



Legislation Details (With Text)

File #: 19-323 **Version:** 1 **Name:**
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File created: 10/7/2019 **In control:** Board of Aldermen
On agenda: 10/15/2019 **Final action:**
Title: Resolution Adopting Changes to the Town of Carrboro Position and Classification Plan
PURPOSE: The purpose of this item is to reclassify the position of Firefighter to Firefighter/Relief Driver.

Indexes:

Code sections:

Attachments: 1. Resolution - Changes to Fire Positions 10-2019

Date	Ver.	Action By	Action	Result
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TITLE:

Resolution Adopting Changes to the Town of Carrboro Position and Classification Plan

PURPOSE: The purpose of this item is to reclassify the position of Firefighter to Firefighter/Relief Driver.

DEPARTMENT: Fire Department

CONTACT INFORMATION: Brad Harvey, Interim Fire Chief- bharvey@townofcarrboro.org

INFORMATION: Reclassifying all Firefighters (FF) and Firefighter Relief Drivers (FFRD) into one pay classification will allow the Carrboro Fire Department to be more flexible when vacancies occur. Previously, when a FFRD position become vacant, hiring a FF was delayed until a promotional process determined the best candidate for FFRD. Technically, the positions are the same; both positions ride the back of the truck. The FFRD can also drive after passing a skills test and minimal tenure on the department, for example, one year of employment with Carrboro Fire-Rescue.

Benefits include: Improved Structure and upward mobility for newer employees, decreased vacancy time and more versatile work force.

Lastly, if all vacancies are filled at FFRD position, then promotions are being filled internal and this represents a healthy culture.

FISCAL & STAFF IMPACT: None

RECOMMENDATION: It is recommended that the Board of Aldermen adopt the resolution.