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CITY OF FRESNO
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Regular Council Meeting
February 23, 2023

FRESNO CITY COUNCIL



Public Comment Packet

ITEM(S)

5-F (ID 23-313)

Conference with Labor Negotiator – Fresno City Employees Association (FCEA) for Unit 3 – Non-Supervisory White Collar, regarding Emergency Services Dispatcher

Contents of Supplement

Public Comment Received (1)

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

Americans with Disabilities Act (ADA):

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.

Fresno City Employees Association, Inc.



February 23, 2023 City Council Meeting Item 5-F

To: Fresno City Council

From: Sam Frank, FCEA President

RE: Crisis in COMCEN, the lack of adequate compensation of Emergency Services Dispatchers.

FCEA's proposal is this:

1. An immediate 5% increase to the base rate of pay for ESD I, ESD II and ESD III Compensation done by side-letter because of the critical shortage of personnel to other California agencies which are head-hunting our trained Dispatchers due to the National labor shortage and our lack of competitive salary. Attrition is leaving our remaining Dispatchers working unhealthy amounts of overtime which further exacerbates the low morale and increases the number of ESD's looking for work, even at a lower salary, elsewhere. The result, if not corrected now, of the chronic lack of adequate, competitive compensation of our Dispatchers will be a bigger and bigger crisis which could very well leave us with too few skilled and experienced Dispatchers to process calls for service from our public in a timely manner. This raise is in addition to the 5% still owed them from the 2018 Classification and Compensation Study.

The following spreadsheet proves that almost every mid to large size agency in California pays more than 10% MORE (\$6,620 is ten percent) than Fresno even after adjusting for the cost of Housing (based on average rents). Our extremely low pay makes us a training ground for dispatchers who, once they have fully trained here, then hire on with these agencies and leave us without adequate experienced and fully trained personnel for our populations needs. At this rate, Fresno will never meet the requirements as set forth in the Grand Jury report, and should just a few more personnel resign, we could end up failing a citizen-in-need and thus be deemed guilty of failing to preserve the welfare of our Citizens even though it was well within our means to do so.

EMPLOYER	YEARLY PAY	YEARLY AVERAGE APARTMENT RENT	MORE PAY THAN FRESNO PER YEAR	MORE YEARLY RENT PAID THAN FRESNO	END OF YEAR ADJUSTED INCOME COMPARED TO FRESNO WHEN ADDITIONAL LOCAL HOUSING COSTS ARE SUBTRACTED FROM PAY
FRESNO	\$66,252	\$17,988	n/a	n/a	n/a
CLOVIS	\$79,464	\$19,056	\$13,212	\$1,068	\$12,144 MORE
CA HIGHWAY PATROL	\$76,476	\$17,988	\$10,224	\$0	\$10,224 MORE
MODESTO	\$78,457	\$19,920	\$12,205	\$1,932	\$10,203 MORE
STOCKTON	\$74,842	\$18,468	\$8,590	\$480	\$8,110 MORE
ELK GROVE	\$85,818	\$26,832	\$19,566	\$8,844	\$10,722 MORE
SACRAMENTO	\$81,571	\$22,260	\$15,319	\$4,272	\$11,047 MORE
SANTA ROSA	\$89,910	\$27,228	\$23,658	\$9,240	\$14,418 MORE
OAKLAND	\$108,596	\$34,200	\$42,344	\$16,212	\$26,132 MORE
SAN FRANCISCO	\$123,422	\$40,080	\$57,170	\$22,090	\$35,080 MORE
FREMONT	\$106,572	\$33,768	\$40,320	\$15,780	\$24,540 MORE
SAN JOSE	\$114,943	\$36,372	\$48,691	\$18,384	\$30,307 MORE
HAYWARD	\$102,169	\$28,884	\$35,917	\$10,896	\$25,021 MORE
SALINAS	\$93,885	\$25,692	\$27,633	\$7,704	\$19,929 MORE
VALLEJO	\$89,047	\$25,920	\$22,795	\$7,932	\$14,863 MORE
CONCORD	\$103,471	\$27,804	\$37,219	\$9,816	\$27,403 MORE

RICHMOND	\$101,460	\$32,592	\$35,208	\$14,604	\$20,604 MORE
LONG BEACH	\$89,050	\$31,476	\$22,798	\$13,488	\$9,310 MORE
ANAHEIM	\$86,361	\$27,492	\$20,109	\$9,504	\$10,605 MORE
SANTA ANA	\$90,012	\$30,144	\$23,760	\$12,156	\$11,604 MORE
OXNARD	\$96,144	\$30,948	\$29,892	\$12,960	\$16,932 MORE
LOS ANGELES	\$85,837	\$33,432	\$19,585	\$15,444	\$4,141 MORE
RIVERSIDE	\$78,480	\$25,980	\$12,228	\$7,992	\$4,236 MORE
HUNTINGTON BEACH	\$85,113	\$32,568	\$18,861	\$14,580	\$4,281 MORE

Cc. Paul Goyette
Rafael Ruano
Tony Silva
FCEA Board of Directors