

CMCEA SIDE LETTER - COMMUNICATION BUREAU UPDATES PROPOSAL 8/26/24

CLASSIFICATION UPDATES

<u>Current</u>	<u>Proposed</u>
Title: Communications Officer Duties: Full functioning Dispatcher: Phones, Fire Dispatch (Radio), and Police Dispatch (Radio)	Title: Public Safety Dispatcher (non-POST) Duties: "Call Taker": Phones, Fire Dispatch (Radio) Pay Rate: No change
	Title: Reserve Sr. Public Safety Dispatcher (POST) Duties: Part-time Full functioning Dispatcher: Phones, Fire Dispatch (Radio), and Police Dispatch (Radio); remove training duties Pay Rate: 2.5% above Communications Officer
Title: Sr. Communications Officer Duties: Full functioning Dispatcher and trainer	Title: Sr. Public Safety Dispatcher (POST) Duties: Full-Time full functioning Dispatcher: Phones, Fire Dispatch (Radio), and Police Dispatch (Radio); remove training duties Pay Rate: No change
Title: Communications Supervisor Duties: Shift Supervisor	Title: Public Safety Dispatch Supervisor Duties: Shift Supervisor Pay Rate: Remove temporary move up pay (5%) and add 12.5% to pay range

- Open to discussion on new titles.
- Current PT & FT Communications Officers who have not completed training will be retitled to Public Safety Dispatcher. Full Time employees will be able to reclassify to Sr. Public Safety Dispatcher upon successful completion of all training modules. Part Time employees will be able to reclassify to Reserve Sr. Public Safety Dispatcher upon successful completion of all training modules.
- Current FT Communications Officers who have completed training will be reclassified to Sr. Public Safety Dispatcher.
- Current PT Communications Officers and PT Senior Communications Officers who have completed training will be reclassified to Reserve Sr. Public Safety Dispatcher (POST)
- Current FT Senior Communications Officer will be retitled to Senior Public Safety Dispatcher
- Current Communications Supervisor will be retitled to Public Safety Dispatch Supervisor.

TRAINING ASSIGNMENT

- The Communications Bureau will create a new "Training Officer" assignment and selection process.
- Training Officers will receive an additional 12.5% for all hours worked as a "Training Officer."

PT TO FT STATUS

- Part-Time employees who convert to full-time status and have had a break of service less than one year will have their probationary period waived.
- Time served as a part-time employee will not count as credit towards City or Department full-time seniority.
- Ability to adjust leave accruals and/or banks as a rehire. Employees rehired from PT status will only start at the higher leave accrual rate and will not receive credit for prior service before advancing to the next accrual rate. (No change: Current practice per CMCEA MOU).

RETENTION BONUS FOR CURRENT FT STAFF

- \$15,000 one-time bonus: \$7,500 effective the pay period following City Council approval and \$7,500 effective one year following initial payment.
- Eligibility limited to the FT positions listed above.

OVERTIME

- Effective upon Council approval, if staffing falls below eighteen (18) full-time, active, fully-trained employees, employees will be eligible for overtime at double time for the hours worked above 60 physical hours in a week.
- Current employees will be eligible for a one-time retroactive overtime adjustment equivalent to double time (an additional ½ time at base rate) for the hours worked above 60 physical hours in a week effective June 18, 2023 through the date of Council approval.
- Eligibility limited to the FT positions listed above.