

**RESOLUTION NO. 2026 – 09**

**TO ADOPT A POLICY FOR COMPENSATION FOR ADVANCED EMERGENCY MEDICAL TECHNICIANS AND  
PARAMEDIC EMERGENCY MEDICAL TECHNICIANS WITHIN CULLMAN FIRE AND RESCUE**

**WHEREAS**, the men and women of the Cullman Fire and Rescue wear their uniforms with dedication, honor and integrity as they protect and serve the community; and

**WHEREAS**, the City Council proudly supports all members of Cullman Fire and Rescue and the selfless job in which they perform daily; and

**WHEREAS**, the City Council recognizes the public need and commitment in backing and strengthening the Cullman Fire and Rescue's incentive plan to reward those men and women of the department who pursue further certifications in order to attain highly-trained and positively-motivated firefighters capable of meeting the high expectations of professional fire service of Cullman Fire and Rescue; and

**WHEREAS**, the City Council recognizes that it is imperative from a public safety point to acknowledge the strong and experienced certifications of Advanced Emergency Medical Technicians ("EMT") and Paramedic Emergency Medical Technicians ("PEMT"); and

**WHEREAS**, the City Council desires to provide a formal pay incentive for firefighters who achieve the National Registry Certification of EMT and PEMT, and further maintain that by obtaining the required continuing education units each year and recertifying every two years; and

**WHEREAS**, the City Council recognizes the importance to the community and employees of Cullman Fire and Rescue as a whole to encourage the pursuit of occupational related certifications within Cullman Fire and Rescue which is a benefit to the public health, safety and welfare of the citizens in the community; and

**WHEREAS**, those firefighters who obtain and maintain the certifications in the National Registry of EMTs and PEMTs shall receive the following incentive pay: (i) EMTs shall receive incentive pay of \$5,000.00 annually; and (ii) PEMTs shall receive incentive pay of \$7,500.00 annually, with no employee collecting both supplements with the progression to PEMT; and

**WHEREAS**, this EMT/PEMT incentive pay shall be conducted under the policy of Cullman Fire and Rescue, or as amended hereafter by the Department.

**NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CULLMAN, ALABAMA**, that this Resolution for Compensation under the Field Training and Evaluation Program will become effective for the pay period beginning on October 22, 2025.

ADOPTED BY THE CITY COUNCIL this the 13<sup>th</sup> day of October, 2025.

ATTEST:

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President of the City Council

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City Clerk

APPROVED BY THE MAYOR this the 13<sup>th</sup> day of October, 2025.

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Mayor