



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

Consent

F.13.

10/10/2023

Subject:

Establishment of a Sign-on Bonus for the Fire Medic Classification

Fiscal Impact:

\$7000 per qualifying candidate

Dept/Office:

Public Safety Group: Brevard County Fire Rescue

Requested Action:

It is requested that the Board of County Commissioners approve the establishment of a sign-on bonus program for Brevard County Fire Rescue to utilize specifically for recruitment of fully certified Fire Medic candidates. The sign-on bonus would be for \$7000 and would require a commitment to the organization for three years.

It is also requested the Board authorize the County Manager and Fire Rescue the ability to utilize authorized means to collect funds from employees who receive the sign on bonus but leave before their three-year commitment period.

It is requested that this program be effective upon Board Approval for the Fire Medic recruits beginning in FY 2023/24.

Summary Explanation and Background:

Brevard County Fire Rescue requests the establishment of a sign-on bonus program for the Fire Medic classification. The \$7000 sign-on bonus initiative will place fully certified Fire Medics in the field 15-18 months faster than the current process and require a three-year commitment to Brevard County Fire Rescue. BCFR believes the three-year commitment is necessary to (1) ensure retention as during the last five years 30% (4 out of 13) of newly hired Fire Medic employees have left County Service within the first three years of service; and (2) three-year time commitment brings the Fire Medic candidate beyond the half-way mark to meet the length of service criteria of eligibility to test for the Lieutenant Medic position.

The \$7000 sign-on bonus will allow Fire Rescue to augment recruitment and retention of new Fire Medics. Brevard County Fire Rescue is an Advanced Life Support (ALS) Agency, and the Fire Medic position is the backbone of the organization. With the expected growth of the County, increasing personnel trained to this level will help achieve sufficient staffing to service both Fire calls and Emergency Medical Services calls. During FY 22/23, Brevard County ran 75,172 medical calls and 14,189 fire calls.

During the last 3 years, Brevard County Fire Rescue has partnered with Brevard Public Schools to support their

Career and Technical Education Firefighting Program at Palm Bay High School and has utilized the Brevard County Fire Rescue Sponsorship Program as a supplemental method for recruitment. The department has also explored and implemented several different methods to locate newly licensed Firefighter/EMT and Fire Medic candidates. In addition to the standard recruitment and attendance of job fairs, Fire Rescue has reached out to local Firefighter, Emergency Medical Technician, and Paramedic schools seeking interest and commitment from students currently training. As a result, the department has awarded 70 sponsorships over the last 36 months. The additional efforts and recruiting resources, coupled with the Board-approved changes to the current step plans contained within the Collective Bargaining Agreements, has resulted in a 51% increase in recruitment over the last two years.

Under the conditions of this program, if an employee who received the sign-on bonus leaves employment from the Fire Medic position before their 3-year commitment, a full, non-pro-rated repayment of the sign-on bonus would be required. Therefore, it is further requested that the Board of County Commissioners grant Brevard County Fire Rescue the ability to utilize authorized means to collect funds not collected from the final paycheck of employees who leave County service prior to the end of the three-year commitment period.

Clerk to the Board Instructions:

None



Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001
Fax: (321) 264-6972
Kimberly.Powell@brevardclerk.us

October 11, 2023

M E M O R A N D U M

TO: Chief Patrick Voltaire, Fire Rescue

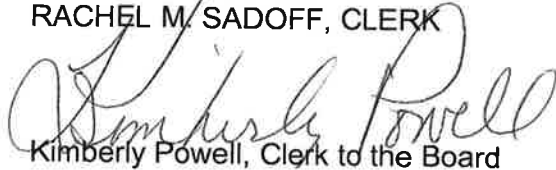
RE: Item F.13., Establishment of a Sign-on Bonus for the Fire Medic Classification

The Board of County Commissioners, in regular session on October 10, 2023, approved the establishment of a sign-on bonus program for Brevard County Fire Rescue to utilize specifically for recruitment of fully-certified Fire Medic candidates, in the amount of \$7,000, and would require a commitment to the organization for three years; and approved and authorized the County Manager and Fire Rescue the ability to utilize authorized means to collect funds from employees who receive the sign-on bonus but leave before their three-year commitment period; and approved this program be effective upon Board approval for the Fire Medic recruits beginning in Fiscal Year 2023/24.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
RACHEL M. SADOFF, CLERK


Kimberly Powell, Clerk to the Board

/tr

cc: County Manager
Public Safety
Finance
Budget