

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2018

A RESOLUTION AUTHORIZING THE CITY MANAGER
OR HIS DESIGNEE TO REVISE THE CITY'S HOURLY SALARY PLAN
TO ESTABLISH OVERTIME PAY FOR QUALIFIED HOURLY PUBLIC SAFETY
DISPATCHER II's WORKING FULL-TIME FOR OTHER AGENCIES, ESTABLISH
COMMUNICATIONS TRAINING OFFICER PAY FOR
QUALIFIED HOURLY PUBLIC SAFETY DISPATCHER II's ASSIGNED
AS COMMUNICATIONS TRAINING OFFICERS, AND RECLASSIFY THE HOURLY
LEAD PUBLIC SAFETY DISPATCHER POSITION TO HOURLY PUBLIC SAFETY
DISPATCHER III

WHEREAS, the City's Emergency Communications Center (Center) is experiencing a significant staffing and training challenge which threatens to impact the effective operation of the Center; and

WHEREAS, staff is exploring various strategies to fill shifts and reduce mandated overtime, including service agreements with neighboring agencies to provide dispatch services; assigning trained, off-duty Mountain View Police Officers to work as dispatchers; and enhancing efforts to attract qualified dispatchers who work for other agencies and may be interested in additional work on an hourly basis; and

WHEREAS, to extend the pool of trainers, especially during the current period of staffing shortage and a higher-than-normal number of trainees, the City is exploring the potential of hiring hourly dispatchers who would be qualified to serve as Communications Training Officers; and

WHEREAS, the Police Department implemented an organizational change in 2013 to establish the Public Safety Dispatcher III as the frontline shift supervisor within the dispatcher classification series and focus the Lead Public Safety Dispatcher on administrative responsibilities rather than staffing dispatch shifts; this change was implemented for regular employees but the hourly salary plan was not amended at the time;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View hereby authorizes the City Manager or his designee to amend the salary plan for hourly employees as follows:

Hourly Public Safety Dispatcher II Overtime Pay: Hourly Public Safety Dispatcher IIs who work full-time for other jurisdictions in communications centers designated by the Police Chief as sufficiently compatible to enable independent work upon hire will receive overtime at fifty percent (50%) of the hourly base rate of pay.

Hourly Public Safety Dispatcher II Communications Training Officer Pay: Hourly Public Safety Dispatcher IIs assigned by the Police Chief or his/her designee to train a probationary Public Safety Dispatcher I, probationary Public Safety Dispatcher II, or other assigned trainee in accordance with a Police Department-approved Communications Training Program will receive seven and one-half percent (7.5%) Communications Training Officer pay when assigned a trainee and conducting training of the trainee during the Communications Training Officer's shift.

Revise the hourly Lead Public Safety Dispatcher to Public Safety Dispatcher III.

RKW/2/RESO
036-05-08-18r-E-2