



Legislation Details (With Text)

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Title:	<p>Actions pertaining to amendments to resolutions related to classification and compensation for the Emergency Services Dispatcher classification series</p> <p>1. ***RESOLUTION - Adopt the 9th Amendment to the FY 2023 Salary Resolution No. 2022-152, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding the new classification of Emergency Services Call Taker and providing a salary step plan range for the classification; amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by increasing the salary step plan range for Emergency Services Dispatcher I/II/III classification; amending Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) by increasing the salary step plan range for Emergency Services Communications Supervisor and retitling the classification to Emergency Services Dispatch Supervisor; and amending Exhibit 14, Unit 14, Management Classes (CFMEA) by reinstating the benchmarked classification of Emergency Services Communications Manager with the respective salary step plan range for the classification and retitling to Emergency Services Dispatch Manager, effective March 27, 2023 (Subject to Mayor's Veto)</p> <p>2. ***RESOLUTION - Adopt the 7th Amendment to the Position Authorization Resolution (PAR) No. 2022-153 adding one full-time position for Emergency Services Dispatch Manager (Subject to Mayor's Veto)</p>				
Sponsors:	Personnel Services Department				
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Attachments:	1. Salary Tables - Ninth Amendment to FY23 Salary Resolution No. 2022-152 - Clean, 2. Salary Tables - Ninth Amendment to FY23 Salary Resolution No. 2022-152 - Redline, 3. ID 23-117 (3-A) Supplement Packet				

Date	Ver.	Action By	Action	Result
3/30/2023	1	City Council	ADOPTED	Pass

REPORT TO THE CITY COUNCIL

FROM: TJ MILLER, Interim Director
Personnel Services Department

BY: VANESSA PERALES, Human Resources Manager
Personnel Services Department

SUBJECT

Actions pertaining to amendments to resolutions related to classification and compensation for the Emergency Services Dispatcher classification series

1. ***RESOLUTION - Adopt the 9th Amendment to the FY 2023 Salary Resolution No. 2022-152, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding the new classification of Emergency Services Call Taker and providing a salary step plan range for the classification; amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by increasing

the salary step plan range for Emergency Services Dispatcher I/II/III classification; amending Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) by increasing the salary step plan range for Emergency Services Communications Supervisor and retitling the classification to Emergency Services Dispatch Supervisor; and amending Exhibit 14, Unit 14, Management Classes (CFMEA) by reinstating the benchmarked classification of Emergency Services Communications Manager with the respective salary step plan range for the classification and retitling to Emergency Services Dispatch Manager, effective March 27, 2023 (Subject to Mayor's Veto)

2. ***RESOLUTION - Adopt the 7th Amendment to the Position Authorization Resolution (PAR) No. 2022-153 adding one full-time position for Emergency Services Dispatch Manager (Subject to Mayor's Veto)

RECOMMENDATION

It is recommended that Council approve the Ninth Amendment to the FY 2023 Salary Resolution No. 2022-152, effective March 27, 2023, as follows:

- Amend Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by:
 - Adding the new classification of Emergency Services Call Taker and providing a monthly salary step plan range of Step A - Step E: \$4,854- \$5,734.
 - Increasing the respective monthly salary step plan range, Step A - Step E, by 14.21% for:
 - Emergency Services Dispatcher I: from \$4,250 - \$5,020 to \$4,854- \$5,734.
 - Emergency Services Dispatcher II: from \$4,594 - \$5,521 to \$5,247 - \$6,306.
 - Emergency Services Dispatcher III: from \$5,055 - \$6,073 to \$5,774 - \$6,936.
- Amend Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) by:
 - Increasing the monthly salary step plan range for Emergency Services Communications Supervisor by 19.11% from Step A - Step E: \$5,532 - \$6,693 to \$6,590 - \$7,973; and retitling the classification to Emergency Services Dispatch Supervisor
- Amend Exhibit 14, Unit 14, Management Classes (CFMEA) by:
 - Reinstating the benchmarked classification of Emergency Services Communications Manager and the respective monthly salary step plan range for Step A - Step I: \$8,370 - \$10,197; and retitling the classification to Emergency Services Dispatch Manager.

Recommendation to adopt the Seventh Amendment to the PAR No. 2022-153 to add one full-time position for the proposed Emergency Services Communications Manager classification.

EXECUTIVE SUMMARY

Currently, there are 94 positions allocated at Emergency Services Dispatcher I/II with 14 vacancies; 14 positions allocated at Emergency Services Dispatcher III with 1 vacant position; and 6 positions allocated at ESD Supervisor with no vacancies. In an effort to improve recruitment and retention within the Emergency Services Dispatcher classification series, and to create a career path for current ESD Supervisors, the following is recommended:

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA)

- Add the new classification of Emergency Services Call Taker (ESCT) at the same monthly salary step plan range as Emergency Services Dispatcher I.
- Increase the respective monthly salary step plan range salary by 14.21% for the Emergency I/II/III classification.

Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA):

- Increase the respective monthly salary step plan range by 19.11% for Emergency Services Communications Supervisor to reduce compaction with subordinates along with retitling the classification to Emergency Services Dispatch Supervisor.

Exhibit 14, Unit 14, Management Classes (CFMEA):

- Reinstate the benchmarked Emergency Services Communications Manager classification and the respective monthly salary step plan range for Step A - Step I: \$8,370 - \$10,197; retitling the classification to Emergency Services Dispatch Manager; and adding one full-time position for this classification.

Existing MOUs for the FCEA, CFPEA and CFMEA bargaining units include a 3% salary increase effective June 19, 2023 previously budgeted for FY24 for each respective classification.

To implement these actions, it is necessary to approve the Ninth Amendment to FY 2023 Salary Resolution No. 2022-152 and the Seventh Amendment to the FY 2023 PAR No. 2022-153.

BACKGROUND

The Emergency Services Dispatcher (ESD) classification series has been reviewed as a collaborative effort in response to recruitment and retention concerns by Police Department management, the respective bargaining units representing the affected employees, and City administrative staff and elected officials. At this time, there are 94 positions allocated at ESD I/II with 14 vacancies; 14 positions allocated at ESD III with 1 vacant position; and 6 positions allocated at ESD Supervisor with no vacancies. The Emergency Services Dispatcher I job specification was recently revised to expand the applicant pool under the minimum qualifications and a recruitment is ongoing to fill the remaining 14 vacancies after 10 vacancies were filled within the past month. A lateral recruitment at the Emergency Services Dispatcher II level remains open until filled along with lateral hiring incentives available through June 30, 2023.

In 2018, a Classification and Compensation review was completed as part of a larger review of several classifications City-wide represented by FCEA and CFPEA which included the Emergency Services Dispatcher classification series. Salary increases recommended from this study have been implemented for various classifications in phases to date. The results of this 2018 study identified a 9.52% increase for ESD I with 4.75% remaining for implementation; a 10.53% increase for ESD II with 4.91% remaining for implementation; a 5.19% increase for ESD III with 1.17% remaining for implementation; and a 20.52% increase for ESD Supervisor with 14.02% remaining for implementation. The remaining percentage increase from this 2018 study is factored into the overall recommended percentage increase for the ESD I/II/III/Supervisor.

In an effort to further improve retention and recruitment within this classification series, the following is proposed:

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA)

- Add the new classification of Emergency Services Call Taker (ESCT). This new classification will be responsible for taking and responding to non-emergency calls and assisting experienced ESDs with identifying and prioritizing urgent calls for service. Unlike the ESD I classification which is a training class, ESCT incumbents can earn permanent status and will be set at the same salary as the proposed salary increase for ESD I: Step A - Step E: \$4,854 - \$5,734 for lateral transfer opportunities with the ESD I. This new classification is designed to provide an option in the existing series for employees that for various qualifying reasons do not progress to or remain in the ESD II classification. A negotiated side letter with the City and FCEA is underway.
- Increase the respective monthly salary step plan range Step A - Step E by 14.21% for the following classifications. Providing the respective remaining 2017 Classification study increase will assist in offering a competitive salary with other agencies.
 - ESD I from \$4,250 - \$5,020 to \$4,854 - \$5,734. 17 incumbents will receive an increase.
 - ESD II from 4,594 - \$5,521 to \$5,247 - \$6,306. 63 incumbents will receive an increase.
 - ESD III from \$5,055 - \$6,073 to \$5,774- \$6,936. 13 incumbents will receive an increase.

Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA):

- Increase the respective monthly salary step plan range Step A - Step E by 19.11% for Emergency Services Communications Supervisor from \$5,532 - \$6,693 to \$6,590 - \$7,973. This classification has 14.02% remaining from the 2017 study which results in an additional 5.09% to reduce compaction with subordinates. Retitling this classification to Emergency Services Dispatch Supervisor will maintain a consistent title throughout the ESD series. 6 incumbents will receive an increase.

Exhibit 14, Unit 14, Management Classes (CFMEA):

- Reinstate the benchmarked Emergency Services Communications Manager classification and the respective monthly salary step plan range for Step A - Step I: \$8,370 - \$10,197. The Emergency Services Communications Manager was deleted from the Salary Resolution on July 1, 2007 and is a non-sworn position. The reinstatement of this classification will offer an additional opportunity for career growth for ESD incumbents with supervisory experience to provide managerial support over operations, workflow and staff within the communications center. Retitling this classification to Emergency Services Dispatch Manager will maintain a consistent title throughout the ESD series. The addition of one full-time position to the PAR for this classification will also allow PD to retain all critical positions throughout department operations without having to convert an existing vacancy.

The existing MOUs for the FCEA, CFPEA and CFMEA bargaining units include a 3% salary increase

effective June 19, 2023 previously budgeted for FY24 including ESD I/II/III, ESD Supervisor and the ESD Manager with updated salaries included in the Salary Tables attachment.

The City provided notice to the respective bargaining units regarding the proposed salary increases, new classification of Emergency Services Call Taker, retitling ESD Supervisor, and reinstating and retitling the classification of ESD Manager and has concluded its meet and confer obligation.

The City Attorney's Office has approved the Ninth Amendment to Salary Resolution No. 2022-152 and the Seventh Amendment to the PAR No. 2022-153 as to form.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

LOCAL PREFERENCE

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

FISCAL IMPACT

The proposed actions for the FCEA and CFPEA classifications will result in estimated in an annual salary and benefit expenses of \$1,169,184 to the General Fund, which will be part of the next fiscal year base budget. For the remaining pay periods in FY23, \$269,811 will be funded from partially budgeted FCEA class and comp study funds and FY23 salary savings.

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Amending Exhibit 14 and the addition of one full-time position will not require additional appropriations for Fiscal Year 2023.

Attachments:

Resolution: Ninth Amendment to FY23 Salary Resolution No. 2022-152

Resolution: Seventh Amendment to the Position Authorization Resolution No. 2022-153

Salary Tables: Ninth Amendment to FY23 Salary Resolution No. 2022-152 - Redline

Salary Tables: Ninth Amendment to FY23 Salary Resolution No. 2022-152 - Final