



APPROVED
BY THE CITY COUNCIL

MAY 27 1997

OFFICE OF THE
CITY CLERK

1.13

DEPARTMENT OF
HUMAN RESOURCES
PERSONNEL SERVICES DIVISION

CITY OF SACRAMENTO
CALIFORNIA

921 TENTH STREET
SECOND FLOOR
SACRAMENTO, CA
95814-2693

PH 916-264-5726
FAX 916-264-8567

May 15, 1997

City Council
Sacramento, California

Honorable Members in Session

SUBJECT: SALARY ADJUSTMENT - SUPERVISING DISPATCHER

LOCATION AND COUNCIL DISTRICT: City

RECOMMENDATION:

It is recommended that the City Council amend Resolution 94-008 by adjusting the salary range for Supervising Dispatcher from \$2,269.52 - \$3,520.80 to \$2,385.90 - \$3,701.29 per month, which provides a 5.1% salary increase.

CONTACT PERSON: Cathy Bodenhamer, Human Resources Administrator, 264-5826

FOR COUNCIL MEETING OF: May 27, 1997

SUMMARY:

This report recommends increasing the salary range for Supervising Dispatcher by 5.1% in order to avoid salary compaction with the subordinate Dispatcher III classification.

COMMITTEE/COMMISSION ACTION:

There is none required for this report.

H:\CB\SUPVDISP.CC

City Council
Salary Adjustment - Supervising Dispatcher

BACKGROUND INFORMATION:

Supervising Dispatcher is represented by Stationary Engineers, Local 39, General Supervisory Unit. Dispatchers I/II/III are represented by the Sacramento Police Officers Association. The 1996 agreement between the City and the Sacramento Police Officers Association provided, in part, the following economic improvements for Dispatchers I/II/III:

- A 3.5% comparability salary adjustment effective June 22, 1996.
- 7.5% night shift premium pay
- Increased uniform allowance
- Effective June 21, 1997, a 5% educational incentive for employees in the classifications of Dispatcher I/II/III with a Bachelors Degree (BA or BS) or higher, and five years of City service.

The bargaining agreement covering the Supervising Dispatcher classification does not provide for any of the above economic improvements. However, a salary survey of all dispatcher levels which was conducted during negotiations with the Sacramento Police Officers Association indicated that the salary range for Supervising Dispatcher is approximately 16% below comparable jurisdictions.

Prior to the most recent bargaining agreements, the salary range for Supervising Dispatcher was 10.3% higher than the salary range for Dispatcher III, the next lower subordinate classification. Following the bargaining agreements with Local 39 and the Sacramento Police Officers Association, the salary range for Supervising Dispatcher is now 6.6% higher than the salary range for Dispatcher III. A Dispatcher III at the top step of the salary range and receiving night shift premium pay would receive a higher salary than a Supervising Dispatcher not receiving the premium pay, and the 5% educational incentive for Dispatcher III would create a salary difference of only 1.5% between a Dispatcher III with a bachelor's degree and a Supervising Dispatcher.

The 5.1% salary increase for Supervising Dispatcher is proposed in order to avoid salary compaction with Dispatcher III. It is further proposed that the 5.1% salary adjustment be made effective June 22, 1996, the date Dispatchers I/II/III received a 3.5% comparability salary adjustment.

FINANCIAL CONSIDERATIONS:

Costs associated with the increased salaries will be absorbed in the Police Department operating budget.

City Council
Salary Adjustment - Supervising Dispatcher

ENVIRONMENTAL CONSIDERATIONS:

The subject of this report does not involve a project that requires compliance with the California Environmental Quality Act (CEQA), inasmuch as it does not involve an activity which may cause a direct or indirect change in the environment (Public Resource Code Section 21065).

POLICY CONSIDERATIONS:

These recommendations are consistent with the current policy for making salary adjustments for civil service classifications.

MBE/WBE EFFORTS: Not applicable.

Respectfully submitted,



Cathy Bodenhamer
Human Resources Administrator

RECOMMENDATION APPROVED:



WV
William H. Edgar
City Manager

APPROVED:



Dee Contreras
Director of Labor Relations

RESOLUTION NO. 97-261

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

APPROVED
BY THE CITY COUNCIL
MAY 27 1997
OFFICE OF THE
CITY CLERK

AMENDING RESOLUTION 94-008 RELATING TO SALARY SCHEDULES, EMPLOYER-EMPLOYEE RELATIONS POLICY, AND DESIGNATION OF EXEMPT JOB CLASSIFICATIONS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO THAT RESOLUTION 94-008 IS AMENDED AS FOLLOWS, EFFECTIVE JUNE 22, 1996:

Section 1.

Exhibit A, Salary Schedules, Schedule 15, General Supervisory Unit, is amended by:

- a. The modification of the salary for Supervising Dispatcher from \$2,269.52 - \$3,520.80 to \$2,385.90 - \$3,701.29 per month.

Section 2.

Exhibit B, Employer-Employee Relations Policy, is amended by:

- a. The modification of the salary for Supervising Dispatcher from \$2,269.52 - \$3,520.80 to \$2,385.90 - \$3,701.29 per month.

ATTEST:

CITY CLERK

MAYOR

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____