

Item Title: Additional Positions for Emergency Medical Services (EMS)

Specific Action Requested:

That the Board of Commissioners establishes 12.00 front-line full-time positions (FTEs) for Emergency Medical Services to support County growth and demand in services.

Item Summary:

Purpose: In accordance with the North Carolina Local Government Budget and Fiscal Control Act, the Board of Commissioners must approve all authorized full-time equivalent (FTE) positions in accordance with the County's Personnel Ordinance.

Background: As part of the adopted FY 2026 operating budget, the Board of Commissioners authorized 13.00 additional EMS positions. Since adoption, County staff have analyzed different approaches to budgeting for position pay and overtime. After financial analysis, staff recommend a mid-year shift in budget, adding an additional 12 staff, and reducing the department's overtime budget. The recommended positions would include 7 Paramedics and 5 EMTs.

Board Goal: This action supports Safer Community Together Goal 1: By 2029, 80% of all County public safety calls will receive an appropriate and timely emergency response.

Fiscal Impact: Increases the authorized full-time equivalent positions by 12.00 FTE to the the Emergency Medical Services department at a recurring annual cost of \$1,560,000. Partial year costs for FY 2026 total \$780,000, including \$60,144 of one-time costs. The costs will be offset by lapsed salary savings identified in the Emergency Medical Services current operating budget.

Additional Information:

Staff generally refrain from bringing mid-year position additions, preferring to save these resource decisions for the annual budget cycle. In this case, however, since EMS has an acute workload challenge, and the cost is budget neutral, staff recommend approval.

Attachments:

1. Budget Memo – FY 2026 Personnel Ordinance Memo
2. Position Request Slides