



## **LIVINGSTON COUNTY SHERIFF'S OFFICE**

**150 S. Highlander Way  
Howell, Michigan 48843-2323**

**(517) 546-2400**

### **MEMORANDUM**

**DATE: 10-14-21**

**TO: Board of Commissioners**

**FROM: Sheriff Michael Murphy**

**RE: Letter of Understanding Increased Hire Wage for Deputy David Haven**

Deputy David Haven was previously employed with the Livingston County Sheriff's Office as a Corrections Deputy beginning 08/09/2010 until 12/30/2019. Deputy Haven resigned on good terms to pursue an employment opportunity as a first responder within a different organization and field.

On May 10<sup>th</sup> of 2021 Deputy Haven was rehired by the Livingston County Sheriff's Office as a Deputy assigned to our Jail Division. Deputy Haven was hired in at a step 2 annual wage of \$50,084.32 with the understanding that if a Letter of Understanding was authorized by the board chair allowing an increased hire wage, his starting step would be re-evaluated based on experience with the Livingston County Sheriff's Office. It should be noted the Letter of Understanding was being considered at the time Deputy Haven was hired however it had not been approved by the Commissioners and signed by the Board Chair.

I have agreed to move Deputy Haven to step 9 at an annual wage of \$61,825.71 which is the step Deputy Haven was at when he resigned and is authorized based on a previous Letter of Understanding agreed upon by the Commission and Board Chair in June 2021. I am requesting the Personnel Committee authorize the Board Chair to sign the Letter of Understanding between Livingston County, the Livingston County Sheriff's Office and the Livingston County Deputy Sheriff's Association regarding Deputy Haven's Annual Step wage.

This Letter of Understanding is not precedential and shall not be used, nor admissible in any preceding, including but not limited for the purposes of seeking to establish a past practice. The language of this Letter of Understanding was reviewed and agreed upon by the Legal Counsel for the Livingston County Deputy Sheriffs Association and Livingston County Civil Counsel.

As always, if you have any questions please do not hesitate to contact me.

**Sheriff Michael Murphy**  
**Livingston County Sheriff's Office**