

HABERSHAM COUNTY BOARD OF COMMISSION

EXECUTIVE SUMMARY

SUBJECT: Premium Pay for Public Safety (Fire/EMS, Sheriff and E-911)

DATE: September 10, 2021

☒ **RECOMMENDATION**

☐ **POLICY DISCUSSION**

BUDGET INFORMATION:

☐ **STATUS REPORT**

ANNUAL- \$430,000 approx,

☐ **OTHER**

CAPITAL-

COMMISSION ACTION REQUESTED ON: 9/27/2021

PURPOSE: Ratify Premium Pay for Emergency Medical Services, Fire Services and the Sheriff's Department to include shift bonuses for filling in a vacant shift due to vacant positions or to fill positions or sick-out shifts due to the COVID-19 Pandemic

BACKGROUND / HISTORY: Due to the continuing COVID-19 pandemic, Habersham Public Safety Departments have continued finding it hard to fill positions that are vacant and to cover shifts due to staff shortages and shift vacancies due to illnesses, scheduled vacations, and quarantining due to exposure to the Virus. It has become a serious issue in these areas to keep enough staff on shift to run the normal or sometimes shortened operations during the seven day-24 hour periods. In recent days, we have had to park Ambulances or Fire Units due to not having staff to cover those units in addition to the Sheriff having less folks on Shift or Patrol while the 911 Staff continues to operate with very short staffing at times. As of 9/10/21 there were 24 vacancies across these three departments not including the ones out for quarantine or other scheduled absences. These staff vacancies can leave the County in a precarious situation from day to day.

FACTS AND ISSUES: It is recommended to supplement employees with a "shift bonus/differential" to help cover the shifts where there is a vacancy to keep these areas operating as normal as possible. The following has been recommended and was verbally approved by each member of the Board to begin on the September 12th pay cycle.

1. Shift Bonuses

- a) 6 hours \$75.00
- b) 10 hours \$125.00
- c) 12 hours \$150.00
- d) 24 hours \$300.00

2. Pay Incentive for filling vacant Battalion 1 or Captain 1 position

- a) \$75.00 each shift filled

3. One-Time Premium Pay Bonus for all Full Time Employees

This payment will be made in November to all Full-time Employees

OPTIONS:

- 1) Ratify/Approve Premium Pay recommendation based upon the criteria above.
- 2) Deny ratification of Premium Pay recommendation based upon the criteria above.
- 3) Commission defined alternative.

RECOMMENDED SAMPLE MOTION: Move to ratify/approve the Premium Pay recommendations for Public Safety to include shift incentives as outlined in the recommendation and for a Premium Pay Bonus to be given to all Full-time employees in November 2021.

DEPARTMENT:

Prepared by: Finance

Director ____Tim Sims_____

ADMINISTRATIVE

COMMENTS:_____

_____ **DATE:**_____

County Manager

Habersham County Premium Pay Discussion/Proposal

- 1) Employees who cover an open shift 6, 10, 12 or 24 hours, will receive additional incentive pay up to \$300 per shift on top of their normal pay/overtime or part time for the hours worked.

Estimated Shifts and Costs through December 31, 2021

6 hours	\$75.00	Fire/EMS	305 - 24 hr Shifts		\$91,500
10 hours	\$125.00		80 - 10 Hr Shifts		\$10,000
12 hours	\$150.00				
24 hours	\$300.00	E-911	4 seats	280 - 12 hr Shifts	\$42,000
			5 seats	504 - 12 hr Shifts	\$75,600
		Jail	244 days/shifts		\$36,600
		Patrol	305days/shifts		\$45,750
		Total Amount		\$225,850 - \$259,450	

- 2) Personnel who are moved up to ride Battalion 1 or Captain 1 to fill a vacancy, will receive an additional \$75.00 for the additional responsibilities these positions take on.

Estimated at \$1,500 through Dec 31, 2021

- 3) Premium Pay Bonus for all Full-time Employees of \$500 - One time payment
(Gross up Bonus to get \$500 net)

Total Budgeted FTE's	323	\$174,097
Currently Filled FTE's	288	\$155,232

As of September 3, 2021

35 Vacant Positions

5 more on FLMA - positions on hold

