

Resolution 106

A RESOLUTION OF THE GOVERNING BOARD OF NORCOM AUTHORIZING NORCOM'S EXECUTIVE DIRECTOR TO OVER- HIRE FROM TIME TO TIME UP TO TWO FULL TIME EQUIVALENT TELECOMMUNICATORS, AS SET FORTH HEREIN.

WHEREAS, the authorized full time equivalent ("FTE") count for telecommunicator positions at NORCOM, which is reflected in the 2015 AND 2016 budgets, is currently set at 62 FTEs; and

WHEREAS, the national turn-over rate for telecommunicators averages between 19% and 24%, and NORCOM's turn-over rate has been averaging 16%, with one exceptional year in 2010 when the rate was 37%; and

WHEREAS, frequent turn-over results in excessive overtime for work that must be absorbed by the remaining telecommunicators which results in stress on staff; and

WHEREAS, to lessen the impact of excessive overtime and to provide the necessary staffing to accommodate the minimum required positions for call-receiving and dispatching, the Board of Directors of NORCOM (the "Board") now desires to authorize the Executive Director of NORCOM to hire from time to time up to two telecommunicator FTEs outside of the then-approved budget as set forth herein;

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

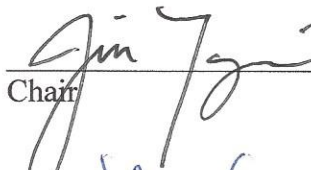
Section 1. Authorization. The Executive Director of NORCOM is hereby authorized to hire from time to time up to two telecommunicator FTEs above the then-authorized and budgeted FTE count for such positions. The determination of whether to over-hire such telecommunicator FTEs shall be made by the Executive 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 11th day of December, 2015.

Signed in authentication thereof on this 11th day of December, 2015.


Chair _____

Attest:  _____