COMPENSATION & PURCHASING POWER COMPARISON

AIR MEDICAL COMPENSATION & COST-OF-LIVING FACT SHEET

CareFlite (DFW Combined Statistical Area) vs. Boston MedFlight (MA)

DFW CSA-Adjusted Purchasing Power Comparison (Raw Out-of-State Contract Scale Omitted)

SCHEDULE & WAGE BASELINES

- **CareFlite (24/72):** 2,184 worked hrs/yr (1,872 regular + 312 built-in 1.5× OT). Entry Base: **$36.00/hr RN | $27.00/hr Medic** (+3%/yr).
- **BMF (MA Bases Only):** 2,080 hrs/yr full-time base (salaried on 2,080 hrs while scheduled for 1,872 transport hrs/yr).
- **Contract Progression:** BMF sets ~7% combined annual growth (4% step increments + 3.0% annual across-the-board raises) + paramedic parity adjustments.

DFW CSA COST-OF-LIVING & TAX ADJUSTMENT

- **Broad DFW Cost of Living Benchmark:** Covers the 11-county DFW metro plus Cooke (Gainesville), Hood (Granbury), and Grayson (Whitesboro) counties vs. Greater Boston MA bases.
- **Tax-Adjusted Normalization:** All BMF figures below are converted into equivalent DFW CoL purchasing power, including 5.0% MA state income tax vs. 0% in TX.
- **Scale Privacy:** Raw Massachusetts dollar figures and conversion ratios are omitted; every BMF number reflects direct North Texas purchasing power.

1. FLIGHT NURSE (RN) — NEW HIRE PROGRESSION (DFW CSA-ADJUSTED)

Clinician Cohort	CareFlite Base Hourly	BMF Hourly adjusted to DFW Cost of Living	Straight-Time Hourly Delta	CareFlite Annual (24/72)	BMF Annual adjusted to DFW Cost of Living (3x 12s)	Annual Gross Delta
New Hire (Year 1) Entry Base	$36.00/hr	**$40.05/hr**	**+$4.05/hr**	$84,240	**$83,308**	**-$932/yr**
Year 2 +1 Year Tenure	$37.08/hr	**$42.90/hr**	**+$5.82/hr**	$86,767	**$89,232**	**+$2,465/yr**
Year 3 +2 Years Tenure	$38.19/hr	**$45.05/hr**	**+$6.86/hr**	$89,370	**$93,704**	**+$4,334/yr**

2. FLIGHT PARAMEDIC — NEW HIRE PROGRESSION (DFW CSA-ADJUSTED)

Clinician Cohort	CareFlite Base Hourly	BMF Hourly adjusted to DFW Cost of Living	Straight-Time Hourly Delta	CareFlite Annual (24/72)	BMF Annual adjusted to DFW Cost of Living (3x 12s)	Annual Gross Delta
New Hire (Year 1) Entry Base	$27.00/hr	**$34.18/hr**	**+$7.18/hr**	$63,180	**$71,087**	**+$7,907/yr**
Year 2 +1 Year Tenure	$27.81/hr	**$37.52/hr**	**+$9.71/hr**	$65,075	**$78,040**	**+$12,964/yr**
Year 3 +2 Years Tenure	$28.64/hr	**$39.50/hr**	**+$10.85/hr**	$67,028	**$82,159**	**+$15,131/yr**

KEY TAKEAWAYS

1. **HIGHER STRAIGHT-TIME HOURLY PAY ACROSS EVERY COHORT:** Normalized to DFW CoL purchasing power, BMF beats CareFlite per straight-time hour from Day 1 (**+$4.05/hr** for entry RNs; **+$7.18/hr** for entry Medics) and widens that gap every year through Year 3 (**+$6.86/hr** for RNs; **+$10.85/hr** for Medics).
2. **HOURS WORKED VS. ANNUAL PAY:** Where CareFlite shows an initial Year 1 annual edge for New Hire RNs (-$932/yr), it occurs **ONLY** because CareFlite's 24/72 schedule requires working 2,184 hours/yr (including 312 mandatory FLSA overtime hours across 48-hr weeks in 3 of every 4 weeks) vs. BMF's 1,872 hour base. BMF overtakes New Hire RNs by Year 2 (**+$2,465/yr**) and beats Medics by **+$7,907 to +$15,131/yr** from Day 1 through Year 3.
3. **DOUBLE-TIME (2.0×) OVERTIME & EXTRA SHIFTS AT BMF:** Unlike CareFlite's 1.5× overtime rate, BMF's union contract pays **2.0× DOUBLE-TIME STRAIGHT-TIME PAY** for all extra shifts, shift extensions covering absences/late relief, any daily hours worked past 12 hours, and all 10 designated holidays—paying **$80.10–$90.10/hr (RN)** and **$68.36–$79.00/hr (Medic)** in DFW CoL-adjusted purchasing power.