

RESOLUTION 2025-22

EMS Transfer Incentive Pay
City of Mills

WHEREAS, the City of Mills recognizes the dedication and commitment of its EMS personnel in providing essential services, including performing EMS transfers outside of the county; and

WHEREAS, the City acknowledges the increased responsibility, effort, and costs incurred by EMS personnel when conducting out-of-county EMS transfers; and

WHEREAS, the City has determined that it is in the best interest of the Fire Department and the municipality to incorporate certain services that can be performed by firefighters outside the county; and

WHEREAS, the City of Mills desires to incentivize and reward EMS personnel for performing such out-of-county transfers by offering an incentive that helps cover additional expenses and encourages continued exceptional service;

NOW, THEREFORE, BE IT RESOLVED, by the governing body of the City of Mills, that:

1. **Incentive Pay Structure:**
 - a. All EMS personnel will receive an incentive of **\$1.00 per loaded mile** (miles driven with a patient) for each out-of-county EMS transfer.
 - b. All EMS personnel will receive an incentive of **\$0.50 per unloaded mile** (miles driven without a patient) for each return trip during out-of-county EMS transfers.
2. **Scope of Eligibility:**
 - a. This incentive pay will apply only to EMS personnel performing transfers outside the county boundaries of Mills.
 - b. EMS personnel must complete the full transfer, including both outbound and return trips, in order to qualify for the incentive pay.
3. **Services Performed by Firefighters:**
 - a. The City of Mills recognizes that certain services can be performed by firefighters outside of the county, and the incorporation of these services is in the best interest of both the Fire Department and the municipality.
 - b. Firefighters performing out-of-county EMS transfers will also be eligible for the incentive pay outlined in this resolution.
4. **Duration:**
 - a. The incentive pay is effective immediately upon the approval of this resolution and will continue indefinitely unless amended or revoked by the City Council.
5. **Payment Schedule:**
 - a. The incentive pay will be distributed on the same pay schedule as regular payroll. The incentive will be included with the employee's standard compensation and will be documented separately for transparency.
6. **Documentation & Reporting:**
 - a. All EMS personnel, including firefighters, must accurately document the total number of miles traveled (both loaded and unloaded) for each out-of-county transfer.
 - b. Proper documentation of each trip is required for the disbursement of the incentive pay.
7. **Reevaluation:**
 - a. The City Council will review the effectiveness and financial impact of the EMS Transfer Incentive Pay annually to ensure its sustainability and fairness to both the employees and the city budget.

BE IT FURTHER RESOLVED, that this resolution shall take effect immediately upon passage and approval by the City Council of Mills.

PASSED, APPROVED AND ADOPTED THIS 24 day of June 2025.



6/25/2025 10:57:07 AM

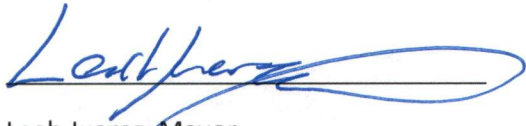
NATRONA COUNTY CLERK

Pages: 2

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CITY OF MILLS

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CITY OF MILLS, WYOMING



Leah Juarez, Mayor



Sara McCarthy, Council



Brad Neumiller, Council



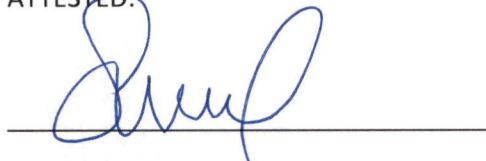
Cherie Butcher, Council



Tim Sutherland, Council



ATTESTED:



Sarah Osborn, City Clerk