

Support itemization for MEI Holiday Pay

- Livingston County Medical Examiner Investigators (MEI) / Medicolegal Death Investigators (MDI) are classified as regular part-time (21 hours or less) employees of Livingston County (LC).
- Livingston County Medical Examiner Investigators / Medicolegal Death Investigators are required to be on-call and / or work 24 hours /7 days a week, 365 days a year to include weekends and holidays. This is the same requirement as the Livingston County Sheriff Department (LCSD) Deputies, Livingston County EMS employees (Full time and Part time) and Livingston County 911 Dispatchers.
- The MEI on-call shifts consist of 8 hours. There are 90 shifts (30 day month) and 93 shifts (31 day month) and a total of 1,095 shifts per year.
- LC MEI/MDI work as essential first responder public employees and respond to the scene of a death for an investigation. Livingston County EMS most of the time responds to the scene as does LCSD Deputies and/or other law enforcement (but not always). Thus, at times the MEI/MDI is responsible for the investigation of the death.

EMS responds if medical attention is needed and/or to pronounce the decedent if a Registered Nurse with authority, a Physician Assistant or a Doctor is not present.

Law enforcement (if they respond) investigates the death scene to determine if a crime has been committed. i.e.: City of Howell Police Department does not respond to the hospital for a death reported to the MEI even if the death is an emergency room patient recently brought to the hospital unless specifically requested by the MEI due to suspicious circumstances.

The MEI investigates the scene and the decedent to assist the Medical Examiner/Pathologist in attempting to determine the cause and manner of death. When required, the MEI will transport decedent to the morgue for examination by the Medical Examiner/Pathologist.

- LC MEI/MDI work at a death scene in conjunction with law enforcement, fire departments. EMS and other health and safety officials as needed.

Fire departments respond to mitigate a hazard, to assist with medical if needed and at times to assist in removing decedent due to size, location, etc. (i.e.: fatal fire, auto extrication, weight of decedent, etc).

The MEI when required works in conjunction with FAA investigators (plane fatalities), MIOSHA investigators (work related deaths) and others.

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- Since April 2020 with the COVID-19 pandemic, the LC MEI/MDI is responsible for entry and investigation into a COVID-19 facility (if needed/required) without law enforcement to investigate a death.

The LCSD will not respond to a COVID-19 facility unless suspicious circumstances exist.

The LCSD has directed their officers that if they respond to a non-extended care facility (residence, building, etc.), the Deputy will await the LC MEI and the MEI will enter to investigate the scene and coordinate with the LE officer. The MEI will provide copies of photos (if requested) and will provide information learned by the MEI. If suspicious circumstances exist, then a Detective from the LCSD will be contacted to respond. Thus, the MEI is the person entering alone for the initial investigation.

The other law enforcement departments within the County vary as to response; however response to COVID-19 facilities/Extended care facilities are basically the same in that law enforcement do not respond unless the MEI feels the cause and manner of death may be suspicious.

Brighton City Police Department will not respond to a COVID-19 facility or an extended care facility unless there are suspicious or extenuating circumstances. Brighton Police Department will respond to other death scenes but only one officer will enter and all efforts will be coordinated with the MEI.

- Livingston County MEI/MDI employees must become certified upon five years of LC MEI employment with the ABMDI (American Board of Medicolegal Death Investigators) as a Diplomat status. This is an extensive certification and testing process that can take up to 18 months to complete. The Certification and process are recognized and approved by the FSAB (Forensic Specialities Accreditation Board).
- Livingston County Sheriff Department deputies receive time and one half of their regular pay plus eight hours (8) of regular pay for working a holiday so long as they work at least eight (8) hours of their shift.
- Livingston County 911 Central dispatchers receive eight (8) hours of regular hourly pay plus 1-1/2 hours of pay for hours they work on a holiday. They receive eight hours of pay if they do not work the holiday.
- Livingston County EMS Paramedics/EMTs receive one hour of additional regular pay for every hour worked (double pay) for working a holiday. This pay is received providing that they work the scheduled shift before and the scheduled shift after the holiday.

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- On January 2, 2018, the Livingston County Board of Commissioners passed Livingston County Resolution #2018-01-004 approving holiday pay for Irregular Part-Time Paramedics-EMS Employees. The Resolution provides that the Irregular Part Time EMS employees receive the same holiday pay as the regular Union EMS employees. This resolution was passed 9-0-0. A copy of the resolution is attached.
- Livingston County MEIs since the inception have been dedicated and available even on holidays and have responded leaving their families during holiday celebrations. A one page listing of Holidays worked by MEIs and the number of cases for each holiday listed by years from 2016 to the present date (November 8, 2020) is attached.
- The Livingston County MEIs are requesting to receive the same holiday pay benefit for actual investigation hours worked by a MEI for Livingston County designated holidays as the Livingston County Board of Commissioners Resolution #2018-01-004 listed above for the Irregular Part-time EMS employees. This same consideration is being requested due to going to death scenes and dealing with the possible COVID-19 incidents.
- Please see the Medical Examiner Office – Background document if further is required as support.

RESOLUTION

NO: 2018-01-004

LIVINGSTON COUNTY

DATE: January 2, 2018

RESOLUTION APPROVING HOLIDAY PAY FOR IRREGULAR PART-TIME PARAMEDICS-EMS/PERSONNEL/FINANCE/FULL BOARD

WHEREAS, Irregular Part Time Paramedics are an important part of the EMS workforce; and

WHEREAS, EMS is required by law to maintain a 24/7 - 365 day a year operation; and

WHEREAS, EMS has historically paid its non-union contingent workforce holiday pay when they work a holiday; and,

WHEREAS, EMS is recommending to continue that practice by paying one (1) additional hour of pay at the straight time rate for every hour worked during a County recognized holiday for irregular part-time employees; and

WHEREAS, this is the same pay rate for EMS full-time Paramedics.

THEREFORE BE IT RESOLVED that the Livingston County Board of Commissioners hereby approves this Resolution to pay irregular part-time Paramedics one (1) additional hour of pay at the straight time hourly rate for every hour worked on a County-recognized holiday.

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MOVED: Commissioner Green
SECONDED: Commissioner Griffith
CARRIED: 9-0-0

Medical Examiner Calls on Livingston County Holidays for the years 2016 thru November 8, 2020

In 2016 there were Four (4) Medical Examiner Investigators for Livingston County. There are currently Nine (9) Medical Examiner Investigators for Livingston County. These investigators cover 1,095 shifts for a 365 calendar year.

Total Death Investigations	2016 - #319	2017 - #324	2018 - #293	2019 - #326	2020 - #417	As of 11-08-2020	Date 2020
Holiday	Date 2016	2017 # of Holiday calls	2018 # of Holiday calls	Date 2018	2019 # of Holiday calls	Date 2019	2020 # of Holiday calls
New Year	1-1 Friday	1	1-1 Sunday	1-1 Monday	3	1-1 Tuesday	2
MLK	1-18 Monday	2	1-16 Monday	1-15 Monday	4	1-21 Monday	1
President Day	2-15 Monday	2	2-20 Monday	2-19 Monday	1	2-18 Monday	3
Memorial Day	5-30 Monday	1	5-29 Monday	5-28 Monday	1	5-27 Monday	4
4 th of July	7-4 Monday	1	7-4 Tuesday	7-4 Wednesday	1	7-4 Thursday	2
Labor Day	9-5 Monday	1	9-4 Monday	9-3 Monday	2	9-2 Monday	9-7 Monday
Columbus Day	10-10 Monday	1	10-9 Monday	10-8 Monday	1	10-14 Monday	1
Veterans Day	11-11 Friday	1	11-11 Saturday	11-11 Sunday	2	11-11 Monday	10-12 Monday
Thanksgiving	11-24 Thursday	3	11-23 Thursday	11-22 Thursday	1	11-28 Thursday	
Day after Thanksgiving	11-25 Friday	2	11-24 Friday	11-23 Friday	1	11-29 Friday	
Christmas Eve	12-24 Saturday	1	12-24 Sunday	12-24 Monday	2	12-24 Tuesday	
Christmas	12-25 Sunday	2	12-25 Monday	12-25 Tuesday	1	12-25 Wednesday	
New Year's Eve	12-31 Saturday	2	12-31 Sunday	12-31 Monday	1	12-31 Tuesday	
# of Holiday Deaths		11	12	10	19		13
							As of Nov, 8, 2020