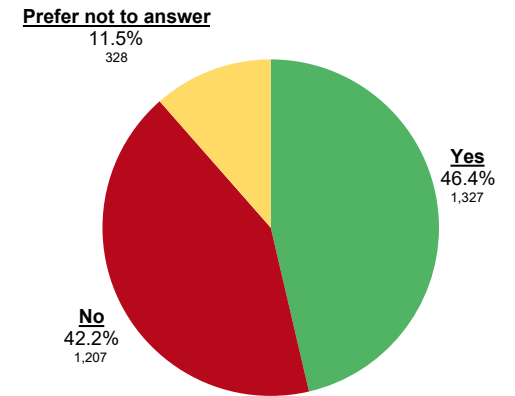
Have you ever experienced a traumatic event or incident while working as an EMS provider? (Statewide)



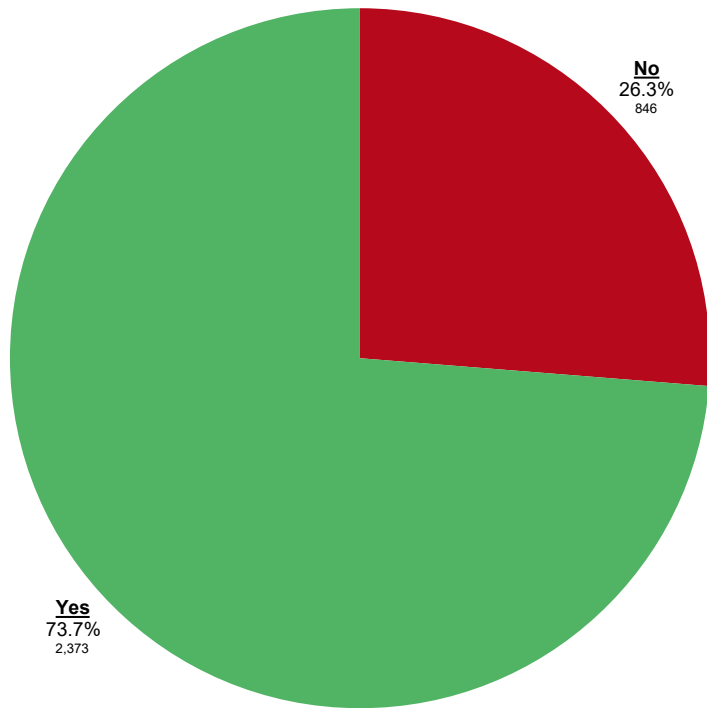
Have you ever experienced burnout or compassion fatigue in your role as an EMS provider? (Statewide)



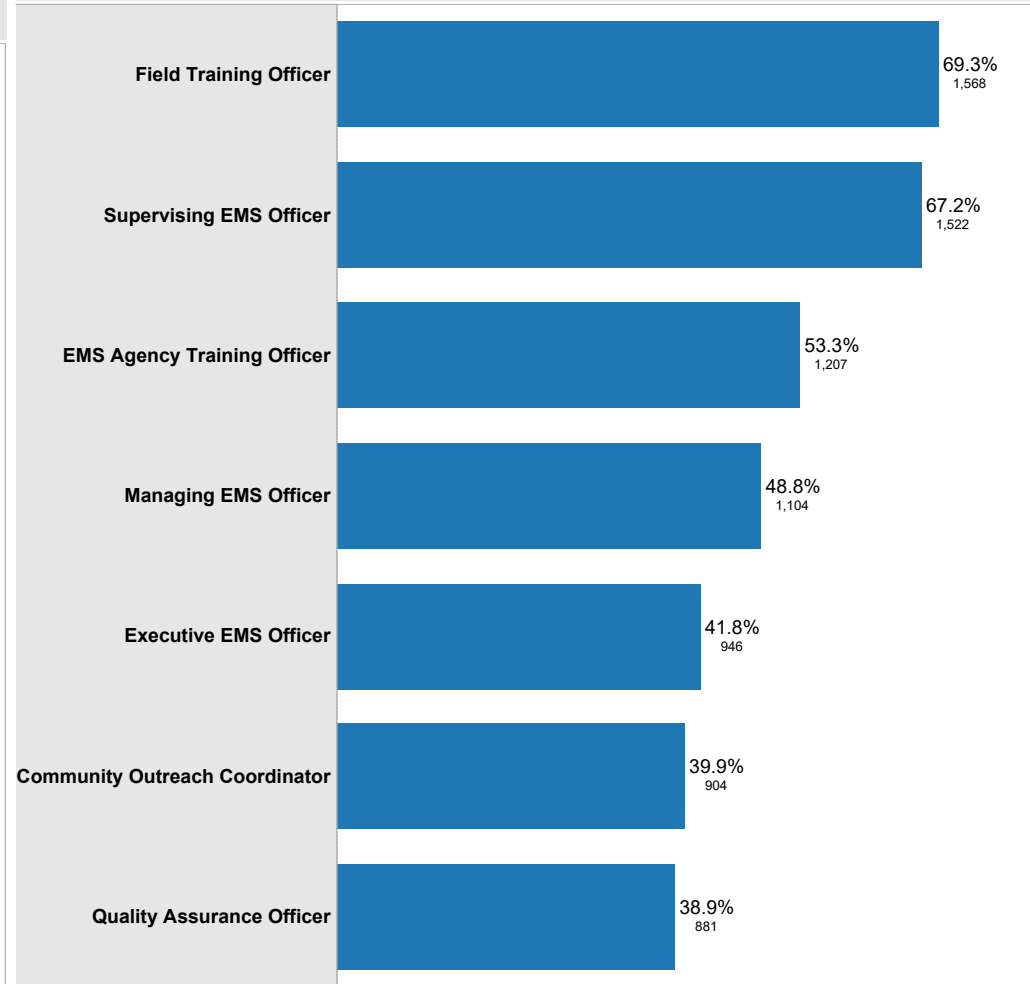
If you have experienced a traumatic event or incident, did you receive any formal or informal support from your employer or colleagues? (Statewide)



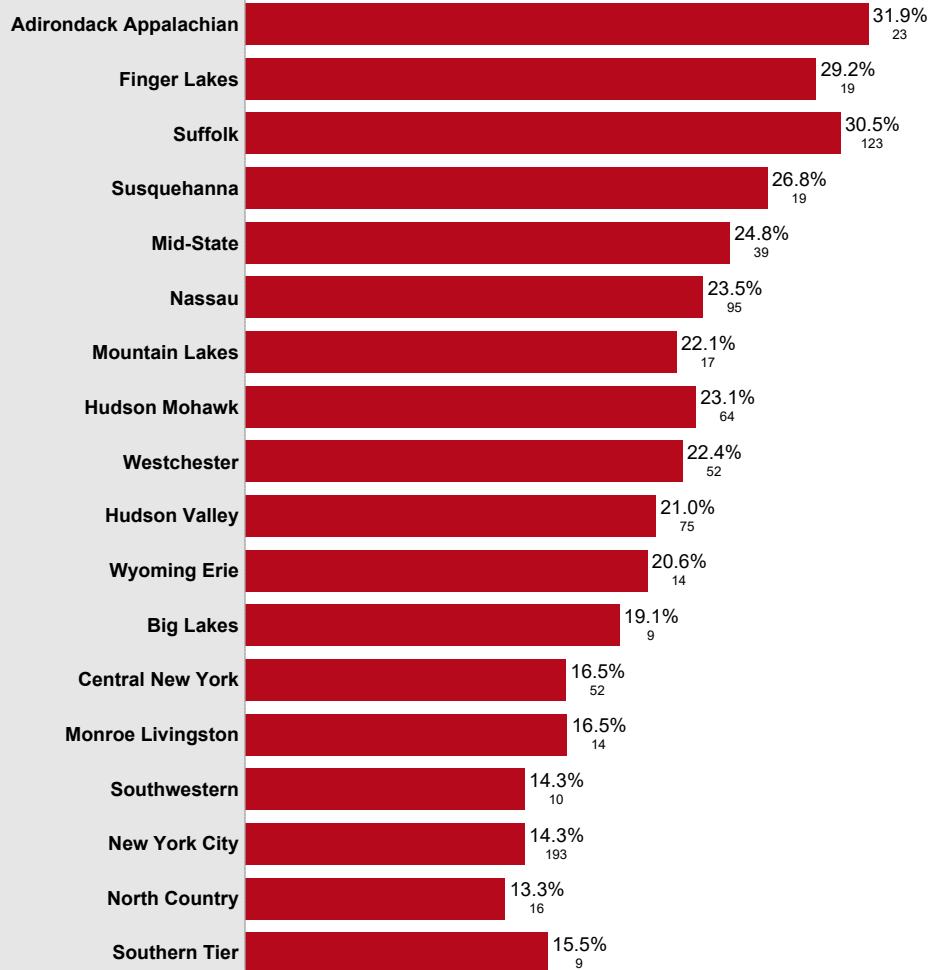
Would you be more willing to remain in EMS as a full time profession if you were afforded more opportunities for advancement? (Statewide)



Which specialized credentials would you want to see as a formal designation by the state EMS system? (Statewide)



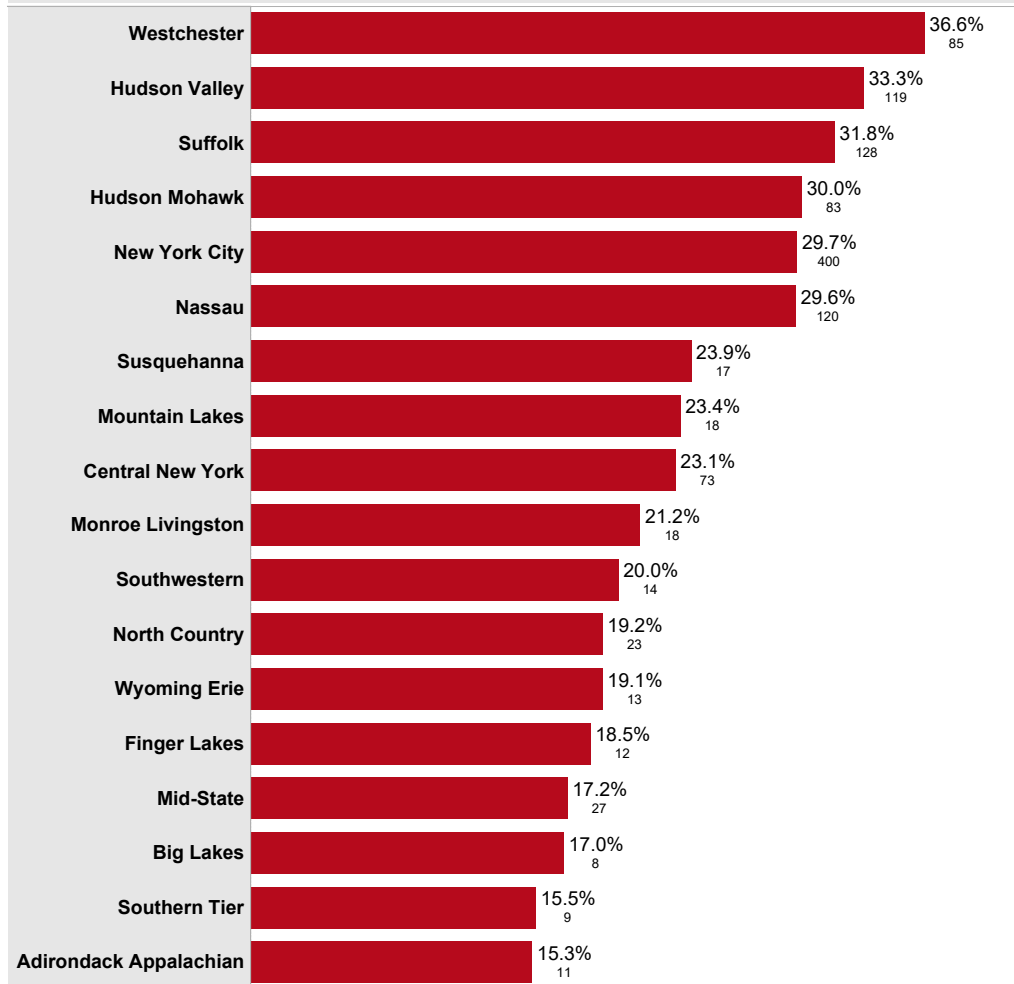
Percent of EMS Professionals working >61 hours per week (Regional)



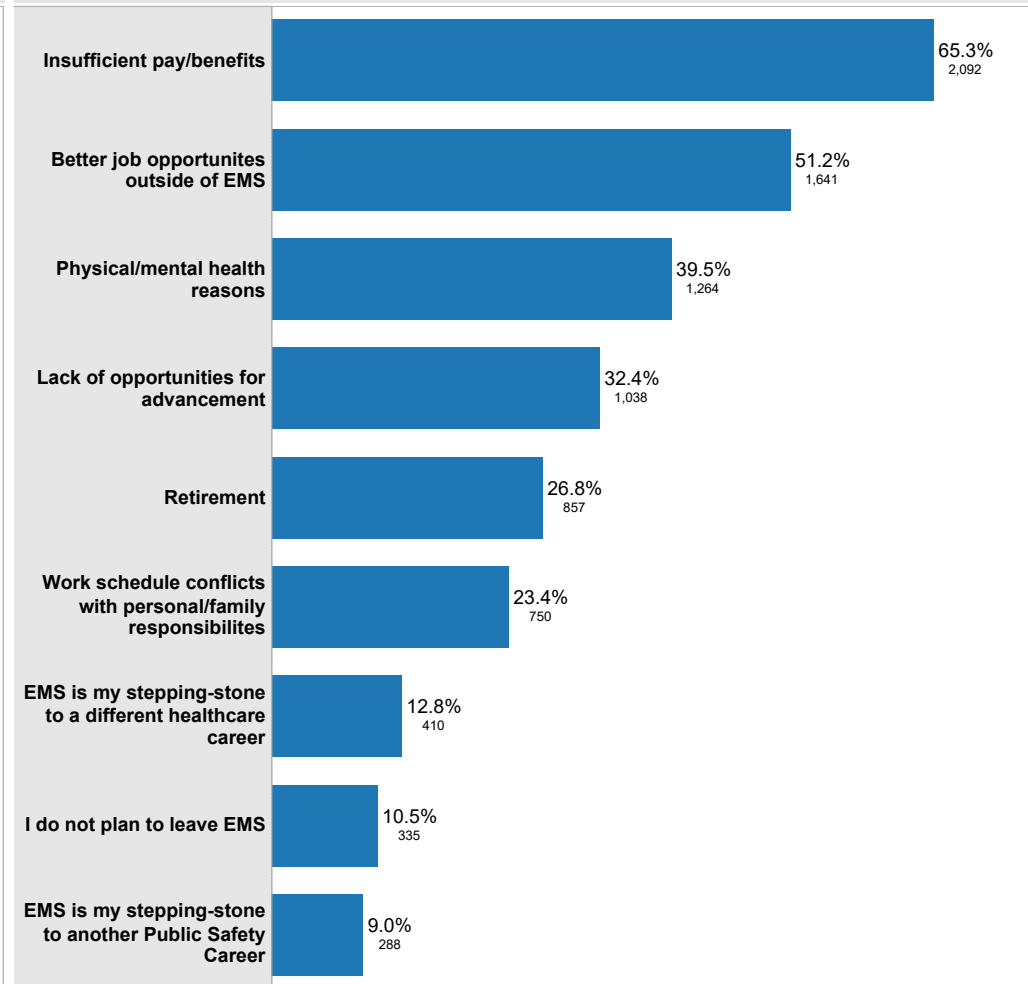
On average, how many hours do you work per week (total for all EMS jobs)?

	<20	20-30	30-40	40-50	50-60	>61
Adirondack Appalachian	5.6% 4	9.7% 7	12.5% 9	25.0% 18	15.3% 11	31.9% 23
Finger Lakes	10.8% 7	7.7% 5	10.8% 7	30.8% 20	10.8% 7	29.2% 19
Suffolk	6.5% 26	6.2% 25	11.9% 48	27.5% 111	17.4% 70	30.5% 123
Susquehanna	9.9% 7	8.5% 6	12.7% 9	25.4% 18	16.9% 12	26.8% 19
Mid-State	10.2% 16	10.8% 17	7.0% 11	26.8% 42	20.4% 32	24.8% 39
Nassau	7.7% 31	7.9% 32	14.1% 57	28.4% 115	18.5% 75	23.5% 95
Mountain Lakes	7.8% 6	9.1% 7	9.1% 7	26.0% 20	26.0% 20	22.1% 17
Hudson Mohawk	8.3% 23	10.1% 28	13.0% 36	26.0% 72	19.5% 54	23.1% 64
Westchester	11.2% 26	10.8% 25	13.8% 32	22.4% 52	19.4% 45	22.4% 52
Hudson Valley	9.0% 32	9.5% 34	16.2% 58	27.2% 97	17.1% 61	21.0% 75
Wyoming Erie	5.9% 4	7.4% 5	10.3% 7	30.9% 21	25.0% 17	20.6% 14
Big Lakes	4.3% 2	6.4% 3	6.4% 3	38.3% 18	25.5% 12	19.1% 9
Central New York	12.3% 39	8.5% 27	7.3% 23	34.2% 108	21.2% 67	16.5% 52
Monroe Livingston	10.6% 9	5.9% 5	4.7% 4	50.6% 43	11.8% 10	16.5% 14
Southwestern	8.6% 6	7.1% 5	7.1% 5	42.9% 30	20.0% 14	14.3% 10
New York City	2.7% 37	4.2% 57	11.9% 161	46.8% 631	20.0% 269	14.3% 193
North Country	11.7% 14	10.8% 13	20.0% 24	30.8% 37	13.3% 16	13.3% 16
Southern Tier	10.3% 6	15.5% 9	6.9% 4	34.5% 20	17.2% 10	15.5% 9

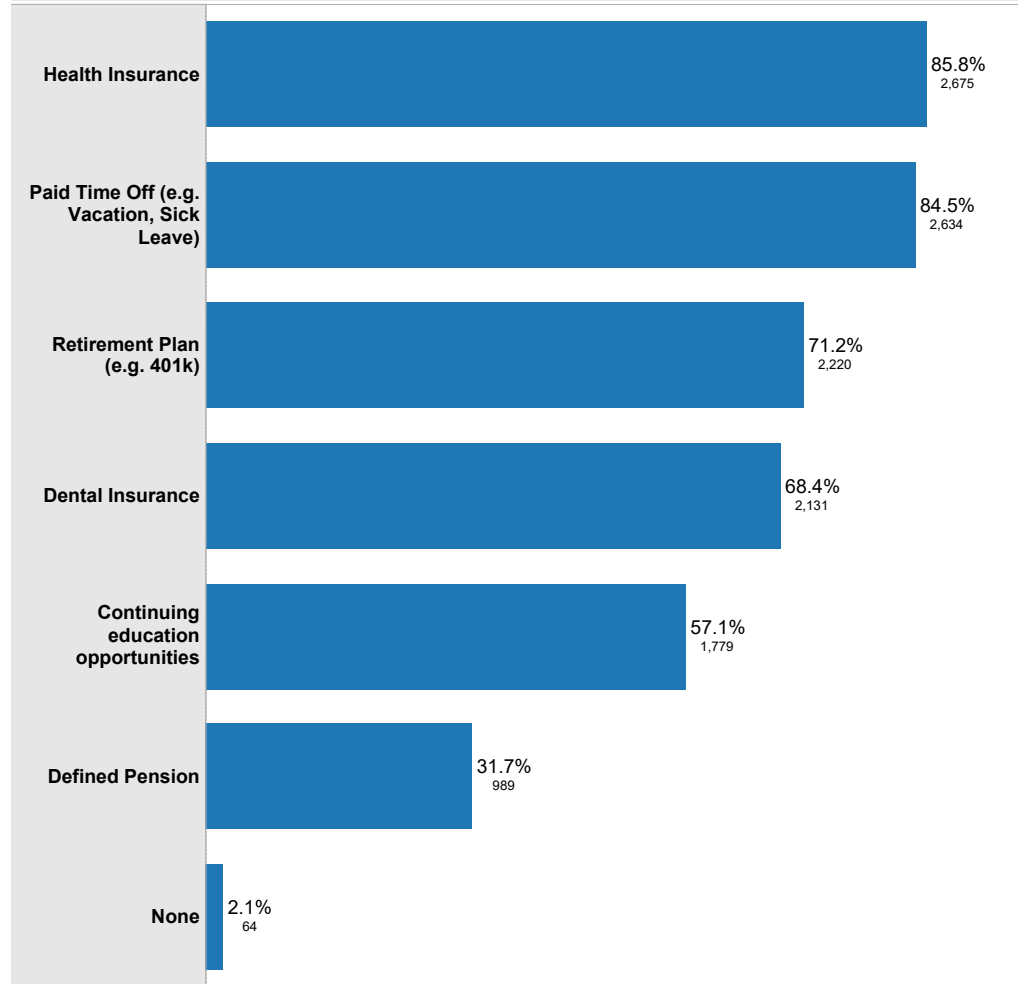
Percent of Providers that do not believe they have a long term career in EMS (Regional)



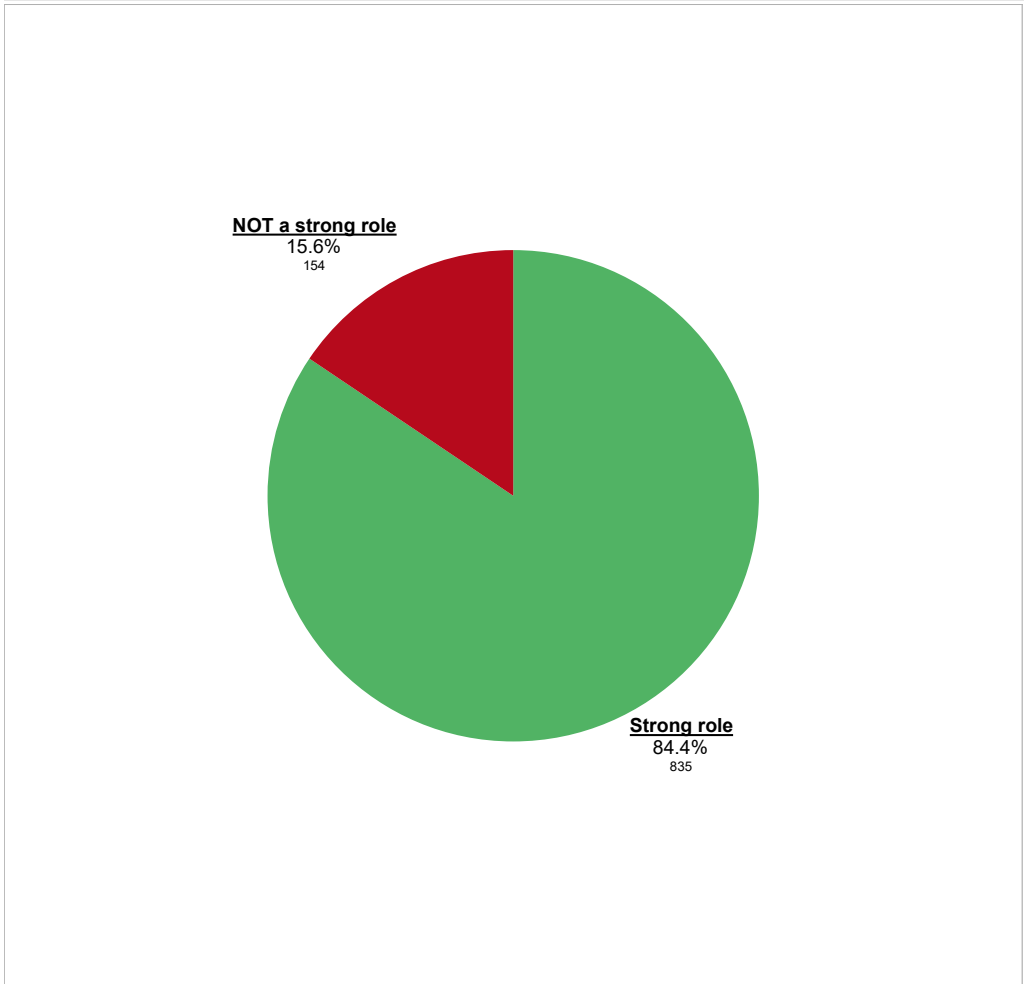
What would be your reasons for your departure, if you plan to leave the EMS field? (Statewide)



Does your employer off any benefits? (Select all that apply) (Statewide)

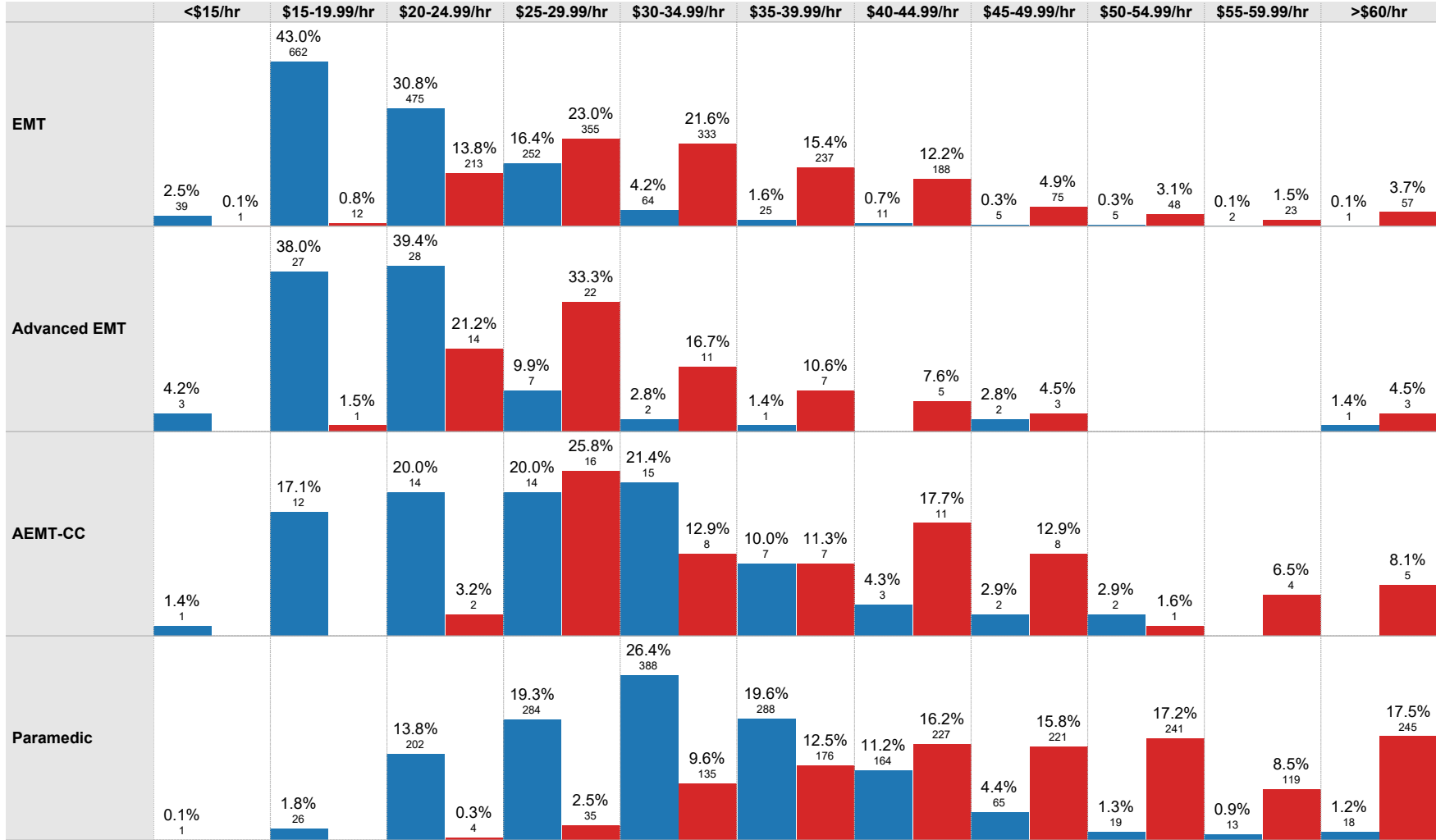


How much of a factor does having a defined pension play in you staying in EMS long term? (Statewide)



Provider Wage Analysis (Statewide)

Wage Type
■ Current Hourly Wage
■ Desired Fair Hourly Wage



Full Time | What is your approximate annual income by position and level of care?

		Less than \$29,999	\$30,000-\$39,000	\$40,000-\$49,000	\$50,000-\$59,000	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000 or more
Field Operations (e.g., Paramedic, EMT, etc.)	EMT	5.5% 56	19.4% 199	27.0% 277	22.9% 235	13.0% 134	6.6% 68	5.6% 58
	Advanced EMT	7.1% 3	26.2% 11	21.4% 9	26.2% 11	4.8% 2	9.5% 4	4.8% 2
	AEMT-CC		2.6% 1	15.8% 6	15.8% 6	18.4% 7	15.8% 6	31.6% 12
	Paramedic	0.1% 1	1.5% 16	6.1% 65	10.6% 113	18.2% 193	19.3% 205	44.2% 470
Administrative / Management	EMT	5.6% 5	11.1% 10	12.2% 11	20.0% 18	15.6% 14	6.7% 6	28.9% 26
	Advanced EMT		12.5% 1	25.0% 2	12.5% 1	12.5% 1		37.5% 3
	AEMT-CC			18.8% 3	37.5% 6	6.3% 1	12.5% 2	25.0% 4
	Paramedic		0.6% 2	3.8% 12	6.3% 20	12.3% 39	18.4% 58	58.5% 185
Education / Training	EMT	5.6% 5	17.8% 16	22.2% 20	23.3% 21	12.2% 11	8.9% 8	10.0% 9
	Advanced EMT		20.0% 1	40.0% 2		20.0% 1		20.0% 1
	AEMT-CC			50.0% 3			33.3% 2	16.7% 1
	Paramedic		0.6% 1	6.3% 10	11.3% 18	17.0% 27	22.6% 36	42.1% 67
Dispatch / Communication Center	EMT	4.0% 4	15.2% 15	22.2% 22	20.2% 20	18.2% 18	12.1% 12	8.1% 8
	Advanced EMT		50.0% 1					50.0% 1
	AEMT-CC						50.0% 1	50.0% 1
	Paramedic				18.9% 7	16.2% 6	27.0% 10	37.8% 14

Approximate annual income from all EMS Jobs vs. Average hours worked per week (Statewide)

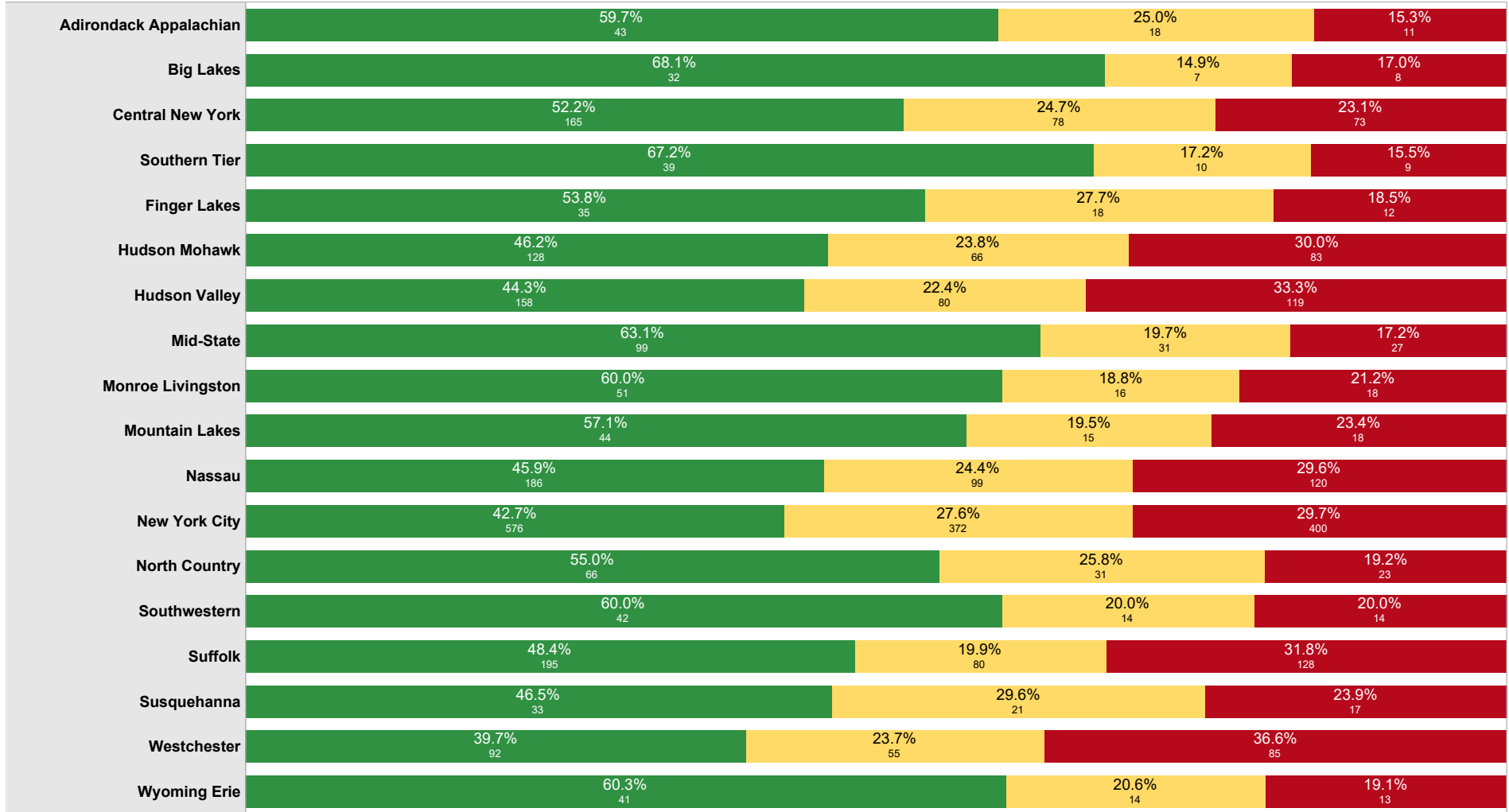
		Less than \$29,999	\$30,000-\$39,000	\$40,000-\$49,000	\$50,000-\$59,000	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000 or more
EMT	20-30	66.9% 97	26.9% 39	4.1% 6	1.4% 2			0.7% 1
	30-40	23.1% 52	32.4% 73	19.6% 44	14.2% 32	6.7% 15	2.2% 5	1.8% 4
	40-50	6.2% 38	21.5% 131	31.0% 189	19.8% 121	12.1% 74	4.8% 29	4.6% 28
	50-60	5.3% 15	15.3% 43	22.8% 64	26.0% 73	15.3% 43	8.5% 24	6.8% 19
	>61	2.6% 5	9.9% 19	14.6% 28	21.4% 41	17.7% 34	14.6% 28	19.3% 37
Advanced EMT	20-30	71.4% 5	14.3% 1	14.3% 1				
	30-40	33.3% 4	41.7% 5	16.7% 2		8.3% 1		
	40-50	10.0% 2	25.0% 5	30.0% 6	30.0% 6			5.0% 1
	50-60		17.6% 3	35.3% 6	23.5% 4		11.8% 2	11.8% 2
	>61	10.0% 1	10.0% 1	10.0% 1	10.0% 1	10.0% 1	20.0% 2	30.0% 3
AEMT-CC	20-30	60.0% 6	10.0% 1	30.0% 3				
	30-40	16.7% 1	33.3% 2		33.3% 2	16.7% 1		
	40-50			11.1% 2	22.2% 4	27.8% 5	16.7% 3	22.2% 4
	50-60			10.0% 1	30.0% 3	20.0% 2	20.0% 2	20.0% 2
	>61			14.3% 2	7.1% 1	7.1% 1	14.3% 2	57.1% 8
Paramedic	20-30	23.4% 18	29.9% 23	23.4% 18	13.0% 10	7.8% 6		2.6% 2
	30-40	1.4% 2	10.7% 15	13.6% 19	15.0% 21	18.6% 26	21.4% 30	19.3% 27
	40-50	0.4% 2	1.7% 9	7.2% 39	14.1% 76	21.2% 114	18.0% 97	37.4% 201
	50-60		0.7% 2	3.4% 10	7.0% 21	19.1% 57	20.5% 61	49.3% 147
	>61	0.3% 1	1.4% 5	3.1% 11	4.5% 16	8.8% 31	17.6% 62	64.3% 227

Full Time | What is your approximate annual income from all EMS jobs? (Regional)

	Less than \$29,999	\$30,000-\$39,000	\$40,000-\$49,000	\$50,000-\$59,000	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000 or more
Adirondack Appalachian	3.7% 2	7.4% 4	9.3% 5	14.8% 8	13.0% 7	24.1% 13	27.8% 15
Big Lakes		15.4% 6	25.6% 10	20.5% 8	5.1% 2	12.8% 5	20.5% 8
Central New York	0.9% 2	16.4% 37	14.2% 32	13.3% 30	15.1% 34	16.9% 38	23.1% 52
Finger Lakes	4.0% 2	16.0% 8	14.0% 7	14.0% 7	16.0% 8	18.0% 9	18.0% 9
Hudson Mohawk	4.0% 8	15.4% 31	13.9% 28	12.9% 26	16.4% 33	14.4% 29	22.9% 46
Hudson Valley	2.1% 5	7.9% 19	16.7% 40	15.1% 36	14.6% 35	15.5% 37	28.0% 67
Mid-State	2.0% 2	9.0% 9	24.0% 24	20.0% 20	15.0% 15	15.0% 15	15.0% 15
Monroe Livingston	4.4% 3	7.4% 5	16.2% 11	22.1% 15	13.2% 9	16.2% 11	20.6% 14
Mountain Lakes	3.5% 2	10.5% 6	17.5% 10	21.1% 12	10.5% 6	15.8% 9	21.1% 12
Nassau	0.7% 2	3.2% 9	8.6% 24	12.9% 36	10.0% 28	10.8% 30	53.8% 150
New York City	1.8% 21	8.3% 96	16.0% 185	16.8% 194	16.3% 188	12.5% 145	28.3% 327
North Country	17.9% 14	12.8% 10	20.5% 16	14.1% 11	17.9% 14	7.7% 6	9.0% 7
Southern Tier	2.3% 1	16.3% 7	18.6% 8	7.0% 3	9.3% 4	14.0% 6	32.6% 14
Southwestern	5.3% 3	12.3% 7	28.1% 16	19.3% 11	14.0% 8	5.3% 3	15.8% 9
Suffolk	1.0% 3	3.8% 11	9.6% 28	13.7% 40	11.9% 35	15.0% 44	45.1% 132
Susquehanna	1.9% 1	13.5% 7	19.2% 10	9.6% 5	13.5% 7	15.4% 8	26.9% 14
Westchester	2.7% 4	5.3% 8	10.0% 15	18.7% 28	14.0% 21	16.7% 25	32.7% 49
Wyoming Erie		13.7% 7	23.5% 12	15.7% 8	9.8% 5	11.8% 6	25.5% 13

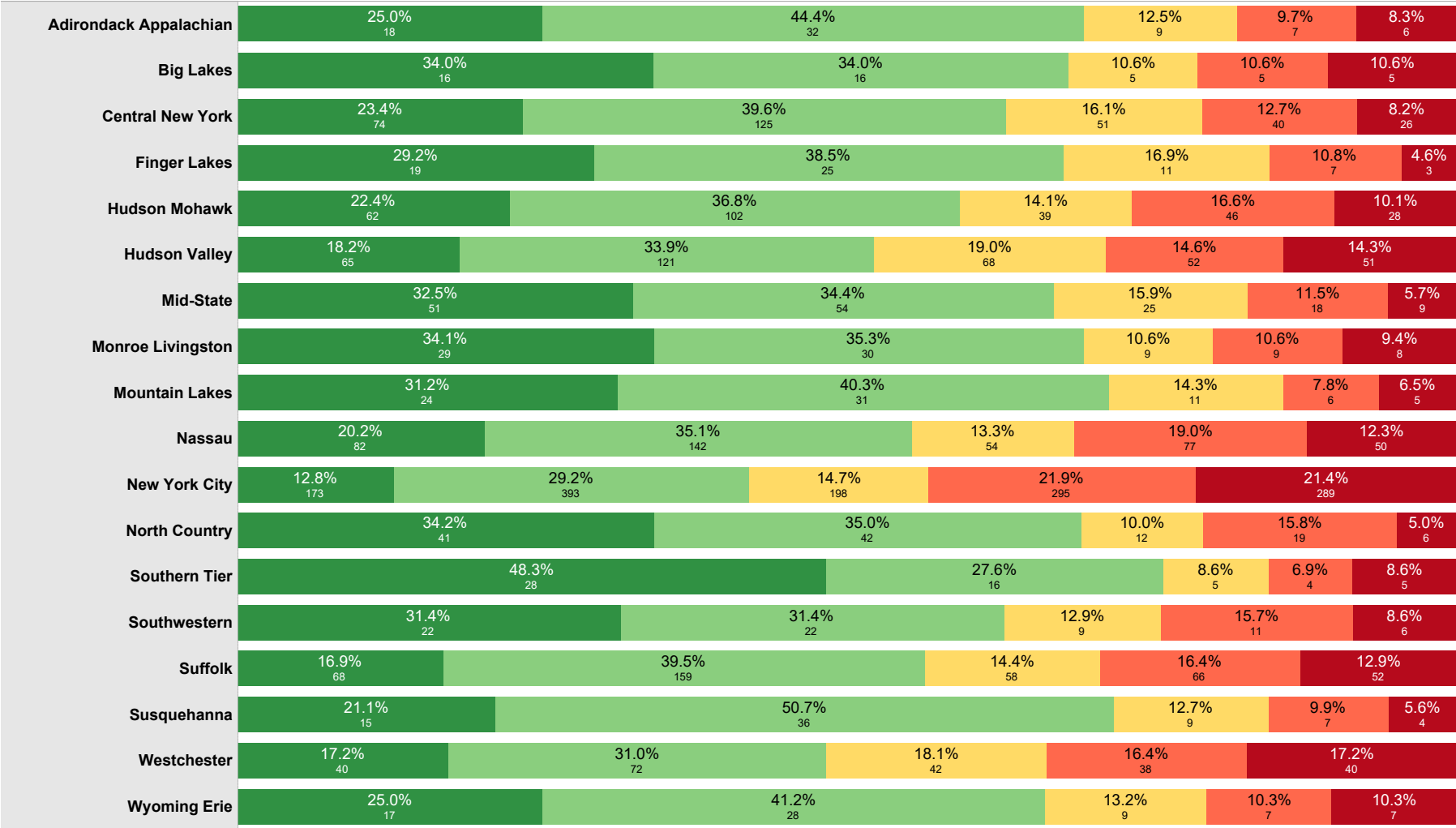
Do you believe you have a long term career in EMS? (Regional)

■ No
■ Unsure
■ Yes



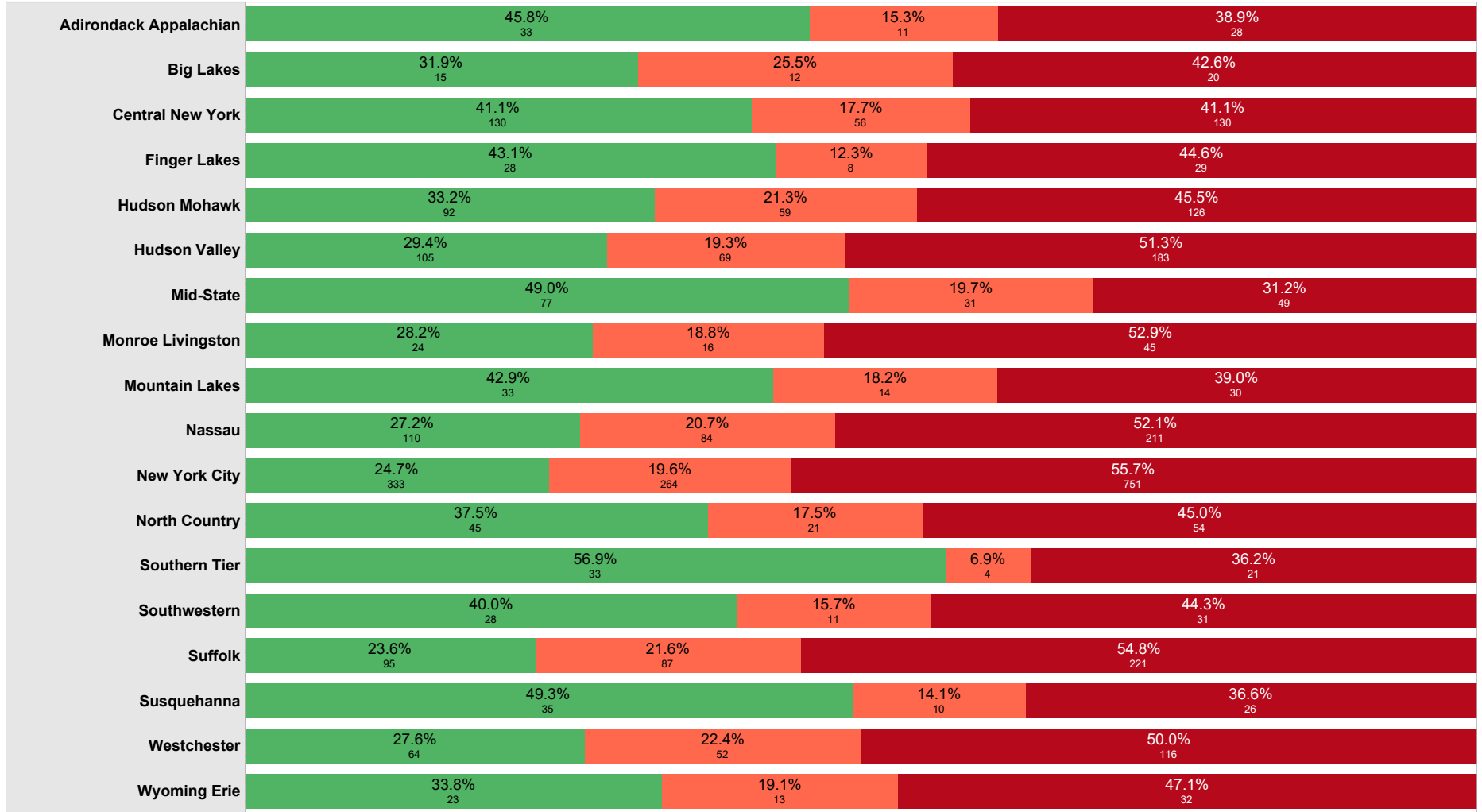
EMS Provider Satisfaction (Regional)

How satisfied are you w/i..
■ Very dissatisfied
■ Somewhat dissatisfied
■ Neither
■ Somewhat satisfied
■ Very Satisfied



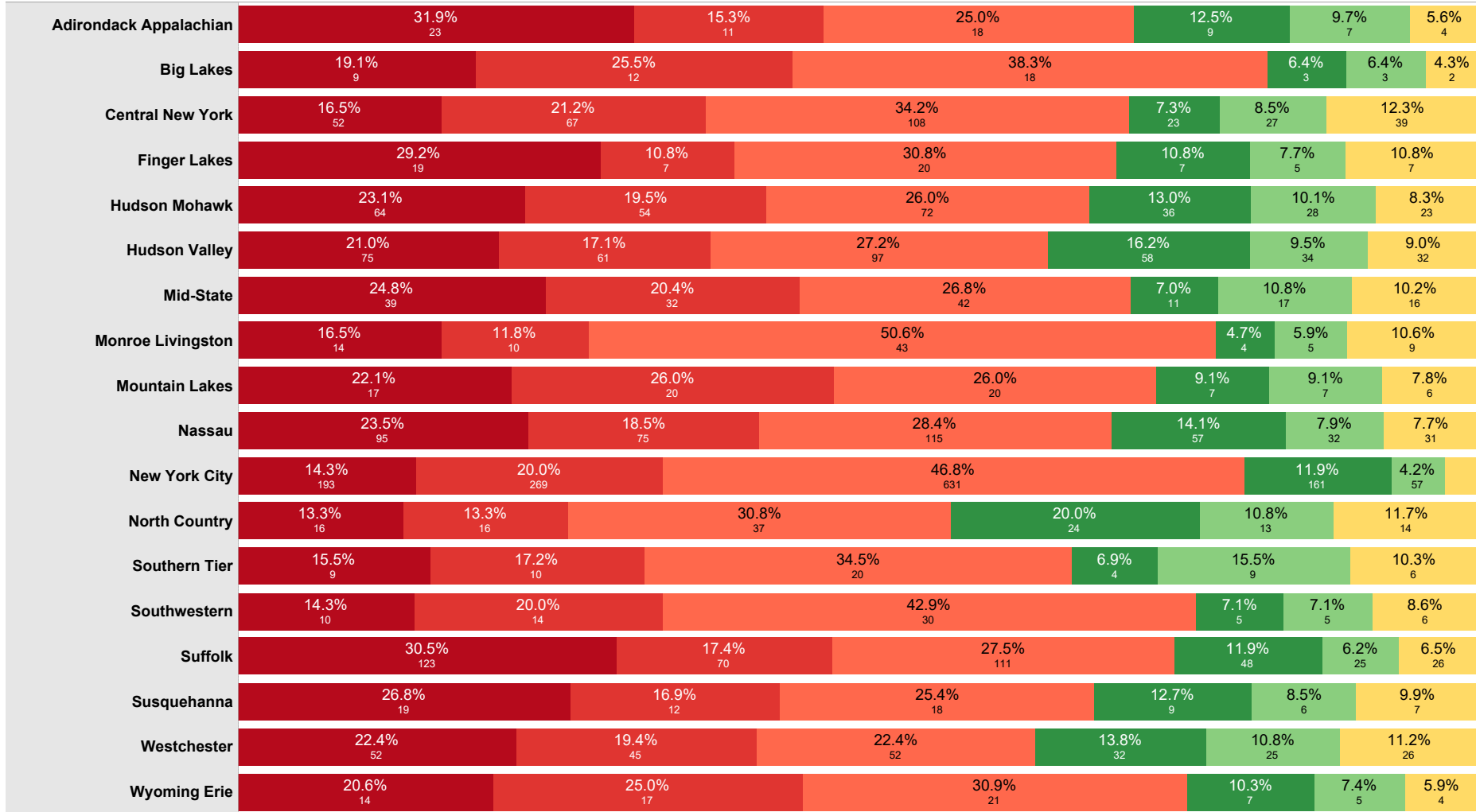
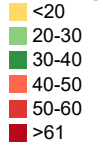
Have you ever considered leaving the EMS profession for a different healthcare profession? (Regional)

Have you ever con..
 ■ Yes, have consi..
 ■ Yes, considering
 ■ No



On average, how many hours do you work per week (total for all EMS jobs)? (Regional)

On average, how ..



How much longer do all EMS Providers plan to remain in the EMS field? (Regional)

	I am not sure	<1 year	1-5 years	6-10 years	11-15 years	16-20 years	>20 years
Adirondack Appalachian	30.6% 22	2.8% 2	6.9% 5	18.1% 13	13.9% 10	13.9% 10	13.9% 10
Big Lakes	34.0% 16	2.1% 1	23.4% 11	10.6% 5	8.5% 4	8.5% 4	12.8% 6
Central New York	26.9% 85	7.3% 23	25.9% 82	9.8% 31	8.2% 26	8.9% 28	13.0% 41
Finger Lakes	33.8% 22	3.1% 2	21.5% 14	12.3% 8	12.3% 8	3.1% 2	13.8% 9
Hudson Mohawk	25.3% 70	8.3% 23	25.6% 71	11.6% 32	10.8% 30	9.7% 27	8.7% 24
Hudson Valley	35.0% 125	9.2% 33	26.9% 96	9.5% 34	9.2% 33	3.9% 14	6.2% 22
Mid-State	31.2% 49	3.2% 5	19.1% 30	14.0% 22	6.4% 10	9.6% 15	16.6% 26
Monroe Livingston	31.8% 27	10.6% 9	16.5% 14	11.8% 10	8.2% 7	8.2% 7	12.9% 11
Mountain Lakes	27.3% 21	3.9% 3	20.8% 16	20.8% 16	6.5% 5	11.7% 9	9.1% 7
Nassau	22.5% 91	6.2% 25	29.9% 121	13.1% 53	11.1% 45	7.9% 32	9.4% 38
New York City	24.1% 325	10.9% 147	33.0% 445	10.3% 139	9.5% 128	5.4% 73	6.8% 91
North Country	42.5% 51	3.3% 4	18.3% 22	13.3% 16	3.3% 4	5.0% 6	14.2% 17
Southern Tier	22.4% 13	3.4% 2	19.0% 11	19.0% 11	12.1% 7	6.9% 4	17.2% 10
Southwestern	22.9% 16	4.3% 3	17.1% 12	14.3% 10	7.1% 5	14.3% 10	20.0% 14
Suffolk	28.0% 113	6.9% 28	28.3% 114	8.7% 35	9.4% 38	7.2% 29	11.4% 46
Susquehanna	29.6% 21	9.9% 7	26.8% 19	14.1% 10	11.3% 8	7.0% 5	1.4% 1
Westchester	29.3% 68	11.2% 26	28.9% 67	9.1% 21	8.6% 20	4.7% 11	8.2% 19
Wyoming Erie	23.5% 16	4.4% 3	23.5% 16	10.3% 7	10.3% 7	10.3% 7	17.6% 12

How much longer do EMTs plan to remain in the EMS field? (Regional)

	I am not sure	<1 year	1-5 years	6-10 years	11-15 years	16-20 years	>20 years
Adirondack Appalachian	36.4% 8	4.5% 1	4.5% 1	13.6% 3	9.1% 2	18.2% 4	13.6% 3
Big Lakes	42.9% 6		14.3% 2	7.1% 1		7.1% 1	28.6% 4
Central New York	28.5% 37	9.2% 12	22.3% 29	11.5% 15	5.4% 7	7.7% 10	15.4% 20
Finger Lakes	41.4% 12	3.4% 1	17.2% 5	13.8% 4		3.4% 1	20.7% 6
Hudson Mohawk	25.9% 30	9.5% 11	26.7% 31	10.3% 12	7.8% 9	7.8% 9	12.1% 14
Hudson Valley	39.9% 79	10.6% 21	26.8% 53	7.1% 14	5.1% 10	3.5% 7	7.1% 14
Mid-State	33.3% 19	3.5% 2	12.3% 7	10.5% 6	5.3% 3	8.8% 5	26.3% 15
Monroe Livingston	38.2% 13	14.7% 5	17.6% 6	5.9% 2	5.9% 2	5.9% 2	11.8% 4
Mountain Lakes	37.0% 10		18.5% 5	14.8% 4	7.4% 2	7.4% 2	14.8% 4
Nassau	30.3% 47	11.0% 17	32.9% 51	9.0% 14	2.6% 4	5.2% 8	9.0% 14
New York City	25.6% 204	13.9% 111	36.2% 288	7.4% 59	4.1% 33	4.4% 35	8.3% 66
North Country	54.0% 27	4.0% 2	12.0% 6	6.0% 3	2.0% 1	8.0% 4	14.0% 7
Southern Tier	29.6% 8	3.7% 1	7.4% 2	25.9% 7		3.7% 1	29.6% 8
Southwestern	31.8% 7		13.6% 3	13.6% 3		4.5% 1	36.4% 8
Suffolk	31.1% 55	9.6% 17	31.6% 56	6.2% 11	2.3% 4	6.8% 12	12.4% 22
Susquehanna	33.3% 9	7.4% 2	40.7% 11	7.4% 2	3.7% 1	7.4% 2	
Westchester	31.0% 31	15.0% 15	32.0% 32	5.0% 5	7.0% 7	1.0% 1	9.0% 9
Wyoming Erie	27.8% 5		22.2% 4	11.1% 2	5.6% 1		33.3% 6

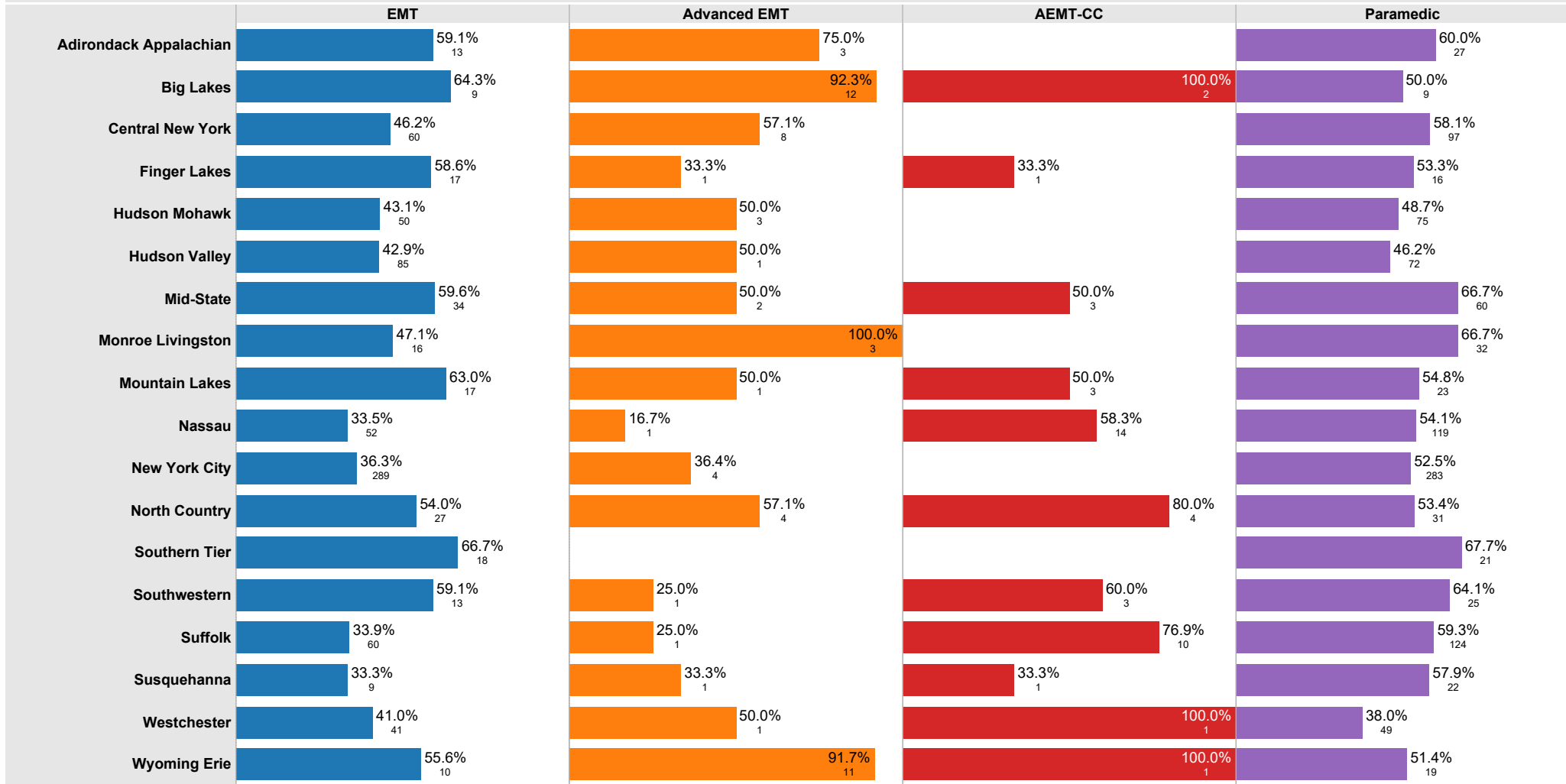
How much longer do Advanced EMTs plan to remain in the EMS field? (Regional)

	I am not sure	<1 year	1-5 years	6-10 years	11-15 years	16-20 years	>20 years
Adirondack Appalachian	25.0% 1			25.0% 1			50.0% 2
Big Lakes	30.8% 4		30.8% 4	7.7% 1	15.4% 2	7.7% 1	7.7% 1
Central New York	21.4% 3		28.6% 4	7.1% 1	7.1% 1	14.3% 2	21.4% 3
Finger Lakes	66.7% 2		33.3% 1				
Hudson Mohawk	50.0% 3		16.7% 1				33.3% 2
Hudson Valley	50.0% 1		50.0% 1				
Mid-State	50.0% 2						50.0% 2
Monroe Livingston	66.7% 2					33.3% 1	
Mountain Lakes			50.0% 1				50.0% 1
Nassau	16.7% 1		50.0% 3				33.3% 2
New York City	18.2% 2	18.2% 2	27.3% 3	18.2% 2		9.1% 1	9.1% 1
North Country	42.9% 3		14.3% 1	14.3% 1			28.6% 2
Southwestern	25.0% 1	25.0% 1	25.0% 1			25.0% 1	
Suffolk	25.0% 1		25.0% 1				50.0% 2
Susquehanna		33.3% 1			33.3% 1		33.3% 1
Westchester	100.0% 2						
Wyoming Erie	33.3% 4		25.0% 3		16.7% 2	8.3% 1	16.7% 2

How much longer do Paramedics plan to remain in the EMS field? (Regional)

	I am not sure	<1 year	1-5 years	6-10 years	11-15 years	16-20 years	>20 years
Adirondack Appalachian	28.9% 13	2.2% 1	6.7% 3	20.0% 9	17.8% 8	13.3% 6	11.1% 5
Big Lakes	22.2% 4	5.6% 1	27.8% 5	16.7% 3	11.1% 2	11.1% 2	5.6% 1
Central New York	26.3% 44	6.6% 11	27.5% 46	8.4% 14	10.8% 18	9.6% 16	10.8% 18
Finger Lakes	20.0% 6	3.3% 1	26.7% 8	10.0% 3	26.7% 8	3.3% 1	10.0% 3
Hudson Mohawk	23.4% 36	7.8% 12	25.3% 39	13.0% 20	13.6% 21	11.7% 18	5.2% 8
Hudson Valley	28.8% 45	7.7% 12	26.3% 41	12.8% 20	14.7% 23	4.5% 7	5.1% 8
Mid-State	30.0% 27	3.3% 3	23.3% 21	16.7% 15	6.7% 6	11.1% 10	8.9% 8
Monroe Livingston	25.0% 12	8.3% 4	16.7% 8	16.7% 8	10.4% 5	8.3% 4	14.6% 7
Mountain Lakes	23.8% 10	4.8% 2	23.8% 10	23.8% 10	4.8% 2	16.7% 7	2.4% 1
Nassau	18.2% 40	3.2% 7	27.3% 60	16.4% 36	16.8% 37	9.5% 21	8.6% 19
New York City	22.1% 119	6.1% 33	28.4% 153	14.5% 78	17.6% 95	6.9% 37	4.5% 24
North Country	34.5% 20	3.4% 2	25.9% 15	17.2% 10	3.4% 2	3.4% 2	12.1% 7
Southern Tier	16.1% 5	3.2% 1	29.0% 9	12.9% 4	22.6% 7	9.7% 3	6.5% 2
Southwestern	15.4% 6	5.1% 2	17.9% 7	17.9% 7	10.3% 4	17.9% 7	15.4% 6
Suffolk	26.8% 56	3.8% 8	24.9% 52	11.0% 23	16.3% 34	8.1% 17	9.1% 19
Susquehanna	31.6% 12	10.5% 4	13.2% 5	21.1% 8	15.8% 6	7.9% 3	
Westchester	27.1% 35	8.5% 11	27.1% 35	12.4% 16	10.1% 13	7.0% 9	7.8% 10
Wyoming Erie	16.2% 6	8.1% 3	24.3% 9	13.5% 5	10.8% 4	16.2% 6	10.8% 4

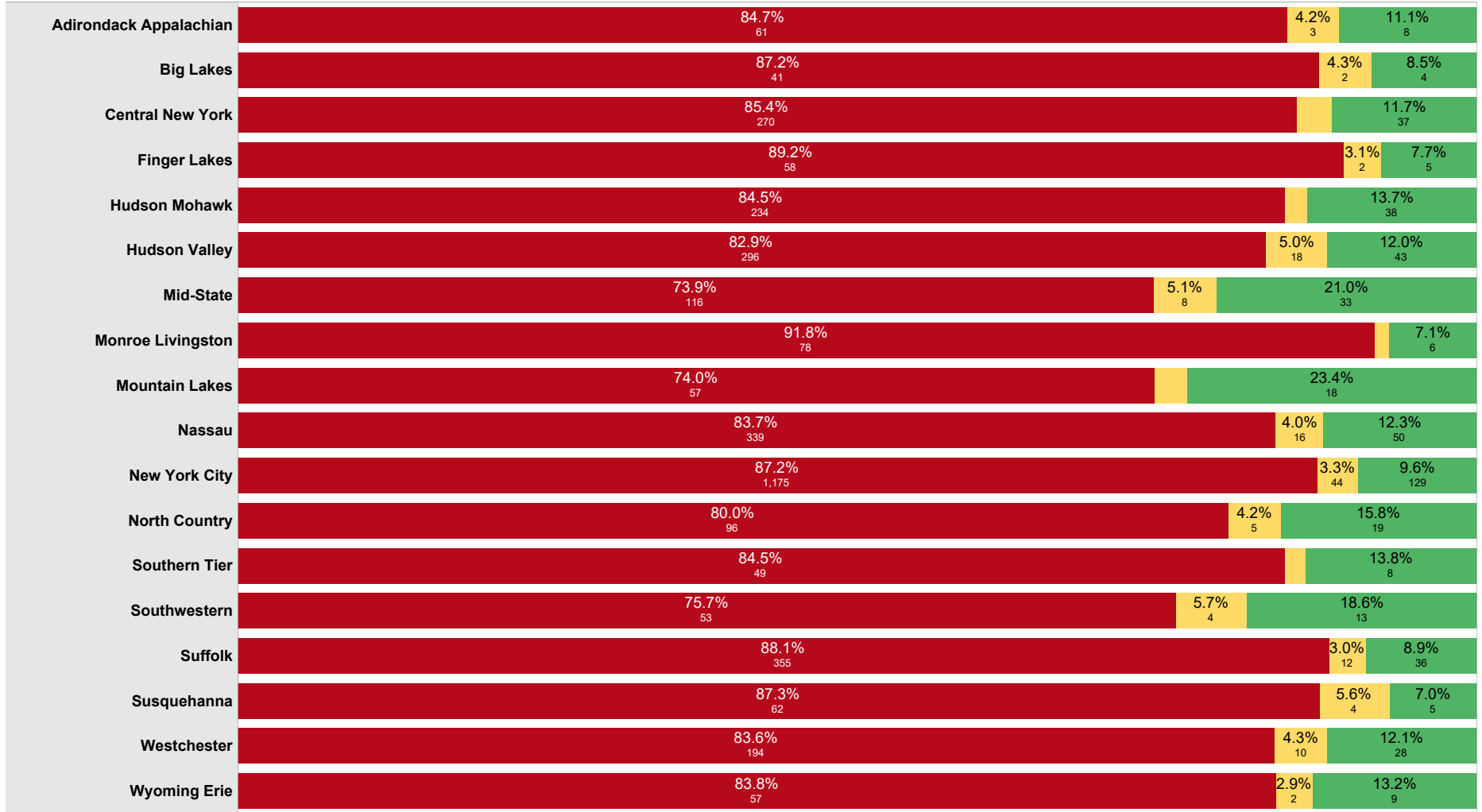
Percent of providers who believe they have a long term career in EMS (Regional)



What factors, if any, contribute to you staying in your career in EMS? (Regional)										
	Meaningful work	Personal satisfaction	Competitive salary and benefits	Job security	Schedule flexibility	Positive relationships with coworkers	Supportive work environment	Opportunities for advancement	Community involvement	Professional development
Adirondack Appalachian	60.9% 42	56.5% 39	50.7% 35	47.8% 33	52.2% 36	49.3% 34	36.2% 25	34.8% 24	33.3% 23	29.0% 20
Big Lakes	60.9% 28	52.2% 24	47.8% 22	34.8% 16	47.8% 22	34.8% 16	28.3% 13	28.3% 13	23.9% 11	19.6% 9
Central New York	61.1% 190	60.5% 188	45.3% 141	49.8% 155	48.9% 152	44.4% 138	36.7% 114	34.1% 106	27.3% 85	28.0% 87
Chemung, Schuyler, Stueben	70.2% 40	68.4% 39	47.4% 27	42.1% 24	52.6% 30	43.9% 25	36.8% 21	38.6% 22	31.6% 18	35.1% 20
Finger Lakes	61.9% 39	58.7% 37	49.2% 31	49.2% 31	49.2% 31	44.4% 28	34.9% 22	41.3% 26	30.2% 19	38.1% 24
Hudson Mohawk	59.6% 161	54.4% 147	45.2% 122	41.9% 113	47.8% 129	49.3% 133	33.0% 89	29.6% 80	28.9% 78	23.7% 64
Hudson Valley	56.2% 194	51.3% 177	51.9% 179	51.3% 177	47.5% 164	45.8% 158	35.7% 123	37.7% 130	28.4% 98	27.2% 94
Mid-State	58.2% 89	54.9% 84	47.1% 72	42.5% 65	48.4% 74	47.7% 73	31.4% 48	24.8% 38	29.4% 45	21.6% 33
Monroe Livingston	71.1% 59	57.8% 48	53.0% 44	49.4% 41	45.8% 38	43.4% 36	36.1% 30	36.1% 30	24.1% 20	27.7% 23
Mountain Lakes	50.7% 38	48.0% 36	41.3% 31	33.3% 25	48.0% 36	30.7% 23	22.7% 17	16.0% 12	21.3% 16	17.3% 13
Nassau	56.2% 222	53.4% 211	54.2% 214	52.4% 207	50.9% 201	45.1% 178	37.7% 149	40.5% 160	25.1% 99	32.2% 127
New York City	51.9% 681	47.3% 620	55.3% 725	54.8% 718	42.8% 561	41.3% 541	35.2% 462	37.5% 492	22.0% 288	25.2% 331
North Country	66.4% 79	63.9% 76	43.7% 52	37.8% 45	53.8% 64	59.7% 71	37.0% 44	26.1% 31	34.5% 41	26.9% 32
Southwestern	58.8% 40	63.2% 43	32.4% 22	39.7% 27	33.8% 23	42.6% 29	30.9% 21	13.2% 9	38.2% 26	17.6% 12
Suffolk	58.8% 231	54.5% 214	53.9% 212	55.5% 218	48.6% 191	50.1% 197	37.9% 149	39.4% 155	25.4% 100	28.0% 110
Susquehanna	61.8% 42	54.4% 37	41.2% 28	45.6% 31	41.2% 28	39.7% 27	30.9% 21	29.4% 20	27.9% 19	20.6% 14
Westchester	56.6% 128	52.7% 119	53.5% 121	47.8% 108	45.6% 103	40.3% 91	35.4% 80	38.9% 88	23.5% 53	27.0% 61
Wyoming Erie	56.7% 38	49.3% 33	43.3% 29	37.3% 25	44.8% 30	35.8% 24	29.9% 20	31.3% 21	28.4% 19	28.4% 19

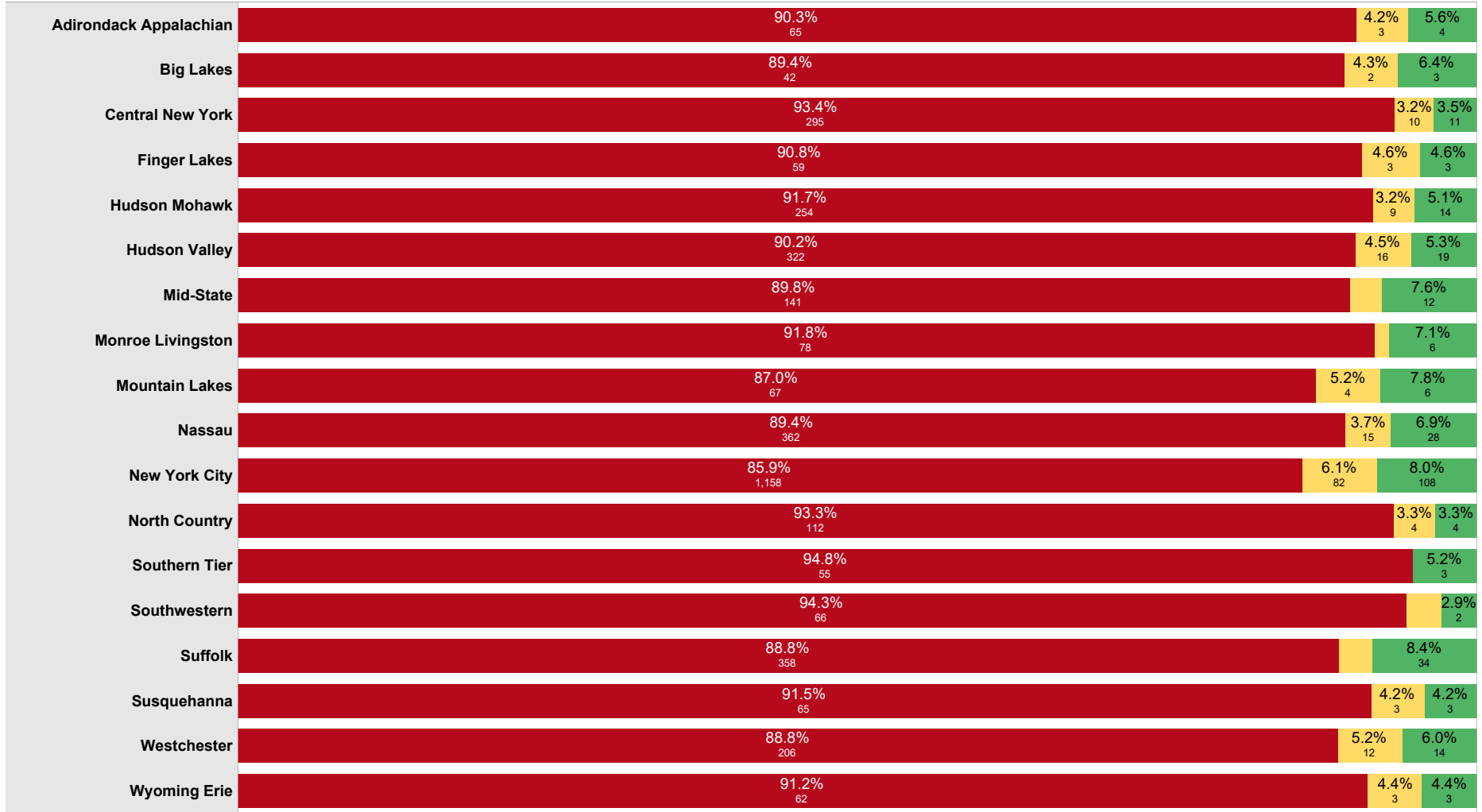
Have you ever experienced burnout or compassion fatigue in your role as an EMS provider? (Regional)

Have you ever exp..
■ No
■ Unsure
■ Yes



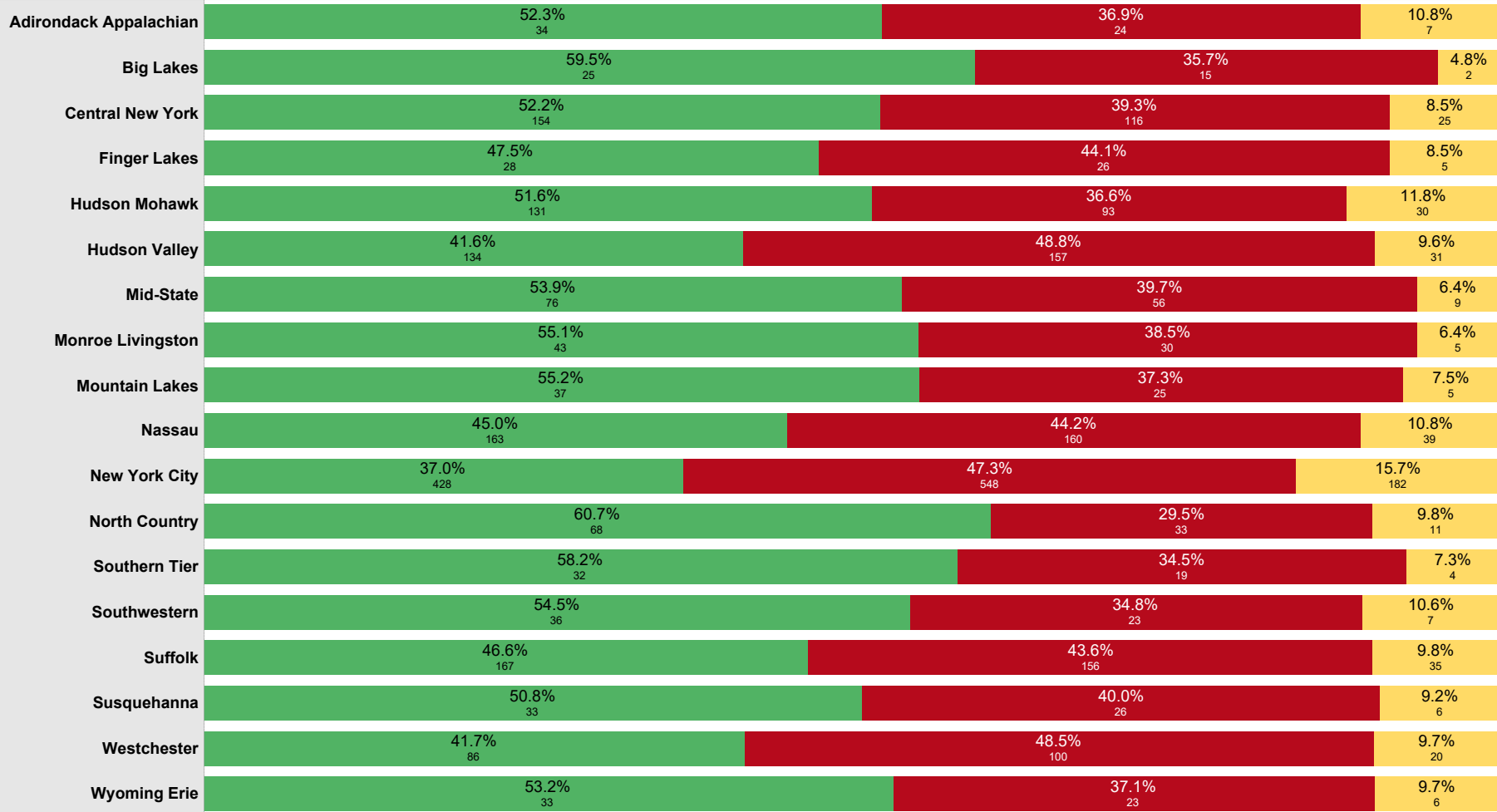
Have you ever experienced a traumatic event or incident while working as an EMS provider? (Regional)

Have you ever exp..
■ No
■ Prefer not to ans..
■ Yes



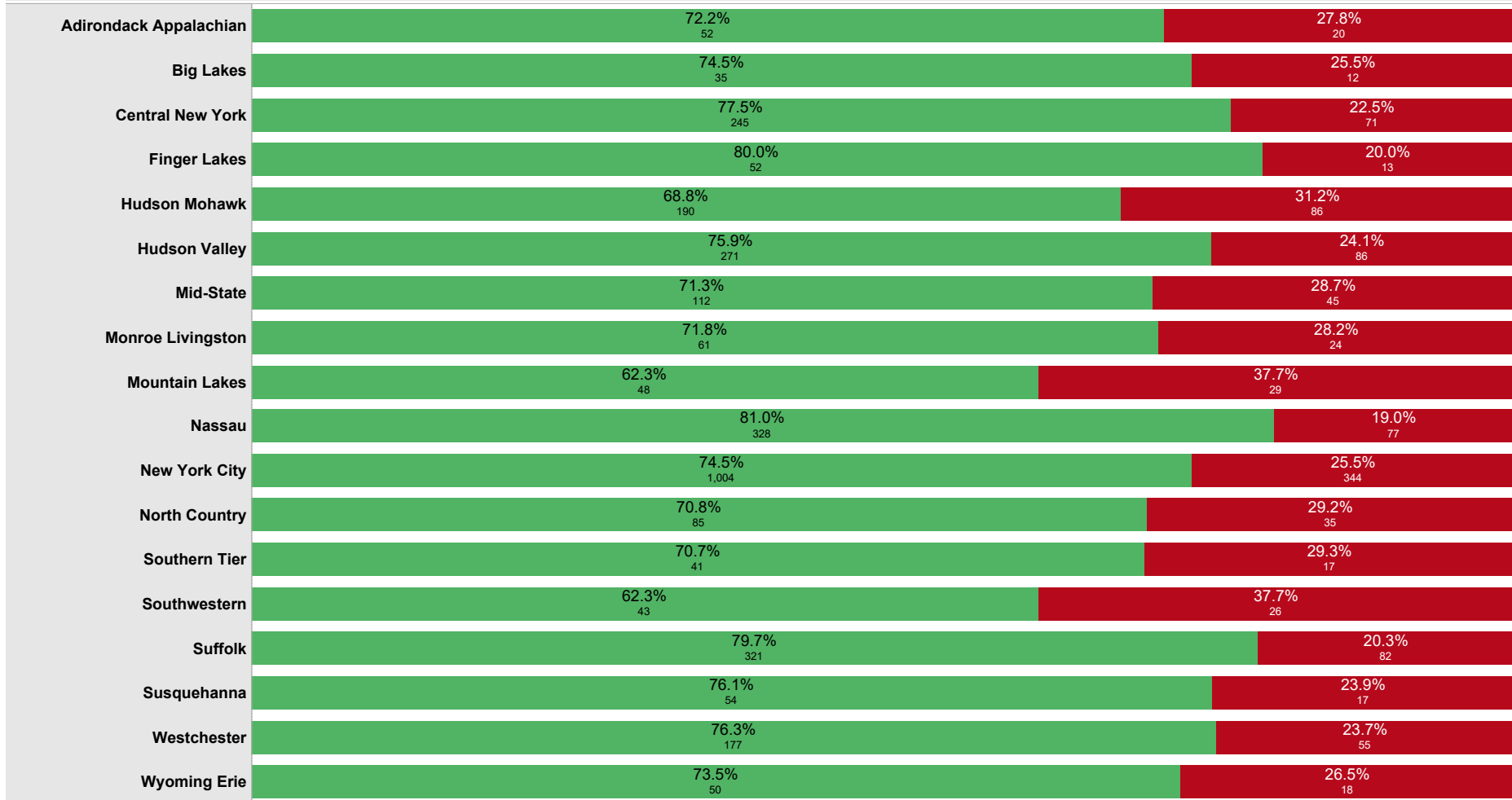
If you have experienced a traumatic event or incident, did you receive any formal or informal support from your employer or colleagues? (Regional)

If you have experie..
 Prefer not to ans..
 No
 Yes



Would you be more willing to remain in EMS as a full time profession if you were afforded more opportunities for advancement? (Regional)

Would you be mor..
■ No
■ Yes



Which specialized credentials would you want to see as a formal designation by the state EMS system? (Regional)

	Field Training Officer	Supervising EMS Officer	EMS Agency Training Officer	Managing EMS Officer	Executive EMS Officer	Community Outreach Coordinator	Quality Assurance Officer
Adirondack Appalachian	70.6% 36	56.9% 29	52.9% 27	49.0% 25	47.1% 24	43.1% 22	31.4% 16
Big Lakes	79.4% 27	55.9% 19	47.1% 16	26.5% 9	26.5% 9	32.4% 11	35.3% 12
Central New York	71.3% 169	62.9% 149	54.0% 128	46.0% 109	41.4% 98	43.9% 104	36.7% 87
Finger Lakes	64.6% 31	62.5% 30	56.3% 27	54.2% 26	45.8% 22	50.0% 24	41.7% 20
Hudson Mohawk	69.9% 128	65.6% 120	55.2% 101	49.7% 91	42.6% 78	47.5% 87	42.6% 78
Hudson Valley	71.0% 186	64.5% 169	52.7% 138	44.3% 116	39.3% 103	43.5% 114	38.5% 101
Mid-State	68.2% 73	66.4% 71	54.2% 58	55.1% 59	47.7% 51	37.4% 40	36.4% 39
Monroe Livingston	71.2% 42	66.1% 39	62.7% 37	61.0% 36	47.5% 28	45.8% 27	50.8% 30
Mountain Lakes	67.4% 31	56.5% 26	63.0% 29	52.2% 24	52.2% 24	58.7% 27	47.8% 22
Nassau	70.5% 217	71.1% 219	56.5% 174	53.6% 165	49.7% 153	36.0% 111	41.2% 127
New York City	69.0% 651	68.0% 641	48.8% 460	48.4% 456	41.3% 389	34.3% 323	39.1% 369
North Country	66.3% 55	63.9% 53	54.2% 45	38.6% 32	36.1% 30	38.6% 32	41.0% 34
Southern Tier	73.2% 30	63.4% 26	48.8% 20	48.8% 20	34.1% 14	36.6% 15	24.4% 10
Southwestern	73.2% 30	65.9% 27	61.0% 25	56.1% 23	36.6% 15	43.9% 18	36.6% 15
Suffolk	74.5% 225	73.2% 221	60.6% 183	56.6% 171	52.0% 157	44.0% 133	45.7% 138
Susquehanna	70.6% 36	72.5% 37	58.8% 30	54.9% 28	45.1% 23	52.9% 27	47.1% 24
Westchester	67.7% 113	71.9% 120	62.3% 104	56.9% 95	51.5% 86	50.9% 85	44.9% 75
Wyoming Erie	69.4% 34	63.3% 31	49.0% 24	36.7% 18	30.6% 15	32.7% 16	34.7% 17

What would be your reasons for your departure, if you plan to leave the EMS field? (Regional)

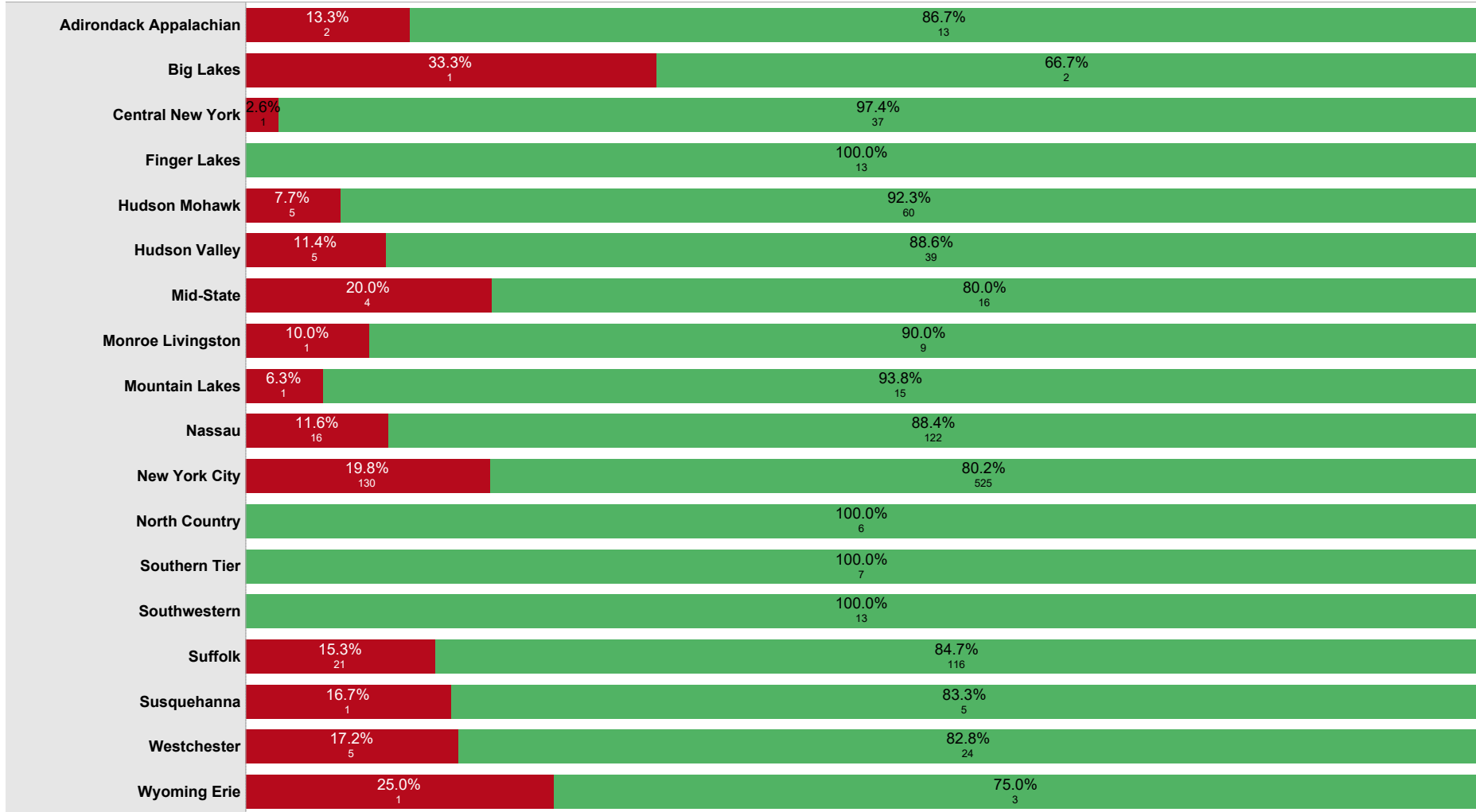
	Insufficient pay/benefits	Better job opportunities outside	Physical/mental health reasons	Lack of opportunities for advancement	Retirement	Work schedule conflicts with personal life	EMS is my stepping-stone to another career	I do not plan to leave EMS	EMS is my stepping-stone to another career
Adirondack Appalachian	50.7% 36	36.6% 26	32.4% 23	29.6% 21	33.8% 24	14.1% 10	5.6% 4	23.9% 17	4.2% 3
Big Lakes	46.8% 22	38.3% 18	31.9% 15	21.3% 10	36.2% 17	25.5% 12	10.6% 5	10.6% 5	6.4% 3
Central New York	55.4% 175	42.7% 135	41.1% 130	33.5% 106	28.5% 90	18.4% 58	9.2% 29	17.7% 56	4.4% 14
Finger Lakes	50.8% 33	47.7% 31	38.5% 25	35.4% 23	23.1% 15	23.1% 15	6.2% 4	15.4% 10	4.6% 3
Hudson Mohawk	66.3% 183	48.6% 134	39.9% 110	29.3% 81	34.8% 96	27.5% 76	8.7% 24	10.9% 30	6.2% 17
Hudson Valley	66.8% 237	53.2% 189	35.5% 126	40.6% 144	22.3% 79	22.0% 78	15.5% 55	7.9% 28	7.3% 26
Mid-State	45.8% 71	36.8% 57	29.7% 46	30.3% 47	26.5% 41	21.9% 34	3.9% 6	19.4% 30	6.5% 10
Monroe Livingston	50.6% 42	49.4% 41	37.3% 31	27.7% 23	28.9% 24	24.1% 20	10.8% 9	10.8% 9	3.6% 3
Mountain Lakes	55.3% 42	42.1% 32	34.2% 26	23.7% 18	35.5% 27	25.0% 19	5.3% 4	13.2% 10	9.2% 7
Nassau	63.3% 255	55.1% 222	40.2% 162	37.5% 151	28.0% 113	25.6% 103	16.9% 68	11.7% 47	10.4% 42
New York City	74.6% 1,000	60.7% 814	44.8% 601	33.3% 446	21.1% 283	26.0% 349	16.5% 221	6.8% 91	12.7% 170
North Country	68.6% 81	40.7% 48	38.1% 45	27.1% 32	24.6% 29	23.7% 28	4.2% 5	12.7% 15	5.1% 6
Southern Tier	29.3% 17	31.0% 18	36.2% 21	22.4% 13	41.4% 24	15.5% 9	3.4% 2	22.4% 13	12.1% 7
Southwestern	52.9% 37	35.7% 25	32.9% 23	21.4% 15	47.1% 33	18.6% 13	7.1% 5	17.1% 12	
Suffolk	69.5% 280	61.5% 248	42.4% 171	43.7% 176	22.6% 91	31.5% 127	16.4% 66	9.9% 40	12.2% 49
Susquehanna	52.9% 37	44.3% 31	38.6% 27	44.3% 31	40.0% 28	12.9% 9	8.6% 6	12.9% 9	10.0% 7
Westchester	70.3% 163	58.6% 136	39.2% 91	46.6% 108	20.3% 47	26.3% 61	14.7% 34	10.3% 24	12.9% 30
Wyoming Erie	47.1% 32	39.7% 27	29.4% 20	20.6% 14	42.6% 29	26.5% 18	5.9% 4	10.3% 7	4.4% 3

Does your employer off any benefits? (Select all that apply) (Regional)

	None	Health Insurance	Paid Time Off (e.g. Vacation, Sick Leave)	Retirement Plan (e.g. 401k)	Dental Insurance	Continuing education opportunities	Defined Pension
Adirondack Appalachian	4.4% 3	85.3% 58	89.7% 61	79.4% 54	72.1% 49	57.4% 39	22.1% 15
Big Lakes	2.3% 1	97.7% 43	93.2% 41	90.9% 40	72.7% 32	68.2% 30	6.8% 3
Central New York	1.9% 6	87.7% 270	86.0% 265	73.1% 225	65.9% 203	63.0% 194	12.3% 38
Finger Lakes		90.6% 58	89.1% 57	75.0% 48	71.9% 46	65.6% 42	20.3% 13
Hudson Mohawk	1.1% 3	85.2% 231	88.6% 240	70.1% 190	69.0% 187	72.0% 195	24.0% 65
Hudson Valley	4.7% 16	80.2% 275	79.6% 273	68.8% 236	64.1% 220	58.9% 202	12.8% 44
Mid-State	3.4% 5	78.9% 116	86.4% 127	62.6% 92	52.4% 77	47.6% 70	13.6% 20
Monroe Livingston		94.0% 78	94.0% 78	84.3% 70	74.7% 62	63.9% 53	12.0% 10
Mountain Lakes		69.7% 53	82.9% 63	53.9% 41	55.3% 42	75.0% 57	21.1% 16
Nassau	3.9% 15	80.9% 309	79.3% 303	72.0% 275	69.6% 266	54.5% 208	36.1% 138
New York City	0.6% 8	93.5% 1,237	86.5% 1,145	76.8% 1,016	76.0% 1,005	53.5% 708	49.5% 655
North Country	1.8% 2	63.7% 72	81.4% 92	47.8% 54	46.0% 52	68.1% 77	5.3% 6
Southern Tier		96.4% 54	87.5% 49	89.3% 50	91.1% 51	73.2% 41	12.5% 7
Southwestern	1.4% 1	81.2% 56	85.5% 59	68.1% 47	66.7% 46	55.1% 38	18.8% 13
Suffolk	2.9% 11	81.4% 311	81.7% 312	69.1% 264	66.5% 254	51.6% 197	35.9% 137
Susquehanna	1.5% 1	67.7% 44	84.6% 55	63.1% 41	49.2% 32	66.2% 43	9.2% 6
Westchester	4.1% 9	80.5% 178	76.5% 169	68.8% 152	64.3% 142	52.0% 115	13.1% 29
Wyoming Erie		93.8% 61	89.2% 58	89.2% 58	76.9% 50	64.6% 42	6.2% 4

How much of a factor does having a defined pension play in you staying in EMS long term? (Regional)

How much of a fac..
■ Strong role
■ NOT a strong role



EMT Wage Analysis (Regional)

	Current Hourly Wage											Desired Fair Hourly Wage											
	<\$15/hr	\$15-19.99/..	\$20-24.99..	\$25-29.99/..	\$30-34.99..	\$35-39.99/..	\$40-44.99..	\$45-49.99/..	\$50-54.99..	\$55-59.99/..	>\$60/hr	<\$15/hr	\$15-19.99/..	\$20-24.99..	\$25-29.99/..	\$30-34.99..	\$35-39.99/..	\$40-44.99..	\$45-49.99/..	\$50-54.99..	\$55-59.99/..	>\$60/hr	
Adirondack Appalachian		72.7% 16	22.7% 5	4.5% 1									54.5% 12	31.8% 7	4.5% 1	9.1% 2							
Big Lakes		71.4% 10	28.6% 4										28.6% 4	50.0% 7	21.4% 3								
Central New York	1.6% 2	68.8% 88	22.7% 29	2.3% 3	0.8% 1	2.3% 3	0.8% 1	0.8% 1					1.6% 2	38.6% 49	30.7% 39	15.7% 20	5.5% 7	3.9% 5	1.6% 2	2.4% 3			
Finger Lakes	6.9% 2	27.6% 8	55.2% 16	6.9% 2		3.4% 1							17.2% 5	62.1% 18	13.8% 4	3.4% 1	3.4% 1						
Hudson Mohawk	1.7% 2	51.3% 59	38.3% 44	7.0% 8	0.9% 1	0.9% 1						0.9% 1	24.3% 27	36.0% 40	26.1% 29	9.0% 10	1.8% 2			1.8% 2			
Hudson Valley	1.0% 2	47.2% 92	36.4% 71	8.2% 16	3.1% 6	1.0% 2	1.5% 3		1.5% 3				15.4% 30	33.8% 66	26.2% 51	12.3% 24	6.7% 13	3.1% 6	0.5% 1		2.1% 4		
Mid-State	3.5% 2	80.7% 46	15.8% 9										5.4% 3	57.1% 32	33.9% 19	1.8% 1		1.8% 1					
Monroe Livingston	2.9% 1	41.2% 14	41.2% 14	11.8% 4		2.9% 1							20.6% 7	47.1% 16	23.5% 8	2.9% 1	2.9% 1	2.9% 1					
Mountain Lakes	3.7% 1	48.1% 13	44.4% 12		3.7% 1							3.7% 1	29.6% 8	33.3% 9	29.6% 8				3.7% 1				
Nassau	1.3% 2	20.3% 31	26.8% 41	42.5% 65	5.2% 8	2.6% 4	0.7% 1			0.7% 1		0.7% 1	0.7% 1	11.8% 18	19.7% 30	34.2% 52	19.7% 30	8.6% 13	1.3% 2	1.3% 2	2.0% 3		
New York City	1.2% 9	34.9% 270	28.6% 221	25.1% 194	7.0% 54	1.8% 14	0.6% 5	0.4% 3	0.1% 1	0.3% 2		0.1% 1	0.1% 1	1.0% 8	12.0% 93	23.3% 181	23.0% 179	19.2% 149	7.7% 60	4.9% 38	2.4% 19	6.3% 49	
North Country	28.0% 14	68.0% 34	4.0% 2										16.0% 8	48.0% 24	28.0% 14	8.0% 4							
Southern Tier	11.5% 3	30.8% 8	57.7% 15									3.8% 1	38.5% 10	34.6% 9	11.5% 3	7.7% 2			3.8% 1				
Southwestern	25.0% 5	55.0% 11	15.0% 3					5.0% 1					71.4% 15	19.0% 4							9.5% 2		
Suffolk	0.6% 1	21.0% 37	43.2% 76	30.7% 54	2.3% 4	1.1% 2	1.1% 2					0.6% 1	1.7% 3	24.6% 43	27.4% 48	20.0% 35	16.6% 29	4.6% 8	1.1% 2	1.7% 3	1.7% 3		
Susquehanna		81.5% 22	11.1% 3	3.7% 1			3.7% 1						46.2% 12	23.1% 6	11.5% 3	11.5% 3	3.8% 1	3.8% 1					
Westchester	3.1% 3	27.6% 27	38.8% 38	21.4% 21	3.1% 3	1.0% 1	2.0% 2	1.0% 1	1.0% 1	1.0% 1		1.0% 1	1.0% 1	32.0% 31	26.8% 26	18.6% 18	8.2% 8	6.2% 6		1.0% 1	5.2% 5		
Wyoming Erie	5.6% 1	72.2% 13	22.2% 4										33.3% 6	44.4% 8	16.7% 3	5.6% 1							

Advanced EMT Wage Analysis (Regional)

	Current Hourly Wage										Desired Fair Hourly Wage												
	<\$15/hr	\$15-19.99/..	\$20-24.99..	\$25-29.99..	\$30-34.99..	\$35-39.99/..	\$40-44.99..	\$45-49.99..	\$50-54.99..	\$55-59.99/..	>\$60/hr	<\$15/hr	\$15-19.99/..	\$20-24.99..	\$25-29.99..	\$30-34.99..	\$35-39.99/..	\$40-44.99..	\$45-49.99..	\$50-54.99..	\$55-59.99/..	>\$60/hr	
Adirondack Appalachian		50.0% 2	25.0% 1	25.0% 1										25.0% 1	25.0% 1	25.0% 1	25.0% 1						
Big Lakes		15.4% 2	53.8% 7	15.4% 2		7.7% 1		7.7% 1						36.4% 4	45.5% 5	18.2% 2							
Central New York		46.2% 6	46.2% 6							7.7% 1				7.7% 1	69.2% 9	7.7% 1	7.7% 1						7.7% 1
Finger Lakes			66.7% 2	33.3% 1											33.3% 1	66.7% 2							
Hudson Mohawk	16.7% 1	50.0% 3	33.3% 2											16.7% 1	16.7% 1	33.3% 2							33.3% 2
Hudson Valley			50.0% 1		50.0% 1												50.0% 1	50.0% 1					
Mid-State		100.0% 4												25.0% 1	25.0% 1	25.0% 1							25.0% 1
Monroe Livingston			33.3% 1	66.7% 2										33.3% 1		66.7% 2							
Mountain Lakes		100.0% 2												100.0% 2									
Nassau		33.3% 2	33.3% 2	33.3% 2												20.0% 1	40.0% 2	20.0% 1					20.0% 1
New York City		36.4% 4	45.5% 5	18.2% 2											11.1% 1		22.2% 2	22.2% 2	22.2% 2				22.2% 2
North Country	14.3% 1	85.7% 6											14.3% 1	57.1% 4	28.6% 2								
Southwestern	25.0% 1		50.0% 2		25.0% 1										50.0% 2	25.0% 1		25.0% 1					
Suffolk		25.0% 1	25.0% 1	50.0% 2													66.7% 2						33.3% 1
Susquehanna			100.0% 3												33.3% 1	66.7% 2							
Westchester					50.0% 1			50.0% 1										50.0% 1	50.0% 1				
Wyoming Erie		16.7% 2	50.0% 6	16.7% 2		8.3% 1		8.3% 1						33.3% 3	44.4% 4	22.2% 2							

Paramedic Wage Analysis (Regional)

	Current Hourly Wage										Desired Fair Hourly Wage												
	<\$15/hr	\$15-19.99/..	\$20-24.99..	\$25-29.99/..	\$30-34.99..	\$35-39.99/..	\$40-44.99..	\$45-49.99/..	\$50-54.99..	\$55-59.99/..	>=\$60/hr	<\$15/hr	\$15-19.99/..	\$20-24.99..	\$25-29.99/..	\$30-34.99..	\$35-39.99/..	\$40-44.99..	\$45-49.99/..	\$50-54.99..	\$55-59.99/..	>=\$60/hr	
Adirondack Appalachian	4.4%	24.4%	33.3%	20.0%	11.1%	2.2%	4.4%						2.4%	2.4%	26.2%	16.7%	23.8%	9.5%	9.5%	2.4%	7.1%		
	2	11	15	9	5	1	2						1	1	11	7	10	4	4	1	3		
Big Lakes		29.4%	17.6%	29.4%	11.8%	5.9%	5.9%								11.1%	11.1%	33.3%	33.3%		11.1%			
		5	3	5	2	1	1								2	2	6	6		2			
Central New York	1.8%	19.9%	40.4%	21.7%	7.8%	6.0%	1.8%			0.6%				3.8%	16.9%	33.1%	21.9%	13.1%	5.6%	1.9%	3.8%		
	3	33	67	36	13	10	3			1				6	27	53	35	21	9	3	6		
Finger Lakes		10.0%	33.3%	33.3%	13.3%	6.7%	3.3%								3.6%	28.6%	35.7%	17.9%	3.6%		10.7%		
		3	10	10	4	2	1								1	8	10	5	1		3		
Hudson Mohawk	1.3%	19.6%	36.6%	25.5%	7.8%	5.9%	2.6%		0.7%				0.7%	2.8%	17.2%	24.1%	33.8%	12.4%	3.4%	3.4%	2.1%		
	2	30	56	39	12	9	4		1				1	4	25	35	49	18	5	5	3		
Hudson Valley	0.6%	8.4%	11.6%	31.6%	24.5%	16.1%	5.2%	0.6%		1.3%				1.4%	2.8%	7.7%	22.4%	16.8%	25.2%	10.5%	13.3%		
	1	13	18	49	38	25	8	1		2				2	4	11	32	24	36	15	19		
Mid-State	10.1%	40.4%	28.1%	11.2%	4.5%	1.1%	2.2%	2.2%					3.4%	10.2%	33.0%	23.9%	13.6%	4.5%	5.7%	1.1%	4.5%		
	9	36	25	10	4	1	2	2					3	9	29	21	12	4	5	1	4		
Monroe Livingston		14.6%	31.3%	25.0%	20.8%	2.1%	2.1%	2.1%		2.1%				2.3%	9.1%	43.2%	11.4%	20.5%	6.8%		6.8%		
		7	15	12	10	1	1	1		1				1	4	19	5	9	3		3		
Mountain Lakes		33.3%	33.3%	19.0%	11.9%			2.4%						13.5%	16.2%	18.9%	24.3%	16.2%	5.4%		5.4%		
		14	14	8	5			1						5	6	7	9	6	2		2		
Nassau		2.3%	6.5%	24.1%	27.8%	19.9%	9.3%	2.3%	4.2%	3.7%					1.0%	1.0%	9.3%	20.1%	22.5%	15.2%	30.9%		
		5	14	52	60	43	20	5	9	8					2	2	19	41	46	31	63		
New York City	0.2%	0.8%	6.0%	10.3%	25.6%	28.9%	16.7%	6.8%	1.7%	1.6%	1.6%				0.8%	1.8%	6.0%	17.7%	27.4%	12.9%	33.4%		
	1	4	31	53	132	149	86	35	9	8	8				4	9	30	89	138	65	168		
North Country	14.0%	40.4%	24.6%	12.3%	7.0%		1.8%							10.5%	31.6%	21.1%	19.3%	5.3%	7.0%	1.8%	3.5%		
	8	23	14	7	4		1							6	18	12	11	3	4	1	2		
Southern Tier		19.4%	16.1%	45.2%	16.1%		3.2%							10.3%	20.7%	31.0%	20.7%	10.3%	3.4%		3.4%		
		6	5	14	5		1							3	6	9	6	3	1		1		
Southwestern	2.7%	45.9%	18.9%	18.9%	10.8%	2.7%								14.3%	25.7%	25.7%	14.3%	8.6%	2.9%	8.6%			
	1	17	7	7	4	1								5	9	9	5	3	1	3			
Suffolk	0.5%	2.0%	8.9%	33.5%	29.6%	10.8%	7.4%	2.0%	3.0%	2.5%					1.0%	1.5%	14.4%	27.7%	20.0%	13.8%	21.5%		
	1	4	18	68	60	22	15	4	6	5					2	3	28	54	39	27	42		
Susquehanna		21.6%	35.1%	35.1%	8.1%									2.9%	17.1%	28.6%	31.4%	11.4%			8.6%		
		8	13	13	3									1	6	10	11	4			3		
Westchester		4.8%	4.8%	38.1%	27.8%	14.3%	2.4%	3.2%	1.6%	3.2%					0.8%	3.3%	12.5%	15.0%	26.7%	20.8%	20.8%		
		6	6	48	35	18	3	4	2	4					1	4	15	18	32	25	25		
Wyoming Erie		36.1%	25.0%	16.7%	2.8%	8.3%	8.3%			2.8%					3.0%	21.2%	27.3%	15.2%	18.2%	3.0%	12.1%		
		13	9	6	1	3	3			1					1	7	9	5	6	1	4		