



Monterey County

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Board Report

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Approve the reallocation of 2.0 vacant FTE 80S01 - Communications Dispatcher II positions to 2.0 FTE 14C31 - Management Analyst III positions in the Emergency Communications Department Budget 1520-8065

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the reallocation of 2.0 vacant FTE 80S01 - Communications Dispatcher II positions to 2.0 FTE 14C31 - Management Analyst III positions in the Emergency Communications Department Budget 1520-8065.

SUMMARY/DISCUSSION:

The Department has restructured the organization and identified the need to create 2.0 FTE Management Analyst positions to perform the dispatch operations responsibilities previously performed by four Operations Supervisors. These positions will have the direct responsibility to manage and supervise the function of either Law or Fire disciplines within the Center as it relates to call-taking and dispatching activities. Additionally, these positions will provide the necessary operational and general support to the Director and Center Manager and will have greater involvement working with County officials, senior law enforcement and fire personnel. These positions require subject matter expertise in dispatch operations.

It is planned that the Management Analyst positions will ultimately replace two existing Operations Supervisor positions. This action alleviates the conflict of interest created when the Operations Supervisors supervise Shift Supervisors who are in the same collective bargaining unit, as well as increasing operational efficiencies. The Department anticipates both Operations Supervisor positions will be vacated upon the completion of the recruitment process for the new Management Analyst positions. Once the Operations Supervisor positions are vacated, the Department intends to reallocate both positions to Communications Dispatcher II positions through the FY 2015/16 budget process. By returning these positions to Communications Dispatchers there will be no increase of administrative positions or impact to dispatch operations as it relates to staffing. The Department met with SEIU to clarify and address all their concerns. SEIU supports the requested action. The request to classify and reallocate these positions was prepared by the Emergency Communications Department and approved by the Human Resources Department on July 23, 2014.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed the Request to Classify form and concurs with the classification recommendation. Counsel has reviewed the requested action.

FINANCING:

Savings from other organizational changes provide sufficient funds in the adopted FY2014-15 Emergency Communications Department (001 EME001) budget to fund this action. The total FY2014-15 costs will be approximately \$4,000 and future costs will be requested in the appropriate fiscal year's budget.

Prepared by:

Approved by:

John Vaught William E. Harry

Administrative Manager Director of Emergency Communications

x8887 Date _____ x8880 Date: _____