

Public Safety Dispatcher 2022 Holiday Benefits Adjustment

The number of holidays allotted to the Public Safety Dispatcher's is truly an issue of fundamental fairness.

Positions at the Sheriff's Office have varying numbers of holidays, depending upon classification and work groups. Broadly speaking, the following totals exist:

Position	Regular Holiday	Float Holiday	Total Holidays
Administrative	10	4	14
Office Monday – Friday	10	4	14
Deputies ** (contract)			96 hours (12)
Booking/Security Clerk	10	3	13
Dispatcher	0	11	11

Dispatchers and Booking/Security Clerks work the exact same shift pattern, namely 8-hour days with a rotating 6-day work week cycle of 4 days on followed by 2 days off. In this regard, shifts are filled to maintain minimum staffing levels 24/7/365. All regularly scheduled workdays are paid at straight time, regardless of whether or not a regular work day falls on an actual recognized holiday. The concept of "time and a half" for working on holidays does not exist within the Sheriff's Office positions.

Quality recruitment and retention of key employees are two distinct concepts, and both have plagued this position; the hiring climate is very different than it was a decade ago. While some internal changes have occurred within the Comm Center over the last few years to boost retention, the Comm Center has not been fully staffed since 2011. This inequity in the number of holidays when compared to similar employees is something that perpetually resurfaces when speaking with Dispatchers about retention ideas as well as recruitment efforts.

To better align the Dispatch positions with other like similarly scheduled positions at the Sheriff's Office, this request is simply to give dispatchers an additional 2 days of floating holidays, to make their total 13.

There will be no changes to how those days off are internally requested, granted, or scheduled. While the Winnebago County Human Resources Policy Manual Policy 18 allows that *Unused floating holidays will not be paid out, except that they may be paid out in December to Master Control/Booking/Property Record Clerks in the Sheriff's Office*, there is no request to modify this provision to include Dispatchers in allowing for payouts.