

**RESOLUTION**

**AUTHORIZATION FOR TWO FIRE AND TWO DISPATCH OVERHIRES**

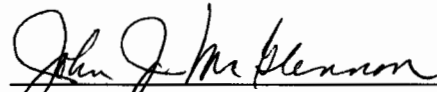
WHEREAS, the insufficient staffing in the Fire Department and Central Dispatch adversely affects public safety service delivery and places additional stress on employees already working in dangerous and stressful occupations; and

WHEREAS, the Central Dispatch has averaged 1.4 vacancies per year in the previous four years, and the fire department in the past year has been short two staff members due to long-term illness or injury; and

WHEREAS, when vacancies occur, recruitment, hiring, and training can take up to a full year before the employee has reached minimal performance standards, and

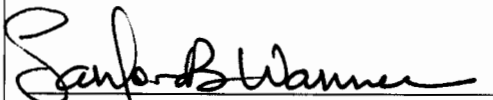
WHEREAS, overhire positions are an efficient and effective way to provide staffing and continuity of service during recruitment and training periods.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, does hereby establish two full-time permanent Firefighter Recruit overhire positions and two Telecommunications Trainee positions.



John J. McGlennon  
Chairman, Board of Supervisors

ATTEST:



Sanford B. Wanner  
Clerk to the Board

<u>SUPERVISOR</u>	<u>VOTE</u>
HARRISON	AYE
KENNEDY	AYE
NERVITT	AYE
GOODSON	ABSENT
MCGLENNON	AYE

Adopted by the Board of Supervisors of James City County, Virginia, this 27th day of February, 2001.

fireoverhire.res