

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Kathren Sukus
INITIATED BY



Kathren Sukus, Director
DRAFTED BY

Public Safety and Justice
SUBMITTED BY

April 30, 2015
DATE DRAFTED

AUTHORITY TO INCREASE FTE TELECOMMUNICATOR POSITIONS

1 **WHEREAS**, the Rock County Communications Center is currently authorized for thirty-one (FTE)
2 full-time equivalent Telecommunicator positions; and,
3
4 **WHEREAS**, the Communications Center averages approximately four employee vacancies per
5 year; and,
6
7 **WHEREAS**, the hiring process for the Communications Center takes approximately three months
8 to complete; and,
9
10 **WHEREAS**, the Communications Center is experiencing difficulty in keeping an adequate number
11 of qualified applicants on the eligibility list due to the length of the process; and,
12
13 **WHEREAS**, in an effort to stay ahead of turnover and have new employees hired and trained in a
14 short period of time, the Communications Center is requesting authority to increase their FTE
15 Telecommunicator positions from 31 to 33 for occasions when they are aware of vacancies that will
16 be occurring; and,
17
18 **WHEREAS**, this increase in FTE will not increase the budgeted personnel funding.
19
20 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled
21 this 14 day of May, 2015 that the number of authorized full-time equivalent
22 Telecommunicator positions at the Communications Center is increased by 2.0 FTE.

15-5A-296

Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

Mary Beaver
Mary Beaver, Chair

Henry Brill
Henry Brill, Vice Chair

Terry Fell
Terry Fell

Brian Knudson
Brian Knudson

Larry Wiedenfeld
Larry Wiedenfeld

AUTHORITY TO INCREASE FTE TELECOMMUNICATOR POSITIONS

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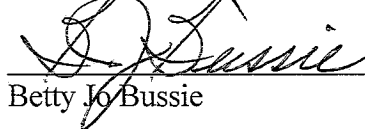
COUNTY BOARD STAFF COMMITTEE


J. Russell Podzilni, Chair

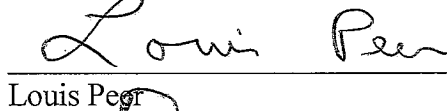

Sandra Kraft, Vice Chair

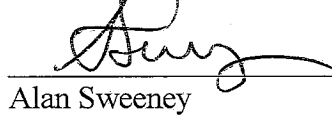

Eva Arnold


Henry Brill


Betty Jo Bussie


Mary Mawhinney

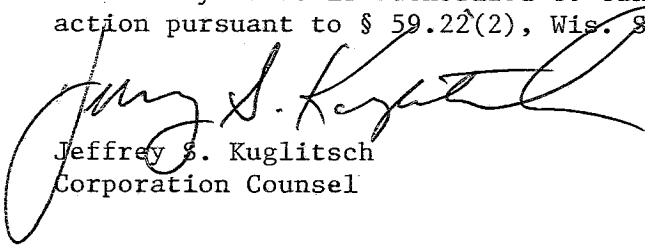

Louis Peer


Alan Sweeney


Terry Thomas

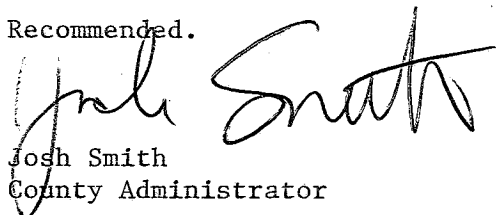
LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.


Jeffrey S. Kuglitsch
Corporation Counsel

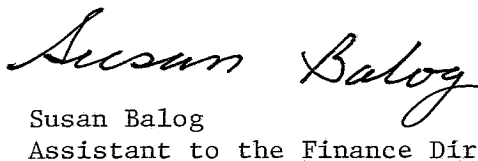
ADMINISTRATIVE NOTE:

Recommended.


Josh Smith
County Administrator

FISCAL NOTE:

The funding for the additional 2.0 FTEs will be funded by current vacancies.


Susan Balog
Assistant to the Finance Director

EXECUTIVE SUMMARY

The Communications Center is requesting authority to increase FTE Telecommunicator positions by two (31 up to 33). This would allow the Communications Center to stay ahead on the hiring of new telecommunicators. This would not increase the budgeted funds for FTE positions, it would just allow the Communications Center to prepare for anticipated turnover during the year while we have an active hiring process or eligibility list.

The Communications Center does work closely with the Human Resources Department to maintain an active eligibility list. However, we are finding that once we complete the lengthy hiring process (approximately three months), by the time we have vacancies, the people on the list have already found other employment. If we were able to hire an extra 1-2 people during a hiring process it allows us to secure employment with individuals and allows us to start training the individual so they are useful in a position much quicker than waiting for another hiring process to be completed. There is a lot of competition in the area for call takers and telecommunicators so oftentimes individuals are on several different lists and they usually accept the first job offer they receive so our list is exhausted before we have a chance to use it.