

**RESOLUTION**

**AUTHORIZATION FOR TWO EMERGENCY COMMUNICATIONS OFFICER**

**OVER-HIRE POSITIONS**

WHEREAS, the Emergency Communications Center historically has experienced a higher than average turnover rate of new recruits within the first six months of training due to the complicated nature of the profession; and

WHEREAS, the in-house training program typically takes six months to a year to complete; and

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

WHEREAS, funds are available within the Emergency Communication Center's personnel budget to create two full-time over-hire positions.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby establishes two full-time regular Emergency Communications Officer over-hire positions to only be used on an as-needed basis when a new recruit does not complete the training program. Each over-hire position will be implemented no more than 45 days in advance in the case of retirement or other separation.

  
Michael J. Hipple  
Chairman, Board of Supervisors

ATTEST:

  
Teresa J. Fellows  
Deputy Clerk to the Board

SADLER  
ICENHOUR  
LARSON  
MCGLENNON  
HIPPLE

VOTES

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Adopted by the Board of Supervisors of James City County, Virginia, this 28th day of September, 2021.

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