



LIVINGSTON COUNTY, MICHIGAN
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MEMORANDUM

TO: BOARD OF COMMISSIONERS

FROM: JENNIFER PALMBOS – Human Resources / Labor Relations Director

RE: TENTATIVE AGREEMENT REACHED REGARDING 911 DISPATCHERS

DATE: JANUARY 6, 2021

We are pleased to announce a tentative agreement has been reached between the County and the Police Officers Labor Council/Government Employees Labor Council, the union representing 911 Dispatchers (“Dispatchers”). Union employees have voted to approve this agreement by a vote of **21-yes** to **3-no**. If approved by the Board of Commissioners, the agreement will be a three (3) year agreement effective January 1, 2021 through December 31, 2023. Highlights of the agreement are as follows:

- Wage increase effective upon ratification of agreement in 2021: 2.25%
- Wage increase effective January 1, 2022: 1.5% *
- Wage increase effective January 1, 2023: 1.5% *

*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.

Dispatchers have agreed to remove voluntary abortion coverage from their Blue Cross/Blue Shield coverage upon ratification of the agreement, however the definition of elective abortion does NOT include pregnancies as a result of rape or incest.

Under this agreement the complicated shift premiums are eliminated and rolled into base pay starting in the new 2021 scale. Further, the department was able to negotiate important changes to the new hire training certification program, so that we will have dedicated trainers on each shift. A nine (9) year step was added to the Dispatcher and Shift Leader scales which will impact the three most senior Dispatchers.

Dispatchers agreed to discontinue purchasing forty (40) hours vacation time as a benefit in the last year of the agreement, but will have the opportunity to purchase short term disability coverage through the County.

Dispatcher probationary period is shortened from eighteen (18) months to twelve (12) months, but remains extendable to up to eighteen (18) months at the Director's discretion.

Other language changes to the agreement clarify current provisions related to promotions, shift pick process, shift trades, pay for special conferences, and disciplinary time off.

County Administration and the Central Dispatch Director recommend approval of this agreement.