



Board Agenda Item 42

DATE: May 1, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution Section 100 - Alphabetical Position Listing revising the Communications Dispatcher I 12-month probationary period to a 24-month provisional period, effective May 7, 2018, as reflected on Appendix "F".

Approval of the Recommended Action will revise the 12-month probationary period for Communications Dispatcher I to a 24-month provisional period. The Department of Human Resources (HR) has recommended this adjustment based on proposed revisions to the Communications Dispatcher I job specification, which have been agreed to by the Sheriff-Coroner's Office and Representation Unit 01 - Fresno Deputy Sheriffs Association. There is no Net County Cost (NCC) associated with this action.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the probationary period for the Communications Dispatcher I classification would remain unchanged, and the revised job specification would not be promulgated.

FISCAL IMPACT:

There is no increase in NCC associated with the recommended action.

DISCUSSION:

In February of 2018, HR sent proposed revisions of the Communications Dispatcher I/II/III job specifications to the Sheriff-Coroner's Office for review and approval. Based on discussions with personnel in the Sheriff-Coroner's Office, the Communications Dispatcher I revisions include an extension of the 12-month probationary period to a 24-month provisional period. This extended period is based on the extensive training required by the Communications Dispatcher I classification, which currently exceeds the 12-month probationary timeline. The provisional period allows new employees the additional time necessary to achieve proficiency in a Communications Dispatcher classification before progression to the experienced level, and should increase retention within this classification series as a whole. Communications Dispatchers are responsible for receiving emergency calls and dispatching appropriate law enforcement personnel, which is vital in order to maintain public safety.

On March 13, 2018 the Sheriff-Coroner's Office approved the job specification revisions for Communications Dispatcher I. HR sent the proposed revisions to Representation Unit 01 - Fresno Deputy Sheriffs Association for review prior to finalization. Unit 01 agreed to the proposed changes to the job

specification, including the new provisional period, and the closing notification was sent via electronic mail on April 12, 2018. HR is finalizing the promulgation of the revised Communications Dispatcher I job specification to be effective May 7, 2018, in order to open a new recruitment utilizing the revised job specification. A new recruitment cannot be conducted until the revised job specification has been finalized, which is contingent upon your Board's approval of the recommended action.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Appendix "F"

CAO ANALYST:

Juan Lopez