



**MEMORANDUM  
HUMAN RESOURCES**

**DATE:** January 29, 2019  
**TO:** Board of Supervisors  
**FROM:** Kate Sampson, Interim Human Resources Director  
By: Suzanne Holloway, Human Resources Manager  
**SUBJECT:** Compensation updates for the Public Safety Dispatcher classification series

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**ACTION REQUESTED**

Approve an ordinance introduced at the January 8, 2019 Board meeting amending the un-codified Schedule of Classifications and Compensation Ordinance to revise the salaries of the following classifications:

- a. Public Safety Dispatcher I: From salary grade GNRL 71 to GNRL 88
- b. Public Safety Dispatcher II: From salary grade GNRL 83 to GNRL 100
- c. Supervising Public Safety Dispatcher: From salary grade GNRL 95 to GNRL 112
- d. Dispatch Services Supervisor: From salary grade GNRL 107 to GNRL 124

**BACKGROUND**

As a result of a collaborative effort between the Sheriff's Office, the CEO's Office, PPEO, and Human Resources during the meet and confer process, a side letter between the County and PPEO was presented and approved by your Board at its January 9<sup>th</sup> meeting. Solutions in the side letter which address the current recruitment and retention issues in the Sheriff's Office include:

- Market rate adjustments to salary of at least 5.8%,
- Incentive pays for POST dispatcher certificates,
- Phased signing bonuses for lateral hires with previous dispatch experience, and
- Phased retention bonuses for existing dispatch employees.

**RECOMMENDATION**

These compensation changes are designed to better position Placer County to effectively provide the dispatch function critical to public safety services. The side letter will remain in effect for the duration of the current PPEO negotiated contract, which expires on June 30, 2022.

If approved, these salary updates will be effective on February 2<sup>nd</sup> 2019, which is the first day of the pay period following final approval by the Board.

**FISCAL IMPACT**

The Sheriff's Office will absorb the cost increases in Fiscal Year (FY) 2018-19 by shifting priorities and/or delaying purchases. Based on the number of currently filled positions and potential new hires between now and the end of the fiscal year, the estimated cost of implementation is approximately \$90,500. This figure includes the proposed pay increases and associated benefits for 19 current dispatchers over the

remaining five months of the fiscal year, as well as up to \$43,500 for retention bonuses, potential signing bonuses, and projected POST incentives. Future costs will be included in the department's requested budget and will be partially offset by a reduction in dispatch overtime costs.

**ATTACHMENTS**

Attachment 1 – Ordinance

Before the Board of Supervisors  
County of Placer, State of California

**In the matter of:** An ordinance amending the un-codified Schedule of Classifications and Compensation Ordinance regarding the Public Safety Dispatcher classification series.

Ordinance No.: \_\_\_\_\_

Introduced: \_\_\_\_\_

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held \_\_\_\_\_, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

\_\_\_\_\_  
Chair, Board of Supervisors

Attest:

\_\_\_\_\_  
Clerk of said Board

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES HEREBY ORDAIN AS FOLLOWS:

**Section 1.** The un-codified Schedule of Classifications and Compensation Ordinance is hereby amended as follows:

ADMIN CODE	CLASSIFICATION TITLE	SALARY PLAN — APPENDIX	GRADE
16425	Public Safety Dispatcher I	GNRL	74 <b>88</b>
16426	Public Safety Dispatcher II	GNRL	83 <b>100</b>
16428	Public Safety Dispatcher – Supervising	GNRL	95 <b>112</b>
16430	Dispatch Services Supervisor	GNRL	107 <b>124</b>

**Section 2.**

That this ordinance shall be effective the first day of the pay period following adoption.

**Section 3.** That this ordinance is adopted as an un-codified ordinance.