

STOPGAP FUNDING

LENGTH OF AGENT VACANCY

With the increase in county contribution that went into effect July 1, 2009, we will be able to reduce the number of vacancies from 32 to 16. As positions become vacant, they will continue to be recorded in the order of the date they are vacated. As the vacancy number exceeds 16, agent positions that have been vacant the longest will be filled. There may possibly be exceptions to the order of filling vacancies based on situational county needs such as only one agent remaining in a county. The exact length of time the agent position will be vacant cannot be predicted as the number of people retiring or resigning cannot be predicted. It is also impossible to predict the exact saving that holding 16 positions vacant will generate. Salaries of those resigning or retiring and salaries of those hired vary. Because of these factors and the uncertainty of state support, the number of vacancies needed to meet budget will be periodically reviewed and may be adjusted as needed.

STOPGAP MEASURE FOR FUNDING VACANCIES

Counties can use the stopgap mechanism to fill vacancies immediately by committing county funds to cover 100% of the salary cost of the new agent until the time when that position would have been filled normally. Under this plan, the county will continue the Base Agent Salary Contribution, but at two-thirds of the current amount. (The Base Agent Salary Contribution is the normal county contribution to salary of up to 3 agents). The county will continue to fund the new position until the time when the position would have been filled using our vacancy list rotation. The exact length of time that the county will be responsible for 100% funding cannot be determined because the vacancy list is created by resignations and retirements which are unpredictable. When the time comes that the agent position would have been filled, the county will stop paying 100% of the new agent's salary amount but will resume paying 100% of the Base Agent Salary Contribution based on the current funding formula.

For example, a county that is in Category I would normally pay 57,000 (19,000 per agent) for the Base Agent contribution. If the county has a vacancy and chooses to fill the position utilizing stopgap funding, they would contribute 38,000 (for the 2 remaining agents) as the Base Agent Contribution and 100% of the salary for the stopgap funded position. If the position were filled by a person making 35,000, in addition to the 38,000 Base Agent contribution, the county would be contributing an additional 2,916.67 per month (this is 1,333.33 over what they would be contributing under the normal county contribution).

4TH AND ADDITIONAL AGENTS

Agents who are considered 4th and additional agents that are 100% county funded will be filled on a regular basis without regard to the number of vacancies.