



CITY OF GROSSE POINTE WOODS DEPARTMENT OF PUBLIC SAFETY

Date: January 4, 2022

To: Frank Schulte, City Administrator *F.S.*

From: John G. Kosanke, Director of Public Safety
John G. Kosanke

Subject: Request to Increase Dispatcher Salaries

I am requesting to increase the salaries of all Communications Dispatchers in the department to the top level of pay for Tier One employees hired prior to the date of July 01, 2011. Although the current Union Contract is in effect until June 30, 2022, it is necessary to increase the salaries now in order to attract qualified applicants to fill vacancies in the department.

The department is budgeted for three full-time and three part-time dispatchers. On January 02, 2022, we will have only one full-time and two part-time dispatchers employed due to recent resignations and a retirement. Until we are fully staffed, we will be forced to take officers off of road patrol duties to cover the dispatch desk.

After two weeks, advertisements for the openings in our Dispatch center have not as yet resulted in any viable candidates. One of the reasons may be that our wages are not competitive. A salary comparison was done with other area departments, including Harper Woods, Macomb County, and SERESA (South East Regional Emergency Services Authority) and the results concluded that Grosse Pointe Woods dispatch salaries were significantly lower than all the others. The comparison sheet is attached.

Currently, the starting salary for newly hired dispatchers in our department (Tier Two) is \$17.8427 per hour (\$37,112.88 annually for full-time employees). The highest level of pay we offer for newly hired dispatchers after a period of 36 months is \$19.3436 per hour (\$40,234.79 annually for full-time employees). The highest level of pay offered for dispatchers hired prior to July 01, 2011 is \$22.8083 (\$47,441.34 for full-time employees). We are seeking to increase the pay rate for all dispatchers, full and part-time, to this highest rate of \$22.8083 per hour. We are also requesting that the increase be retroactive to January 09, 2022.

Per calculations done by our Finance Department, the increase to pay adjustment for this pay rate change would amount to \$16,764.68 in total. This amount includes the FICA amount of 7.65%. The increase would still be within the budgeted amount for FYE 2021-2022 of \$165,279.00. The summary for the projected increase is attached. We are hopeful that the increase in pay would help to attract suitable candidates for the open Communications Dispatch positions which are vital to the successful operation of our department.

Although this request for \$16,764.68 is substantial, it is still significantly less than the continued cost of hiring a Public Safety Officer to work overtime to cover the Dispatch desk. The cost to have one officer at the top rate of pay cover dispatch duties for one eight-hour Dispatch shift would be \$420.16, including benefits. If the officer was working overtime to cover the Dispatch desk, that rate would increase to \$630.23.

A Letter of Understanding has been drafted by our Labor Attorney, Gouri Sashital of Keller/Thoma, PC, as an agreement between the City and the Communications Dispatchers Union to increase the dispatchers' salaries on a one-time, non-precedential basis. I am requesting that the City of Grosse Pointe Woods allow me to sign this document.

LETTER OF UNDERSTANDING

IT IS HEREBY AGREED between the City of Grosse Pointe Woods ("the City") and the Police Officers Labor Council, Communications/Dispatchers ("the Union") as follows:

1. Notwithstanding any contrary provisions in the parties' current collective bargaining agreement, the parties agree that the City shall move all members of the bargaining unit to the top step of the applicable salary schedule beginning in the first pay period following ratification of this Letter of Understanding by both parties.
2. The parties expressly agree and acknowledge that the City's agreement to move all bargaining unit members to the top step of the salary schedule is on a one-time, non-precedential basis. The parties further expressly agree and acknowledge that this Letter of Understanding shall not be considered as precedent or past practice in future situations.
3. This document represents the parties' complete agreement as to the matters addressed herein, and no other such agreement shall be binding unless in writing and signed by the parties.

THE CITY

By: _____

Its: _____

Date: _____

THE UNION

By: _____

Its: _____

Date: _____

EXHIBIT A

SALARY RATES

	START	6 MONTHS	12 MONTHS	18 MONTHS	24 MONTHS	30 MONTHS	36 MONTHS
Communications Dispatchers Hired Prior to July 1, 2011							
July 1, 2019 to June 30, 2020	41,651.90	42,251.53	42,818.35	43,422.08	43,987.88	44,589.55	45,155.35
Hourly Rate	20.0250	20.3132	20.5857	20.8760	21.1480	21.4373	21.7093
July 1, 2020 to June 30, 2021	42,693.20	43,307.81	43,888.81	44,507.63	45,087.57	45,704.29	46,284.23
Hourly Rate	20.5256	20.8211	21.1004	21.3979	21.6767	21.9732	22.2520
July 1, 2021 to June 30, 2022	43,760.53	44,390.51	44,986.03	45,620.32	46,214.76	46,846.90	47,441.34
Hourly Rate	21.0387	21.3416	21.6279	21.9328	22.2186	22.5225	22.8083
Communications Dispatchers Hired After July 1, 2011							
July 1, 2019 to June 30, 2020	35,324.58	35,834.00	36,314.73	36,826.20	37,305.90	37,816.35	38,296.05
Hourly Rate	16.9830	17.2279	17.4590	17.7049	17.9355	18.1809	18.4116
July 1, 2020 to June 30, 2021	36,207.69	36,729.85	37,222.59	37,746.86	38,238.55	38,761.76	39,253.45
Hourly Rate	17.4075	17.6586	17.8955	18.1475	18.3839	18.6355	18.8719
July 1, 2021 to June 30, 2022	37,112.88	37,648.10	38,153.16	38,690.53	39,194.51	39,730.80	40,234.79
Hourly Rate	17.8427	18.1000	18.3429	18.6012	18.8435	19.1013	19.3436

Dispatch Salary Comparison						
City	Effective Dates	Starting Salary	6 Months	12 Months	18 Months	24 Months
Grosse Pointe Woods	July 01, 2021 - June 30, 2022	\$37,112.88	\$37,648.10	\$38,153.16	\$38,690.53	\$39,194.51
Grosse Pointe Farms	July 01, 2018 - June 30, 2022	\$38,410.74	42,859.65	\$45,740.45	\$48,623.33	\$49,786.67
Grosse Pointe Park	July 01, 2020 - June 30, 2021 not current	\$41,017.60	\$41,017.60	\$41,017.60	\$49,058.00	\$49,088.00
Harper Woods	January 01, 2022 - December 30, 2022	\$40,132.87	42,362.48	42,362.48	42,362.48	42,362.48
Macomb County	November 05, 2019 - current	\$49,051.79				
SERESA	current	\$44,622.49				
						\$55,552.12

Employee	FT-Dispatcher	FT-Dispatcher-VACANT	PT-DISPATCHER	PT-DISPATCHER	PT-DISPATCHER	Total Increase in Wages
Current Rate	19.34	19.34	\$ 19.1013	\$ 18.3429	\$ 18.6012	
New Rate	22.81	22.81	\$ 22.8083	\$ 22.8083	\$ 22.8083	
Hours per week	40.00	40.00	40	20	20	
Total weeks until June 30th (As of January 2022)	26.00	26.00	26	26	26	
Difference in Pay	3,603.29	3,605.06	\$ 3,855.28	\$ 2,322.01	\$ 2,187.69	\$ 15,573.32
FICA (7.65%)	275.65	275.79	\$ 294.93	\$ 177.63	\$ 167.36	\$ 1,191.36
Total per employee	3,878.94	3,880.84	\$ 4,150.21	\$ 2,499.64	\$ 2,355.05	\$ 16,764.68

FY 21-22 Budget

	BUDGET	TOTAL EXPENDED AS OF 12.15.2021	PROJECTED EXPENSE AT 6.30.2021	INCREASE DUE TO PAY ADJUSTMENT	TOTAL PROJECTED EXPENSE AT 6.30.2022
101-310-702-500	75,313.00				
Three (3) Part-Time Dispatchers	79,966.00				
Two (2) Full-Time Dispatchers	155,279.00				
Holiday Pay Worked	10,000.00				
TOTAL	165,279.00	57,098.38	128,713.16	\$ 16,764.68	145,477.84
PROJECTED UNDER BUDGET FY 21-22					-19,801.16

One (1) Full-Time Dispatcher charged to Fund 261 (911)