



Staff Report

AGENDA ITEM REPORT

DATE: March 23, 2026

SUBMITTED BY: Garret Bubela, Emergency Medical Services

ITEM TYPE: Resolutions

AGENDA SECTION: CONSIDERATION OF AND ACTION ON

SUBJECT: Resolution R2026-17 Adopting a Policy Governing Participation by El Campo EMS in Emergency Medical Services Deployments; Establishing Procedures for Deployment Authorization, Personnel Rotation, Financial Accountability, and Reimbursement Compliance

BACKGROUND:

Background:

From time to time, the City of El Campo receives requests for EMS personnel, ambulances, and equipment to assist with disaster response or emergency operations outside the City. These requests may originate through state, regional, or federal emergency response systems such as the Texas Division of Emergency Management (TDEM), Regional Advisory Councils, the Texas Emergency Medical Task Force (EMTF), FEMA, or other mutual aid coordination systems.

These deployments allow communities across Texas to support one another during disasters and large-scale emergencies. When a community experiences a major incident—such as flooding, hurricanes, severe weather events, or other disasters—local emergency services can quickly become overwhelmed. Through coordinated response systems like EMTF, agencies across the state are able to send personnel and equipment to assist those communities in their time of need.

Participation in these deployments reflects the cooperative nature of emergency services. Just as El Campo EMS may be called upon to assist other communities during disasters, there may come a time when our own community needs assistance. By participating in these programs, El Campo remains part of the statewide network of agencies that provide mutual aid during emergencies.

EMS administration has developed a formal EMS Deployment Policy to establish clear procedures governing how El Campo EMS participates in these deployments. The goal of the policy is to ensure deployments occur in a consistent and controlled manner while protecting local EMS operations and maintaining proper financial oversight.

Financial Considerations:

Most EMS deployments, particularly those coordinated through EMTF or similar programs, are structured so that the City is reimbursed for costs associated with the deployment.

Employees participating in these deployments are often paid from the time they leave the station until they return, resulting in 24-hour-per-day compensation while deployed due to the nature of emergency operations. All wages, including overtime and associated benefit costs, are reimbursed to the City by the sponsoring organization.

In addition to personnel costs:

- The City is reimbursed a flat hourly rate for vehicles deployed, including ambulances and command vehicles.
- The City receives a flat per diem rate per day per employee to cover meals and incidental expenses. Under the proposed policy, this per diem amount is passed directly to the employee following reimbursement from the sponsoring organization.
- Hotel and lodging costs during deployments are fully reimbursed by the sponsoring organization.

In many cases, deployments may also generate additional revenue for the City. Ambulances deployed to disaster areas may be utilized to perform patient transports, which are billed in the same manner as normal EMS transports. In addition, the City receives reimbursement for the deployed vehicles while also being reimbursed for employee wages that were already budgeted within the department. As a result, deployments may produce a net financial benefit or savings for the City while still providing critical support to other communities.

Because of these reimbursement structures, deployments are designed to avoid creating a financial burden for the City while still allowing El Campo EMS to assist during statewide emergencies.

Operational Benefits:

Deployments also provide several indirect benefits to the City and the EMS department. When El Campo EMS personnel deploy to other communities, they often represent the City in a very positive light. It is common for host communities to publicly thank responding agencies for their assistance during difficult times. These deployments allow the City of El Campo to be visible in supporting other Texas communities during disasters.

Additionally, deployment opportunities can serve as a recruitment and retention tool for EMS personnel. Many employees value the opportunity to participate in disaster response operations and gain experience in large-scale emergency management. Providing a structured and well-managed deployment process helps ensure these opportunities are offered fairly while still maintaining the City's operational priorities.

Participation in these programs also provides training and preparedness benefits. Through state and regional response systems, El Campo EMS personnel are able to participate in training opportunities that are often provided at no cost to the City. These trainings and real-world deployment experiences help prepare our personnel for managing large-scale incidents. The experience gained during deployments helps strengthen our department's readiness should a disaster or major emergency impact the El Campo community.

Key Policy Provisions:

The proposed policy establishes clear guardrails to ensure deployments are properly managed:

- The EMS Director (with notification to City Manager who retains ultimate authority regarding deployments) may approve deployments involving personnel and equipment when local EMS operations can be maintained.
- EMS personnel may deploy for up to sixteen (16) days per calendar quarter. Additional deployment days can be approved by management.
- Personnel participation follows a structured rotation process to promote fairness among staff.
- The policy includes documentation and reimbursement procedures to ensure the City captures all eligible reimbursement from sponsoring agencies.

Approving the resolution adopts the El Campo EMS Deployment Policy to provide clear administrative guidance, protect local EMS operations, ensure financial accountability, and allow El Campo EMS to continue supporting other communities across Texas during emergencies while also strengthening our own disaster preparedness.

SUGGESTED ACTION:

Staff recommends approval of Resolution R2026-17 Adopting a Policy Governing Participation by El Campo EMS in EMS Deployments.

ATTACHMENTS:

[Resolution R2026-17 EMS Deployment](#)
[Exhibit A - Deployment Policy](#)