



Staff Report

RESOLUTION APPROVING SALARY RANGE FOR NEW LEAD DISPATCHER CLASSIFICATION

Honorable Mayor and Council Members:

Summary

Staff recommends that the City Council adopt the attached resolution approving salary range for the new Lead Dispatcher classification in the Police Department.

Background

At your regular meeting of May 9, 2006, the City Council received and discussed a report from Chief Mattei regarding Police Department staffing levels (please see attached). The report titled "Belmont Police Staff and Deployment Study presented three different staffing models. After listening to the Chief's presentation and discussing the study, the Council approved two new positions. One of those two positions was a new lead dispatcher. In the report on page 8, in the first table, the Chief proposed that the Lead Dispatcher salary be set at an amount equivalent to approximately 13% above the Dispatcher classification.

In recently concluded labor negotiations, the Belmont Police Officer's Association (BPOA) supported and agreed to the new position. However, the salary of the position was not discussed. Since that time, the City and BPOA have met and conferred in good faith and agree that the Lead Dispatcher salary should be set at an amount equivalent to 13% above the Dispatcher classification as proposed by Chief Mattei in his report of May 9, 2006, to be effective on the promotional appointment date of Dispatcher Sabrina Chicas on January 15, 2007.

Discussion

Staff is proposing the new Lead Dispatcher salary be set at approximately 13% above the Dispatcher salary as recommended in Chief Mattei's report. The Dispatcher salary range is currently \$5,007 - \$6,086 per month. This includes a recent salary adjustment implemented pursuant to the new BPOA MOU. If approved by the Council, the Lead Dispatcher salary range would be as follows:

Proposed Salary Range

Step A

Step B

Step C

Step D

Step E

\$5,662 \$5,945 \$6,242 \$6,554 \$6,882

Placing the Lead Dispatcher salary at 13% above Dispatcher would be consistent with Chief Mattei's staffing and deployment objectives as outlined in his report.

General Plan/Vision Statement

There is no impact to the General Plan/Vision Statement.

Fiscal Impact

It is anticipated there will be a minimal impact to budget. The salary change described above is estimated to cost \$2,574 for the remainder of fiscal year 2006-2007.

Public Contact

Posting of the City Council agenda. A copy of the report was also provided to the BPOA.

Recommendation

It is recommended that the City Council adopt the attached resolution approving the salary range for the new Lead Dispatcher classification.

Alternatives

1. Do not approve the salary range for new Lead Dispatcher classification.
2. Provide direction to staff.
3. Take no action at this time.

Attachments

- A. Resolution
- B. Belmont Police Department Staff and Deployment Study dated May 9, 2006

Respectfully submitted,

Gregory L. Sam
Human Resources Director

Jack R. Crist
City Manager

Staff Contact:

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RESOLUTION NO.

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELMONT APPROVING SALARY RANGE FOR NEW LEAD DISPATCHER CLASSIFICATION

WHEREAS, on May 9, 2006, the City Council approved a new Lead Dispatcher position as part of the Police Chief’s staffing and deployment study; and

WHEREAS, the staffing and deployment study proposed that the Lead Dispatcher salary be set at an amount equivalent to approximately 13% above the Dispatcher classification; and

WHEREAS, after recently concluded negotiations, the City and Belmont Police Officer’s Association met and conferred in good faith and reached agreement that the new Lead Dispatcher salary should be set at an amount equivalent to approximately 13% above the Dispatcher classification as proposed by Chief Mattei in his staffing and deployment study, effective on the date of promotional appointment of Sabrina Chicas on January 15, 2007.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Belmont does hereby approve the salary range of \$5,662 to \$6,882 per month for the new Lead Dispatcher classification effective January 15, 2007.

* * * * *

I hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Belmont at a meeting thereof held on February 13, 2007, by the following vote:

AYES, COUNCILMEMBERS: _____

NOES, COUNCILMEMBERS: _____

ABSTAIN, COUNCILMEMBERS: _____

ABSENT, COUNCILMEMBERS: _____

CLERK of the City of Belmont

APPROVED:

MAYOR of the City of Belmont