

RESOLUTION NO. 20260728-14

Approving the Lawrence County EMS 24/72 Work Schedule Policy and Establishing an Effective Date

Whereas, the Lawrence County Emergency Medical Services Department has recommended revisions to its employee work schedule and compensation structure to improve recruitment, retention, and operational efficiency; and

Whereas, the Human Resources Committee has reviewed and recommended approval of the proposed Lawrence County EMS 24/72 Work Schedule Policy; and

Whereas, the County Commission finds that adoption of the policy is in the best interests of Lawrence County and its citizens; and

Whereas, EMS administration has advised that implementation of the new schedule requires the hiring and training of additional personnel before the revised schedule can be placed into operation.

NOW, THEREFORE, BE IT RESOLVED, by the Lawrence County Legislative Body meeting in Regular Session on this 28th day of July 2026 as follows:

Section 1. Approval of Policy. The Lawrence County EMS 24/72 Work Schedule Policy, attached hereto as Exhibit 1 and incorporated herein by reference, is hereby approved and adopted.

Section 2. Effective Date. Notwithstanding the date of adoption of this Resolution, the Lawrence County EMS 24/72 Work Schedule Policy shall become effective on October 23, 2026.¹ Until that date, the existing EMS personnel policies, work schedules, compensation practices, and benefit accruals shall remain in full force and effect.

Section 3. Administration. The Lawrence County EMS Director, in coordination with the County Executive, Human Resources, and the County Finance Department, is authorized to take such administrative actions as are necessary to implement the policy on its effective date.

Section 4. Severability. Should any section, subsection, sentence, clause, or provision of this Resolution be declared invalid or unenforceable by a court of competent jurisdiction, such determination shall not affect the validity of the remaining portions of this Resolution.

Section 5. Effective Date of Resolution. This Resolution shall take effect immediately upon its passage, the public welfare requiring it; provided, however, the policy adopted herein shall become effective on October 23, 2026.

Passed this 28th day of July 2026.

¹ The Human Resources Committee approved the policy without a effective date. Staff advises the policy should begin October 23, 2026. It is anticipated that the Body will amend the committee's recommendation on the floor to include October 23, 2026 as the effective date of the policy change.

Shane Eaton, Chair
Lawrence County Legislative Body

David A. Morgan, County Executive

ATTEST:

Russ Brewer, County Clerk

SPONSOR: Human Resources Committee