



Alachua County Fire Rescue

Harold Theus, **Chief**

MEMORANDUM

Date: September 24, 2024

To: Alachua County Board of County Commissioners

From: Harold Theus, Chief

Subject: Special Pay Request for Public Safety Answers \$4,410.00

Alachua County Fire Rescue (ACFR) offers a Firefighter Trainee program that hires uncertified candidates and sponsors them to obtain the minimum qualifications of a Firefighter (Firefighter Minimum Standards/Emergency Medical Technician). Due to the applicant pools for uncertified candidates continuing to grow, ACFR staff sought out a screening tool that would allow the ability to evaluate candidates cognitive and behavioral skills and a video interview section to help decide on candidates that would be the best fit for our organization. These screening tools gave an insight into the understanding and processing of information from these candidates.

There was an unanticipated high number of applicants that participated in this process, which resulted in the cost exceeding the original estimate. To utilize the Public Safety Answers platform, the cost is \$45 per candidate that completes the testing and evaluation requirements. The final invoice was for 98 candidates that totaled \$4,410.00. This amount exceeds the \$3,500.00 threshold to be exempt from the procurement and purchase order process. The payment of the invoice requires a Special Pay request to be approved by the Board.