



Memorandum

To: Livingston County Board of Commissioners
From: Jeffrey R. Boyd
Date: 11/27/2017
Re: Irregular Part Time Holiday Pay

For many years EMS has paid its contingent non-union workforce the same as it's union workforce to make sure there is parity among the staff. After reviewing the policy for irregular part-time employees it is apparent a resolution is needed to continue this practice.

Maintaining equity in the workforce is imperative in creating a culture that sustains recruitment and retention. It is also an industry standard among our peers that those public safety workers that work the holiday are compensated with holiday pay.

The contingent workforce is an important part of our operation. The funds have already been budgeted and the resolution before you seeks to formally adopt the process that is already in place.

If you have any questions regarding this matter please contact me.