



## Legislation Details (With Text)

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**Title:** Paramedic Signing Incentive  
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**Attachments:** 1. IAFF Article 14 Hiring Incentive.pdf, 2. Incentive Flyer.pdf, 3. Signing Incentive Contract.pdf, 4. Engagement Survey for item#19-0208.pdf

Date	Ver.	Action By	Action	Result
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### Agenda Item Name:

Paramedic Signing Incentive

### Presenter:

Harold Theus, Chief 352-384-3101

### Description:

Signing Incentive Pay for Paramedics to fill the vacancy of Rescue Lieutenant I, posted August and September 2019.

### Recommended Action:

Staff recommends that the Board of County Commission approves the signing incentive

### Prior Board Motions:

At the June 27, 2019 Board meeting, Commissioner Cornell moved to authorize the Paramedics recruitment policy for this one year. The motion carried 4-0 with Commissioner Byerly out of the room

### Fiscal Consideration:

Funds exists to cover the incentive expenditure in the EMS Personal Services due to lapse salaries from vacant positions. If needed, Fire Rescue will maintain vacancies in the Rescue Lieutenant classification to cover the expenditure.

The Certified Paramedic Hiring Incentive is a \$5,000.00 one-time, lump sum divided into two payments of \$2,500 for certified paramedics who are hired by the Alachua County Fire Rescue Services to fill a vacancy of Rescue Lieutenant 1 posted August 2019 and September 2019

### Background:

The Board of County Commissioners (BoCC) have authorized a Paramedic Incentive Signing pay for

the current Rescue Lieutenant Job posting. It is very difficult for Fire Rescue Services to attract qualified individuals to fill long standing Rescue Lieutenant vacancies. This signing incentive is intended to increase the number of qualified applicants both externally and internally. The terms and conditions of the incentive pay were negotiated with the International Association of Firefighter (IAFF) Local 3852 and ratified through a vote by its membership.

Once ratified by the BoCC, the language will become part of the Collective Bargaining Agreement.