

Resolution 174

A RESOLUTION OF THE GOVERNING BOARD OF NORCOM AUTHORIZING AN INCREASE IN OVERHIRE AUTHORITY FOR THE NORCOM TELECOMMUNICATOR POSITION

WHEREAS, the authorized full time equivalent ("FTE") count for telecommunicator positions at NORCOM reflected in the 2015 through 2019 budgets is 62 FTEs; and

WHEREAS, the national turn-over rate for telecommunicators averages between 17% and 24%; and

WHEREAS, the Finance Committee determined that NORCOM has a historical 3.5% vacancy for the telecommunicator position; and

WHEREAS, APCO Retains staffing analysis establishes that 66 to 69 telecommunicators are needed to assure NORCOM maintains its elite performance in call answering and dispatch; and

WHEREAS, insufficient staffing not only degrades public safety performance but also increase costs through overtime and negatively impacts morale; and

WHEREAS, by Resolution 106 in December 2015, the Board authorized the Executive Director of NORCOM to hire up to two telecommunicator FTEs in addition to the 62 authorized in the 2016 budget;

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of NORCOM as follows:

Section 1. Authorization. The Executive Director of NORCOM is hereby authorized to hire from time to time up to four telecommunicator FTEs above the then-authorized and budgeted FTE count for such positions. The determination of whether to over-hire such telecommunicator FTEs shall be made by the Executive Director, in his or her discretion, and shall be based on factors the Executive Director believes to be reasonable, including but not limited to turn-over projections and training requirements in any year.

Section 2. Further Authority; Prior Acts. All NORCOM officials, their agents, and representatives are hereby authorized and directed to undertake all action necessary or desirable from time to time to carry out the terms of, and complete the transactions contemplated by, this resolution. All acts taken pursuant to the authority of this resolution but prior to its effective date are hereby ratified and confirmed.

Section 3. Effective Date. This resolution shall take effect immediately upon its passage and adoption.

Passed by a majority vote of the Governing Board in an open public meeting on this 13th day of Sept, 2019.

Signed in authentication thereof on this 13th day of Sept, 2019.

Daniel W. Jankovsk
Chair

Attest: 