



AW139 EMS FIRST OFFICER – PAY & BENEFITS FACT SHEET

At Ornge, we believe that ordinary people can do extraordinary things. As a Rotor Wing Pilot with Ornge, your job is not only satisfying knowing that you are connecting communities with critical care across Ontario, but also features rewarding and comprehensive benefits.

Here are some of the benefits that you can look forward to as a Rotor Wing Pilot with Ornge:

COMPETITIVE PAY:

Salary is based on an annual 2080 hours. Schedules are constructed based on a modified rotation that averages forty (40) hours per week. The duration of a shift is twelve (12) hours per day, inclusive of a 36 minute (0.6 hour) lunch break, paid at the appropriate overtime rate when an employee works, in addition to annual base salary.

	JANUARY 01, 2023	JANUARY 01, 2024	JANUARY 01, 2025	JANUARY 01, 2026
STEP 1	75,566.58	87,103.58	89,716.69	92,408.19
STEP 2	77,766.30	89,369.29	92,050.37	94,811.88
STEP 3	79,593.47	91,251.27	93,988.81	96,808.47
STEP 4	81,383.27	93,094.77	95,887.61	98,764.24
STEP 5	82,986.81	94,746.42	97,588.81	100,516.47

PENSION:

One of Ontario's strongest Defined Contribution (DC) Pension Plans with Employer Matching contribution of 126 %. Employee contributions consist of 6.9% of annual earnings up to the Years Maximum Pensionable Earnings (YMPE) and 9.2% of the employee's annual earnings above the YMPE.

PAID LEAVES:

- Personal Days - five (5) days per year [three (3) days paid, two (2) days unpaid].
- Vacation - seven (7) shifts (79.80 hours) prorated in the first year, ten (10) shifts (114 hours) after 1 year of service.
- Sick Days - paid sick time up to a maximum of ten (10) shifts per year. At the end of the calendar year, any remaining sick days will be accumulated into a Short Term Disability Bank which can be accessed if an employee has a non-work related illness or injury, payable at 100% of base pay prior to initiating the Short Term Disability (STD) Insurance Program.
- Maternity & Parental Leave Top-Up Benefit - employees will receive 100% of their base salary for the Employment Insurance (EI) waiting period. The Company will top-up EI payments to a total of 93% up to a maximum of fifteen (15) weeks for Maternity Leave and up to a maximum of fifteen (15) weeks for Parental Leave.

GROUP BENEFITS:

The Company provides a comprehensive group benefits package. Some of the benefits provided are highlighted below:

BASIC LIFE INSURANCE AND AD&D	200% of annual earnings to a maximum of \$500,000
OPTIONAL LIFE INSURANCE	Maximum of \$500,000 for you and your spouse, subject to approval of evidence of insurability
DEPENDENT LIFE INSURANCE	\$5,000 for spouse, \$2,500 for dependent children
SHORT TERM DISABILITY	75% of weekly earnings to a maximum of \$3,464 for twenty-six (26) weeks
LONG TERM DISABILITY	66.7% of first \$2,250 monthly earnings, plus 50% of the next \$2,250 monthly earnings, plus 40% of the remainder to a maximum of \$15,000 (\$10,000 non-evidence maximum)
EXTENDED HEALTH CARE	- 100% coverage for: Drug (subject to any drug deductible), Hospital, Medical services & Supplies, Paramedical Services, Vision Care, Out-of-Country Emergency Care
VISION CARE	- Prescription glasses, contact lenses and laser eye surgery: \$400 every 2 calendar years - Eye exams: 1 each calendar year
DENTAL CARE	- Basic Services: 100% coverage, unlimited maximum - Major Services: 50% coverage, \$1,500 each calendar year - Orthodontic Services (for children): 50% coverage, \$3,000 lifetime maximum

UNIFORMS:

Uniforms are provided by The Company.