



# TOLEDO FIRE & RESCUE DEPARTMENT

DEPUTY CHIEF DAMON WILLIAMS

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June 17, 2021

To: All Calltakers and Dispatchers

From: Damon Williams, Deputy Chief

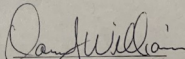
Subject: Vacation Trades and Vacation Severance

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A couple of weeks ago we attempted to accommodate those employees that wanted to use their vacation, which was scheduled to occur in the 4<sup>th</sup> quarter of this year, before moving to the COG at the end of the 3<sup>rd</sup> quarter. I regret that we have to stop the vacation trade process that allowed for this. Due to resignations we cannot allow the vacation trades to occur because it would put additional stress on you to cover the overtime created from those moves.

The administration is looking into several options to assist with staffing 911, with as little impact on you as possible. To that end, one option immediately available is vacation pay out/severance. Anyone who wishes to forego their scheduled vacation days from this day, through the COG migration, may do so. Any unused days will be paid out as severance. This option allows employees to work their normal schedule, which adds staffing, and relieves the need for overtime to cover the vacation use. Anyone who is interested in this option may submit a communication to Supervisor Korsog, through their immediate Supervisor, noting the vacation days to remove from the schedule.

This is just one of several options that is in play, in order to maintain staffing with as little impact as possible. I'm sure everyone understands, the Communications Bureau is vital to the safety of the citizens of Toledo. We will explore all options to maintain the functionality of this critical system. The employees are the heart of the system. Please consider this option if you are able to do so.

  
Damon Williams, Deputy Chief