



## Legislation Details (With Board Report)

<b>File #:</b>	RES 22-173	<b>Name:</b>	Communications Dispatcher Base Wage Study
<b>Type:</b>	BoS Resolution	<b>Status:</b>	Passed
<b>File created:</b>	9/8/2022	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	9/20/2022	<b>Final action:</b>	9/20/2022

**Title:** Adopt a Resolution to:  
 a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications as indicated in Attachment A;  
 b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A, 3. Resolution, 4. Completed Board Order Item No. 22, 5. Completed Resolution Item No. 22

Date	Ver.	Action By	Action	Result
9/20/2022	1	Board of Supervisors	adopted	Pass

Adopt a Resolution to:  
 a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications as indicated in Attachment A;  
 b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors adopts a Resolution to:  
 a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications as indicated in Attachment A;  
 b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

**SUMMARY/DISCUSSION:**

A base wage compensation study of the Communications Dispatcher classification series was requested by the Service Employees International Union (SEIU) Local 521 and approved by the Human Resources Department. The Communications Dispatcher classification series includes the Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications.

The base wage analysis of the County’s comparable agencies found that based on the duties performed, the benchmark classification of Communications Dispatcher II was matched to four (4) of the nine (9) comparable agencies and its salary was found to be approximately 16.94% below the salary mean of the comparable agency classifications.

It is recommended to adjust the base wage of the Communications Dispatcher II classification by

approximately 16.94% at top step and to maintain the current spread of the classification series.

OTHER AGENCY INVOLVEMENT:

The Emergency Communication Department has reviewed and concurs with the recommendations. In addition, Service Employees International Union (SEIU) Local 521 has been provided notice of these recommendations.

FINANCING:

The salary and benefits cost increase to the Emergency Communications Department is approximately \$794,609 for the remainder of FY 2022/23 or \$1,059,479 annually. The Department will not be able to absorb this increase into the FY 2022/23 adopted budget and will return to this board to request an increase in revenue and appropriations. In accordance with the terms of the 9-1-1 Services Agreement, approximately 30% of the \$794,609 increase will be borne by the General Fund to pay for increased costs to the Sheriff and Probation Departments while the other 70% will be paid for by the other 12 Cities, 3 Fire Districts and 2 State agencies.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachment:  
Attachment A  
Resolution