

Livingston County 911 Central Dispatch

Tentative Agreement

December 29, 2020

Employer Proposals

19.4(3). Any unscheduled forced holdover which causes an employee's work period to be extended after the employee's shift shall be compensated at two (2) times the employee's normal rate of pay. Employer agrees to drop its proposal related to Art. 19.4(3) and leave it status quo

~~Hours of Work 10.5 Shift Premium:~~

~~10.5 Shift Premium A shift premium of thirty five cents (\$.35) per hour will be applicable to employees for time worked between 1800 and 0600 hours, irrespective of shift start time. There shall be a weekend premium for employees working from 6pm Friday to 6pm Sunday of \$1.35 per hour. Dispatchers with five or more years of service and shift leaders with three or more years of service working between the hours of 6pm and 6am Sunday through Thursday, shall receive a shift premium of \$.75 per hour which shall not be combined with the weekend premium.~~

~~In line with Union's proposal to integrate shift premium into scale, see attached updated scale which includes the union's proposed dispatcher and shift leader scales and resulting increases in OTO scale.~~

19.7 Senior Training Certification Premium: Eligible unit employees who have ten (10) or more years Departmental unit seniority, and who obtain and fully maintain certified trainer credentials to the requirements of the State of Michigan and County, and who responsibly engage when assigned in the duties and responsibilities of a trainer for the Department shall receive a wage rate differential premium of 2% above the rate specified in Article 38.1 of the CBA. The Employer determines the number of certified trainers.

~~38.2 Training Step Up Pay. An employee directed by the Employer to train a new employee for four (4) consecutive hours or more shall receive \$1.50 per hour~~

Employer reserves the right to amend, modify, add, and delete a proposal(s).

Employer Counter Proposals to Union Proposals Received on

12/27/2020 via email and dated 12/29/2020

Art. 42 – Effective Date and Termination of Agreement – Three-year agreement (2021-2023)

Art. 8 – Discharge and Suspension - Union drops

Art. 19 – Hours of Work - Union drops

Art. 38 – Classifications and Wages – Cost of Living Adjustments

See Attached proposed scales for 2021 – 2023 which reflect the annual cost of living adjustments described here:

Effective January 1, 2021 or when ratified by all parties to this agreement, whichever is later - 2.25% increase.

Effective January 1, 2022 - 1.5% increase. Should the Board of Commissioners approve more than a 1.5% across the board increase for the non-union employees, the 911 scales will be increased by the same percentile.

Effective January 1, 2023 - 1.5% increase. Should the Board of Commissioners approve more than a 1.5% across the board increase for the non-union employees, the 911 scales will be increased by the same percentile.

**Art. 38 – Classifications and Wages – Shift Leader 5th Year Increase at 2.5%
- Propose a 9 year step, see attached scales**

Art. 38 – Classifications and Wages – 10 and 15 year retention bonus to Shift Leaders and Dispatchers at 2.5% - Agree to a 9 year step for Shift Leaders and Dispatchers, see attached scales

Art. 38 – Classifications and Wages – 38.2 Training Step – Up Pay – Reject, see Employer proposal 19.7 and 38.2 related to Training pay

Art. 38 – Classifications and Wages – 38.2 Training Step – Up Pay – New Language Regarding Training - Reject, keep status quo

Art. 14 Vacations – Union drops

Art. 29 Tuition Reimbursement – Union drops

Art. 35 Non-Bargaining Unit Personnel - Reject, leave status quo

Art. 39 Health Insurance – Increase Retirement Sick Payout – Reject, leave status quo

Employer reserves the right to amend, modify, add, and delete a proposal(s).

MJR 12/29/2020

MMR 12/29/2020

CK 12/30/2020

U 11/4/21

CLC 1/4/21