



Personnel and Operations Manual

Policy/Guideline No.	Effective Date	Chapter	Chief's Authorizing Signature
2.401	01/01/2011 Rev. 01/01/2014 Rev. 12/01/2017	Personnel	

EMS DIVISION INCENTIVES PROGRAM

POLICY

The EMS Division shall implement and maintain an annual incentives program for the volunteer members of the EMS Division for the purpose of acknowledging and encouraging their commitment and service to the EMS Division, including participation in EMS Division call responses, trainings and other programs and functions.

GUIDELINES

Any EMS Division volunteer member who holds active clinical, active driver and/or reserve clinical status during any fiscal year (July 1 through June 30) year covered by the incentives program will be eligible to participate in the incentives program for that fiscal year.

The annual service time credited to each eligible active clinical and reserve clinical volunteer member of the EMS Division as provided in the EMS Division's volunteer membership requirements Policy and SOGs will be used to determine incentive items. Any volunteer member of the EMS Division who achieves active clinical status during any fiscal year covered by the incentives program will receive service time credit accrued while on probationary status during that fiscal year.

Incentives items must be used within one year of being earned, they do not carry over.

Nothing contained in the incentives program is intended to prevent or limit other outside training opportunities that may be approved by the EMS Division.

Except to the extent otherwise provided below, all uniform and other apparel items issued through the incentives program will remain the property of the Department and must be returned to the Department upon request.

Each volunteer member of the EMS Division who, for a period of five (5) years after having received any uniform and/or other apparel item(s) through the incentives program, maintains his or her service time performance at a level equal to or higher than the performance level that entitled him or her to receive such uniform and/or other apparel item(s), will be entitled to keep all such uniform and/or other apparel item(s).

The EMS Division will provide uniform items pursuant to the incentives program once per year. Worn or damaged uniform items may be replaced by the EMS Division as needed.

The incentives program items available to eligible active clinical and reserve clinical volunteer members of the EMS Division, and the requisite service time thresholds for each category of incentive program items, are set forth on the following table:

Red Lodge Fire Rescue

Service Time Range	Training	Uniform (issued as needed)	Catalog Item points	Other Items
1 – 287 hours (Less than 2 shifts per month ~)	<u>Base Items:</u> <ul style="list-style-type: none"> In-house training Use of the Gym Refresher (every other year) 	<u>Base Items:</u> <ul style="list-style-type: none"> 1 - S/S Department T-Shirt 1 - L/S Department T-Shirt 		<u>Base Item:</u> <ul style="list-style-type: none"> Pager
288 – 431 hours (2 + shifts per month ~)	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Attendance at in-State Medical Conference 	<ul style="list-style-type: none"> 2 - S/S Department T-Shirt 2 – L/S Department T-Shirt 1 – Hooded Department Sweatshirt 1 – EMS Pants 	100 points	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Radio
432 - 575 hours (3 + shifts per month ~)	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Priority 3 outside training 	<ul style="list-style-type: none"> 3 - S/S Department T-Shirt 2 – L/S Department T-Shirt 1 – Hooded Department Sweatshirt 2 – EMS Pants 1 – Department Jacket (Avalanche) 	400 points	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Radio Jump Kit (Basic)
576 – 719 hours (4 + shifts per month ~)	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Priority 2 outside training In-house endorsement training 	<ul style="list-style-type: none"> 4 - S/S Department T-Shirt 2 – L/S Department T-Shirt 1 – Hooded Department Sweatshirt 2 – EMS Pants 1 – Department Jacket (Avalanche) 1 – Button-up uniform shirt 1 – Lightweight jacket 	500 points	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Radio Jump Kit (Standard) O2 Kit
720 + hours (5+ shifts per month ~)	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Priority 1 outside training In-house endorsement training 	<ul style="list-style-type: none"> 5 - S/S Department T-Shirt 3 – L/S Department T-Shirt 2 – Hooded Department Sweatshirt 3 – EMS Pants 1 – Department Jacket (Avalanche) 2 button-up uniform shirt w/badge and insignia 1 – Lightweight jacket ANSI Class 2 approved high visibility Jacket 	600 points	<u>Above Base Items plus:</u> <ul style="list-style-type: none"> Radio Jump Kit O2 Kit