



# CITY OF SACRAMENTO

**DEPARTMENT OF EMPLOYEE RELATIONS**  
801 NINTH STREET, ROOM 105  
SACRAMENTO, CALIFORNIA 95814  
TELEPHONE (916) 449-5424

STEVE LAKICH  
DIRECTOR OF EMPLOYEE RELATIONS

December 6, 1983

**APPROVED**  
BY THE CITY COUNCIL

**DEC 6 1983**

OFFICE OF THE  
CITY CLERK

City Council  
Honorable Members in Session

**SUBJECT: Salary Parity for Police Dispatchers**

SUMMARY

This report recommends that the salaries for Police Dispatchers be increased in order to establish parity with the Fire Dispatchers. Parity is needed for the Police Dispatchers because they will be doing similar work as Fire Dispatchers at the new City Communications Center. To bring the Police Dispatchers to parity with the Fire Dispatchers, salaries will need to be increased from approximately \$16 to \$46 per month.

It is recommended that the City Council approve salary parity for Police Dispatchers by adopting the attached resolutions incorporating the salary adjustments in the two 1982-84 Agreements between the City of Sacramento and Stationary Engineers, Local 39.

BACKGROUND

On November 22, 1983, the City Council turned down the recommendation of City staff to amend the Employer-Employee Relations Policy in order to delete the Dispatcher (Fire) classifications from the Fire Department Unit and to place the classifications in the same bargaining units with the Dispatcher (Police) classifications. The staff recommendation was made because the Police and

Fire Dispatchers would be working together and doing similar work at the new centralized City Communications Center, which is scheduled to be operational in January 1984. The action by the City Council on November 22, 1983 was to defer the matter to the 1984 labor negotiations. This action meant the Fire and Police Dispatchers would remain in their present representation units and City staff was directed to address the matter in the next contract negotiations.

We wanted Fire and Police Dispatchers in the same bargaining unit so that they would be covered by the same labor agreement to assure that their salaries, benefits, and working conditions would be identical. One of our main concerns was the salary disparity between the Police and Fire Dispatchers. The Fire Dispatchers, represented by Fire Fighters, Local 522, have higher salaries ranging from approximately \$16 to \$46 more per month than the Police Dispatchers, represented by Stationary Engineers, Local 39. If not corrected, this salary disparity is certain to cause employee morale problems at the new City Communications Center.

The operational start-up problems at the new City Communications Center will be difficult enough without also having to deal with employee morale problems caused by the salary disparity.

We believe that the salary disparity matter should be resolved now as a temporary and partial solution to the larger issue of the bargaining unit modification which will be addressed in the 1984 negotiations. To that end, we have met with Stationary Engineers, Local 39 and have reached tentative agreement to adjust the salaries for employees in the Dispatcher (Police) classifications to bring them up to parity with the Dispatcher (Fire) classifications. The tentative agreement has been incorporated as Addendum #1 to the 1982-84 Non-Supervisory Agreement covering the classes of Dispatcher I (Police), Dispatcher II (Police), and Dispatcher III (Police). Addendum #2 to the 1982-84 General Supervisory Agreement brings the Supervising Dispatcher (Police) classification up to parity with Supervising Dispatcher (Fire).

FINANCIAL IMPACT

The estimated annual cost for parity for Police Dispatchers is \$22,150. The cost for the remainder of Fiscal Year 1983-84 is approximately \$12,900.

RECOMMENDATION

It is recommended that the City Council approve the attached resolutions adopting each addendum to the agreements with Stationary Engineers, Local 39, which are:

- 1. Addendum #1 to the 1982-84 Agreement covering employees in the Operations and Maintenance, Office and Technical, and Professional Units; and

2. Addendum #2 to the 1982-84 Agreement covering employees in the General Supervisory Unit.

Respectfully submitted,



Steve Lakich  
Director of Employee Relations

APPROVED:



Walter J. Slive  
City Manager

Attachments

December 6, 1983  
All Districts

**RESOLUTION NO. 83-979**

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

DECEMBER 6, 1983

A RESOLUTION ADOPTING ADDENDUM #1 TO THE  
1982-84 AGREEMENT WITH THE STATIONARY ENGINEERS, LOCAL 39  
COVERING EMPLOYEES IN THE OPERATIONS AND MAINTENANCE,  
OFFICE AND TECHNICAL, AND PROFESSIONAL UNITS

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution on employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the Stationary Engineers, Local 39, the recognized employee organization for employees in the Operations and Maintenance, Office and Technical, and Professional Units as designated in said policy; and

WHEREAS, the parties have entered into an Addendum #1 to the 1982-84 Agreement covering employees in the Operations and Maintenance, Office and Technical, and Professional Units, relating to a salary increase for employees in the classifications of Dispatcher I (Police), Dispatcher II (Police), and Dispatcher III (Police) as reflected by the written Addendum entered into by them on December 6, 1983, which Addendum is attached hereto and made a part hereof; and

WHEREAS, this Council finds that the provisions and agreements contained in this Addendum are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said Addendum.

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MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

**APPROVED**  
BY THE CITY COUNCIL

DEC 6 1983

OFFICE OF THE  
CITY CLERK

ADDENDUM #1  
 TO  
 AGREEMENT  
 BETWEEN THE  
 CITY OF SACRAMENTO  
 AND  
 INTERNATIONAL UNION OF OPERATING ENGINEERS,  
 STATIONARY LOCAL 39, AFL-CIO,  
 COVERING ALL EMPLOYEES IN THE  
 OPERATIONS AND MAINTENANCE,  
 OFFICE AND TECHNICAL, AND PROFESSIONAL UNITS  
 1982-84

This Addendum is to the Agreement entered into between the City of Sacramento and the International Union of Operating Engineers, Stationary Local 39, AFL-CIO on December 3, 1982, covering employees in the Operations and Maintenance, Office and Technical, and Professional Units.

Effective December 10, 1983, the parties agree to amend the Agreement to change the rates of pay for employees in the Dispatcher (Police) classifications as follows:

<u>Classification</u>	<u>Step A</u>	<u>Step B</u>	<u>Salary Step C</u>	<u>Step D</u>	<u>Step E</u>
Dispatcher I (Police)					
Monthly	\$1,214.03	\$1,274.69	\$1,338.48	\$1,405.39	\$1,475.59
Bi-Weekly	560.32	588.32	617.76	648.64	681.04
Hourly	7.004	7.354	7.722	8.108	8.513
Dispatcher II (Police)					
Monthly	1,348.71	1,416.13	1,486.85	1,561.21	1,639.21
Bi-Weekly	622.48	653.60	686.24	720.56	756.56
Hourly	7.781	8.170	8.578	9.007	9.457
Dispatcher III (Police)					
Monthly	1,468.83	1,542.32	1,619.45	1,700.40	1,785.33
Bi-Weekly	677.92	711.84	747.44	784.80	824.00
Hourly	8.474	8.898	9.343	9.810	10.300

This Addendum shall remain in full force and effect until June 22, 1984.

DATED: December 6, 1983

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY ENGINEERS LOCAL 39, AFL-CIO

CITY OF SACRAMENTO

BY: Garland Rosauro

GARLAND ROSAURO  
BUSINESS REPRESENTATIVE

BY: Steve Lakich

STEVE LAKICH  
DIRECTOR OF EMPLOYEE RELATIONS

**RESOLUTION NO. 83-980**

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

DECEMBER 6, 1983

A RESOLUTION ADOPTING ADDENDUM #2 TO THE  
1982-84 AGREEMENT WITH THE STATIONARY ENGINEERS, LOCAL 39  
COVERING EMPLOYEES IN THE GENERAL SUPERVISORY UNIT

WHEREAS, this Council pursuant to California Government Code Section 3500, et. seq., enacted by resolution on employer-employee relations policy; and,

WHEREAS, under the terms of that policy, the representatives of the City Manager have met and conferred with representatives of the Stationary Engineers, Local 39, the recognized employee organization for employees in the General Supervisory Unit as designated in said policy; and

WHEREAS, the parties have entered into an Addendum #2 to the 1982-84 Agreement covering employees in the General Supervisory Unit, relating to a salary increase for employees in the classification of Supervising Dispatcher (Police) as reflected by the written Addendum entered into by them on December 6, 1983, which Addendum is attached hereto and made a part hereof; and

WHEREAS, this Council finds that the provisions and agreements contained in this Addendum are fair and proper and in the best interests of the City of Sacramento;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said Addendum.

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

**APPROVED**  
BY THE CITY COUNCIL

**DEC 6 1983**

OFFICE OF THE  
CITY CLERK

ADDENDUM #2  
TO  
AGREEMENT  
BETWEEN THE  
CITY OF SACRAMENTO  
AND

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY LOCAL 39, AFL-CIO,  
COVERING ALL EMPLOYEES IN THE  
GENERAL SUPERVISORY UNIT

1982-84

This Addendum is to the Agreement entered into between the City of Sacramento and the International Union of Operating Engineers, Stationary Local 39, AFL-CIO on December 3, 1982, covering employees in the General Supervisory Unit.

Effective December 10, 1983, the parties agree to amend the Agreement to change the rates of pay for employees in the classification of Supervising Dispatcher (Police) as follows:

<u>Classification</u>	<u>Step A</u>	<u>Step B</u>	<u>Salary Step C</u>	<u>Step D</u>	<u>Step E</u>
Supervising Dispatcher (Police)					
Monthly	\$1,607.84	\$1,688.27	\$1,772.68	\$1,861.25	\$1,954.33
Bi-Weekly	742.08	779.20	818.16	859.04	902.00
Hourly	9.276	9.740	10.227	10.738	11.275

This Addendum shall remain in full force and effect until June 22, 1984.

DATED: December 6, 1983

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY ENGINEERS LOCAL 39, AFL-CIO

CITY OF SACRAMENTO

BY: Garland Rosauero  
GARLAND ROSAURO  
BUSINESS REPRESENTATIVE

BY: Steve Lakich  
STEVE LAKICH  
DIRECTOR OF EMPLOYEE RELATIONS