

RESOLUTION

NO: 2023-06-112

LIVINGSTON COUNTY

DATE: June 26, 2023

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## Resolution Reclassifying One Full-Time Quality Improvement Specialist from FLSA Exempt to Non-Exempt – Central Dispatch

**WHEREAS,** 911 Central Dispatch has one (1) vacant salaried full-time Quality Improvement Specialist position. The Quality Improvement Specialist work involves the review of data from 911 computer systems and audio recordings for the purposes of quality assurance. This position provides leadership, guidance, and support to all dispatchers in the proper application of the International Academies of Emergency Dispatch (IAED) Police, Medical and Fire Priority Dispatch protocols.

**WHEREAS,** the Quality Improvement Specialist is scheduled to work 8-hour shifts, and while the wage scale for this position is a bit higher than that of a dispatcher, the inability to be compensated for work beyond the regularly scheduled 40 hours reduces the interest level of some highly qualified employees to advance into this position away from the dispatch floor; and

**WHEREAS,** the Quality Improvement Specialist already has a full schedule and no ability for additional compensation, it limits our ability to use their experience for other opportunities like assisting in training new hires and backfilling openings in the dispatch schedule; and

**WHEREAS,** the Quality Improvement Specialist primary role is front line based and therefore would be best suited to be an hourly position as opposed to salary; and

**WHEREAS,** this move will create some additional expense for the department, as this position will undoubtedly work dispatch overtime as the need arises; and

**WHEREAS,** management of 911 Central Dispatch is recommending moving the Quality Improvement Specialist position from salaried to hourly; and

**WHEREAS,** 911 Central Dispatch has the appropriate funding for this expected increase in compensation in the current and proposed 2024 budget to accommodate this change.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby authorizes reclassifying the Quality Improvement Specialist from FLSA exempt to non-exempt.

Position #	Description	Group	Grade	FTE	Status
32500133	QUALITY IMPROVEMENT SPECIALIST	NU	9	1.00	A
32500141	QUALITY IMPROVEMENT SPECIALIST	NU	9	1.00	A

**BE IT FURTHER RESOLVED** that the Livingston County Board of Commissioners authorize any budget amendment to effectuate the above.

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MOVED:

SECONDED:

CARRIED: