

Board of County Commissioners

Agenda Request

Date of Meeting: February 3, 2009

Date Submitted: January 30, 2009

To: Honorable Chairman and Members of the Board

From: Benjamin H. Pingree, County Administrator
Lindsay Stevens, Deputy County Administrator
Scott McDermid, Public Safety Director

Subject: Request for Board Consideration and Approval to Implement Flex Staff positions for Wakulla Fire Department

Statement of Issues

This agenda item requests Board consideration and approval for Wakulla County Fire Department to implement a pool of flex staff positions.

Background

When the Wakulla County Fire Department was implemented, it did not include positions for a Flex Staff pool to give relief when the paid staff is ill or needs time off. Currently, county fire consists of 6 paid firefighter positions that protect Wakulla County 24 hours a day.

Analysis:

Since the Wakulla County Fire Department is a 24 hour/ 7 day operation, it is not feasible to remove the Department from duty when staffing issues arise. County Fire does not currently have a pool from which to draw human resources, as a result paid staff works overtime to cover schedule openings that are caused by the use of sick or annual leave; this leads to significant expenditures in overtime cost. The lack of available flex employees also limits the county's access to people familiar with operations and procedures that can be called in to assist during times of exceptional emergency needs. A flex pool also helps to eliminate the extreme fatigue that can result from full time staff working multiple extra shifts. The reduction of excessive overtime work lowers the potential for accidents both on scene and while driving the fire apparatus. There is no ongoing cost for the flex staff pool unless they are called in for a shift. The flex staff does not receive county benefits, and are only paid for the actual hours worked.

Therefore, Wakulla County Fire Department requests the implementation of a Flex Staff Pool.

Options

1. Approval for Wakulla County Fire Department to implement Flex Staff positions
2. Do not grant approval for Wakulla County Fire Department to implement Flex Staff positions
3. Board Direction

Recommendation

1. Option #1