

RESOLUTION

AUTHORIZATION FOR FOUR FIREFIGHTER OVER-HIRE POSITIONS

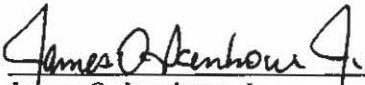
WHEREAS, the Fire Department currently has one recruit on extended deployment with the Virginia National Guard, as well as multiple other members who serve as guardsmen and reservists with the potential to deploy; and

WHEREAS, multiple members are currently, or will be eligible for retirement in coming years with their replacements typically taking six months to one year to complete Introductory Fire and Emergency Medical Training; and


WHEREAS, the resulting reduction in operational staffing during the transitional periods adversely affects service delivery; and

WHEREAS, funds are available within the Fire Department's personnel budget to create four full-time over-hire positions.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby establishes four full-time regular Firefighter over-hire positions to only be used on an as-needed basis when an incumbent employee is pending military activation, retirement, or other advance-notice separation. Each over-hire position will be implemented no more than 60 days in advance in the case of military activation, and no more than 135 days in advance in the case of retirement or other separation.


James O. Icenhour, Jr.
Chairman, Board of Supervisors

ATTEST:


Teresa J. Fellows
Deputy Clerk to the Board

	VOTES		
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
SADLER	✓	—	—
MCGLENNON	✓	—	—
LARSON	✓	—	—
HIPPLE	✓	—	—
ICENHOUR	✓	—	—

Adopted by the Board of Supervisors of James City County, Virginia, this 8th day of December, 2020.