



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: DECEMBER 21, 2023

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 15-yes to 2-no. If approved by the Board of Commissioners, the agreement will be a three (3) year agreement effective January 1, 2024 through December 31, 2026. Highlights of the agreement are as follows:

- Wage increase effective upon ratification of agreement in 2024: 3%
- Wage increase effective January 1, 2025: 2.5% *
- Wage increase effective January 1, 2026: 2.5% *

*Should the Board of Commissioners approve more than a 2.5% across the board increase for the non-union employees, the 911 scales will be increased by the same percentile.

Importantly, we were able to secure needed changes to the overtime payment provisions that will save the employer approximately \$26,000 per year. Such changes to the overtime payment provisions require federal approval. Upon obtaining such approval, the employer agrees to pay employees a \$500 bonus, which is not included as MERS wages. One year after such federal approval is obtained, the employer will make another such \$500 payment to employees.

The employer negotiated an end to historical practices that allowed payment of overtime premium pay outside the required timeframes.

Contractual provisions for the Tactical Response Team pay is also included in this new agreement. Due to the collaboration between the Sheriff department and 911 dispatch, Dispatchers are now being included on the vitally important Tactical Response team. This will improve officer communications and safety on these important assignments.

The employer will begin paying off earned compensatory time at the end of each year instead of all at separation of employment. Paid lunch breaks were expanded to one hour from 45 minutes, which is consistent with other public safety employees.

The employer agreed to provide an annual \$300 uniform payment so that employees may purchase approved replacement uniform items.

Other language changes to the agreement clarify current provisions related to shift pick process, shift trades.

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