



Legislation Details (With Text)

**File #:** 2017-027      **Version:** 1      **Name:**  
**Type:** Miscellaneous      **Status:** Passed  
**File created:** 1/4/2017      **In control:** Board of Commissioners  
**On agenda:** 1/19/2017      **Final action:**  
**Title:** EMERGENCY SERVICES PERMANENT POSITION CONVERSION  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Cost Comparison.pdf

Date	Ver.	Action By	Action	Result
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**TITLE**

**EMERGENCY SERVICES PERMANENT POSITION CONVERSION**

**SPONSOR**

Jim Albright

**BACKGROUND**

To meet staffing needs in the Emergency Medical Services (EMS) Division, Emergency Services has identified the need to offer benefited positions on a thirty (30) hour per week basis to augment current forty (40) and forty-two (42) hour offerings. We have a number of employees that cannot work traditional "shift" patterns, but can offer greater than twenty (20) hours a week of staffing assistance. The number of hours that an hourly employee can work is limited because the NC Retirement System rules prohibit hourly employees from working **1,000 or more** hours in a rolling 12 month period (**about 19** hours per week) without enrolling in the Retirement System. Currently, Emergency Services is asking to convert two (2) existing 42-hour workweek positions to three (3) 30-hour workweek positions. This is intended to offer flexible staffing offerings to maintain coverage. Two (2) existing position numbers will be dissolved, and three (3) 30-hour position numbers will be created. This action will require the addition of one 0.75 FTE (30-hour position) that does not currently exist. The net increase of six (6) hours per week will NOT cost additional county funds, due to decreased scheduled overtime. This conversion is anticipated to have little or no impact on the FY 2017-18 budget, as the cost of the third 30-hour position is again anticipated to be offset by savings in overtime.

Department to add calculation of salary here

**BUDGET IMPACT**

Personnel: Net impact of +0.25 full-time equivalent positions. Convert two existing full-time (42-hour) positions into three permanent benefited part-time (30-hour) positions. Requires the addition of one part-time position.

**NO ADDITIONAL COUNTY FUNDS REQUIRED**

**REQUESTED ACTION**

Approve the conversion of two (2) existing full-time 42-hour positions within Emergency Services into three (3) permanent part-time, benefited, 30-hour positions within Emergency Services, including the necessary addition of an additional permanent 30-hour position.