



Michael J. Murphy
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May 11, 2021

Personnel / Finance / Board

Re: Letter of Understanding

Please allow this correspondence to serve as a request to sign the attached Letter of Understanding ("LOU") with the Livingston County Deputy Sheriff's Union. As co-employers, we (Sheriff / Board Chair) must both sign the LOU in order for it to be binding.

Background; The position of Detective is a tested and promoted position at the Sheriff's Office. With this promotion comes a raise in pay and a few other perks. The Detectives are still represented by the Deputies Union upon being promoted. I wanted the flexibility to be able to move a detective back to field services if I felt it was best for the organization. Under the current structure that could not happen because of the collective bargaining agreement (CBA). There have been on again, off again talks about this for the past several years, and we finally have a resolution that will work for the office as well as the union.

This LOU will allow me to move a Detective back to Field Services without a grievance. It will also allow for a rotating Detective Position. This position will allow Field Services Deputies the opportunity to gain specific skills and knowledge they might not normally be exposed to. This will have no financial impact on the budget.

There are two other pieces of this LOU. One; is increasing the allowable comp time a Deputy is able to accumulate from 60 hours to 80 hours. This may have a negligible effect on the budget, as there may be an instance or two where this could create an overtime situation. However, this would be the exception rather than the rule, as we control scheduled time off.

The last item addressed in this LOU is the ability to bring in a new Deputy at a more competitive wage step based on previous work experience. I as well as the Deputies understand the importance of being able to attract good people, and this may give us the edge in some situations. This will have a minor effect on the budget, which we will stay within.

I wholeheartedly support this LOU as it will give me some much needed flexibility. My hope is that you see this LOU in the same light.

Thanks again for your continued support and consideration

A handwritten signature in blue ink, reading "Michael J. Murphy".

Michael J Murphy