

RESOLUTION NO. 2007-237

Adopted by the Sacramento City Council

April 17, 2007

POLICE DEPARTMENT CIVILIAN COMPENSATION

BACKGROUND

- A. The Records Division, Communications Center and Forensic Identification Section have experienced unprecedented personnel losses over the past five years. Experienced employees have left the Police Department to work for other agencies that have a lighter work load and better compensation.
- B. The inability to recruit and retain competent, trained employees has negatively impacted the operations in the divisions, resulting in mandatory overtime and increasing restrictions on the ability to take time off.
- C. Additional compensation is necessary in order to retain the employees who are currently working in these divisions, and attract new candidates to fill the open positions. Filling the open positions will have the added benefit of eventually reducing the amount of mandatory overtime, and retaining experienced employees will reduce the cost associated with constant turnover.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

- Section 1. The salary range for the classifications of Police Records Specialist I, II, III, Police Records Supervisor and Senior Police Records Supervisor shall be implemented as in Exhibit A.
- Section 2. The salary range, POST incentive, shift differential and uniform allowance for the classifications of Dispatcher I, II, and III and salary range for Supervising Dispatcher shall be implemented as in Exhibit B-1, 2, 3, and 4.
- Section 3. The salary range for the classifications of Forensic Investigator I, II, Lead Forensic Investigator and Supervising Forensic Investigator shall be implemented as in Exhibit C.
- Section 4. The City Manager, or a designated representative, is authorized to augment the budget to compensate for the increases in salary and other compensation.

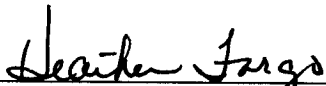
Adopted by the City of Sacramento City Council on April 17, 2007 by the following vote:

Ayes: Councilmembers, Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway, Waters and Mayor Fargo.

Noes: None.

Abstain: None.

Absent: None.



Mayor Heather Fargo

Attest:



Shirley Concolino, City Clerk

Table of Contents:

Exhibit A Salary schedule for Police Records Specialist series

CITY OF SACRAMENTO SCHEDULED MONTHLY/BI-WEEKLY/HOURLY RATES	GOVERNMENT HUMAN RESOURCES SYSTEM					
	STEP 3	STEP 4	STEP 5	STEP A 5 STEP B 7	STEP C 8 STEP D 9 STEP E 10	
4/10/2007 1:34:11 PM CODE TITLE						
169933/66933 REP16 POLICE RECORDS SPECIALIST I	2395.61 1105.66 13.8208	2515.38 1160.94 14.5118	2641.15 1218.99 15.2374	2773.21 1279.94 15.9993 2911.88 1343.94 16.7993	3057.48 1411.14 17.6393 3210.36 1481.70 18.5213	3370.88 1555.79 19.4474
169934/66934 REP16 POLICE RECORDS SPECIALIST II	2754.94 1271.51 15.8939	2892.69 1335.09 16.6886	3037.32 1401.84 17.5230	3189.19 1471.94 18.3992 3348.66 1545.54 19.3192	3516.10 1622.82 20.2852 3691.91 1703.96 21.2995	3876.51 1789.16 22.3645
169935/66935 REP16 POLICE RECORDS SPECIALIST III	3030.44 1398.66 17.4833	3181.97 1468.60 18.3575	3341.07 1542.03 19.2754	3588.13 1619.14 20.2392 3683.54 1700.10 21.2512	3867.73 1785.10 22.3138 4061.11 1874.36 23.4295	4264.17 1968.08 24.6010
15101/65101 REP15 POLICE RECORDS SUPERVISOR	3333.49 1538.54 19.2317	3500.17 1615.46 20.1933	3675.19 1696.24 21.2030	3858.95 1781.06 22.2632 4051.91 1870.11 23.3764	4254.50 1963.62 24.5452 4467.23 2061.80 25.7725	4690.59 2164.89 27.0611
15082/65082 REP15 SENIOR POLICE RECORDS SUPERVISOR	3666.87 1692.40 21.1550	3850.20 1777.82 22.2127	4042.71 1865.86 23.3233	4244.85 1959.16 24.4895 4457.09 2057.12 25.7140	4679.95 2159.98 26.5997 4913.95 2267.98 28.3497	5159.65 2381.38 29.7672

Attachment 1
Records Division

Effective 4/1/07

Exhibit B-1 Salary schedule for Dispatcher series

4/10/2007 1:36:40 PM CODE TITLE	CITY OF SACRAMENTO SCHEDULED MONTHLY BI-WEEKLY HOURLY RATES			GOVERNMENT HUMAN RESOURCES SYSTEM							
	STEP 3	STEP 4	STEP 5	STEP A 6	STEP B 7	STEP C 8	STEP D 9	STEP E 10	STEP F 10		
02049/52049 REP02 <u>DISPATCHER I</u>				3242.43 1496.50 18.7063	3404.54 1571.33 19.6416	3574.77 1649.90 20.6237	3753.52 1732.39 21.6549	3941.18 1819.01 22.7376			
02050/52050 REP02 <u>DISPATCHER II</u>				3851.47 1777.60 22.2200	4044.04 1866.48 23.3310	4246.25 1959.81 24.4976	4458.57 2057.80 25.7225	4681.49 2160.69 27.0086			
02051/52051 REP02 <u>DISPATCHER III</u>				4380.90 2021.95 25.2744	4599.94 2123.05 26.5381	4829.93 2229.20 27.8650	5071.42 2340.66 29.2582	5324.99 2457.69 30.7211			
15039/65039 REP15 <u>SUPERVISING DISPATCHER</u>				4501.62 2077.67 25.9709	4726.70 2181.55 27.2694	4963.04 2290.63 28.6329	5211.18 2405.16 30.0645	5471.73 2525.42 31.5677	5745.32 2651.69 33.1461	6032.59 2784.27 34.8034	6334.22 2923.49 36.5836

Attachment 2
Communications Center

Effective 4/14/07

Exhibit B-2 Salary schedule for Dispatcher series

REP CODE TITLE	CITY OF SACRAMENTO SCHEDULED MONTHLY BI-WEEKLY HOURLY RATES			GOVERNMENT HUMAN RESOURCES SYSTEM						
	STEP A-6	STEP B-7	STEP C-8	STEP D-9	STEP E-10	STEP F-11	STEP G-12	STEP H-13	STEP I-14	
REP02 02049-52049 DISPATCHER I	3404.54 1571.33 19.6416	3574.77 1649.90 20.6237	3753.52 1732.39 21.6549	3941.18 1819.01 22.7376	4138.25 1909.96 23.8745					
REP02 02050-52050 DISPATCHER II	4162.98 1921.38 24.0172	4371.14 2017.45 25.2181	4589.69 2118.32 26.4790	4819.19 2224.24 27.8030	5060.15 2335.46 29.1932					
REP02 02051-52051 DISPATCHER III	4780.31 2206.30 27.5787	5019.32 2316.61 28.9576	5270.29 2432.44 30.4055	5533.81 2554.06 31.9258	5810.50 2681.77 33.3221					
REP15 15039-65039 SUPERVISING DISPATCHER	5056.22 2333.64 29.1705	5574.49 2572.84 32.1605	6145.86 2836.55 35.4569	6775.81 3127.30 39.0912	7114.61 3283.66 41.0458					

Exhibit B-3 Salary schedule for Supervising Dispatcher

EFFECTIVE CODE TITLE	REP UNIT	CITY OF SACRAMENTO SCHEDULED MONTHLY BI-WEEKLY HOURLY RATES					GOVERNMENT HUMAN RESOURCES SYSTEM				
		STEP 3	STEP 4	STEP 5	STEP A 6	STEP B 7	STEP C 8	STEP D 9	STEP E 10		
15039/65039	REP15	5363.63	5631.81	5913.41	6209.08	6519.53	6845.51	7187.79	7547.18		
<u>SUPERVISING</u>		2475.52	2599.30	2729.26	2865.73	3009.02	3159.46	3317.44	3483.31		
<u>DISPATCHER</u>		30.9440	32.4912	34.1158	35.8216	37.6127	39.4933	41.4680	43.5414		

06/21/2008

Exhibit B-4 Salary schedule for Supervising Dispatcher

EFFECTIVE CODE TITLE	REP UNIT	CITY OF SACRAMENTO SCHEDULED MONTHLY BI-WEEKLY HOURLY RATES										GOVERNMENT HUMAN RESOURCES SYSTEM									
		STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10	STEP 3	STEP 4	STEP 5	STEP A/6	STEP B/7	STEP C/8	STEP D/9	STEP E/10				
15039/65039	REP15	5689.74	5974.23	6272.93	6586.58	6915.91	7261.71	7624.79	8006.04	5689.74	5974.23	6272.93	6586.58	6915.91	7261.71	7624.79	8006.04				
<u>SUPERVISING</u>		2626.03	2757.34	2895.20	3039.96	3191.96	3351.56	3519.14	3695.10	2626.03	2757.34	2895.20	3039.96	3191.96	3351.56	3519.14	3695.10				
<u>DISPATCHER</u>		32.8254	34.4667	36.1900	37.9995	39.8995	41.8945	43.9892	46.1887	32.8254	34.4667	36.1900	37.9995	39.8995	41.8945	43.9892	46.1887				

06/20/2009

Exhibit C Salary schedule for Forensic Investigator series

4-4-2007 1:50:52 PM CODE TITLE	CITY OF SACRAMENTO SCHEDULED MONTHLY BI-WEEKLY/HOURLY RATES					GOVERNMENT HUMAN RESOURCES SYSTEM				
	STEP 3	STEP 4	STEP 5	STEP A.6	STEP B.7	STEP C.8	STEP D.9	STEP E.10		
Attachment 3 Forensic Identification Section										
16047/66047 REP16 FORENSIC <u>INVESTIGATOR I</u>	3345.33	3512.60	3688.22	3872.63	4066.26	4269.58	4483.06	4707.21	4931.37	5177.93
16048/66048 REP16 FORENSIC <u>INVESTIGATOR II</u>	3679.85	3863.64	4057.04	4259.89	4472.88	4696.54	4931.37	5177.93	5424.50	5695.73
16926/66926 REP16 LEAD FORENSIC <u>INVESTIGATOR</u>	4047.85	4250.25	4462.76	4685.89	4920.19	5166.20	5424.50	5695.73	5966.97	6265.31
15060/65060 REP15 SUPERVISING FORENSIC <u>INVESTIGATOR</u>	1868.24	1961.66	2059.74	2162.72	2270.86	2384.40	2503.62	2628.80	2753.98	2891.68
	23.3530	24.5207	25.7467	27.0340	28.3857	29.8050	31.2952	32.8600	34.4248	36.1460
	4452.64	4675.27	4909.03	5154.48	5412.21	5682.82	5966.97	6265.31	6576.97	6891.98
	2055.06	2157.62	2265.70	2378.99	2497.94	2622.84	2753.98	2891.68	3031.16	3171.46
	25.6883	26.9727	28.3213	29.7374	31.2243	32.7855	34.4248	36.1460	37.9116	39.7146

Effective 4/14/07