



American College of
Emergency Physicians®

ADVANCING EMERGENCY CARE 

POLICY STATEMENT

Approved April 2019

Salary and Benefits Considerations for Emergency Medical Services Professionals

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The American College of Emergency Physicians (ACEP) affirms that Emergency Medical Services (EMS) systems provide essential healthcare elements for the health and wellbeing of patients and communities. Given the important responsibilities and roles fulfilled by EMS professionals, these healthcare providers should be fairly compensated with salary and benefits commensurate with such responsibilities and roles which should take into account salient variables such as:

- Educational achievements
- Length of professional certifications/licensure
- Experience
- Length of employment
- Rank, roles, and responsibilities
- Duty hours and schedules
- Risk of injury and death