

COUNTY OF SACRAMENTO  
CALIFORNIA

**APPROVED**  
BY RESOLUTION # 2007-1187  
BOARD OF SUPERVISORS

OCT 02 2007  
By Cindy H. Turner  
Clerk of the Board

For the Agenda of:  
October 2, 2007

5

To: Board of Supervisors

From: Department of Labor Relations

Subject: Approve Salary Resolution Amendment No. 2008-057B To Authorize Implementation Of Addendum No. 2 To The 2006-11 Operations And Maintenance Unit Labor Agreement To Provide Increases To The Class of Telecommunications Technician And Addendum No. 3 To The 2006-11 General Supervisory Unit Labor Agreement To Provide Increases To The Class Of Telecommunications Supervisor

Contact: Linda Eto, Labor Relations Supervisor, 874-7095

**Overview**

This report recommends that the Board approve a five percent (5%) salary increase for the classes of Telecommunications Technician and Telecommunications Supervisor, as well as a five percent (5%) pay differential for employees in the above classes assigned to the Sacramento Regional Radio Communications System effective September 2, 2007, due to recruitment and retention problems.

**Recommendation**

Approve attached Salary Resolution Amendment No. 2008-057B to authorize implementation of the following: (1) Addendum No. 2 to the Operations and Maintenance Labor Agreement between the County of Sacramento and Stationary Engineers, Local 39 to establish the salary increases for the class of Telecommunications Technician and a five percent (5%) differential for the Telecommunications Technicians assigned to the Sacramento Regional Radio Communications System (SRRCS) and (2) Addendum No. 3 to the 2006-11 General Supervisory Unit Labor Agreement between the County of Sacramento and Teamsters, Local 150 to establish the salary increases for the class of Telecommunications Supervisor and a five percent (5%) differential for the Telecommunications Supervisors assigned to the SRRCS.

**Measures/Evaluation**

Measures and evaluation are not applicable.

**Fiscal Impact**

Approval of the proposed addenda will result in a total annual increase of \$69,899. The current annual cost of the 11 Telecommunications Technicians at top step is \$1,030,909 (salary \$712,701 and benefits \$318,208). The proposed five percent (5%) salary increase for this class has a total annual cost at top step of \$1,076,526 (salary \$748,297 and benefits \$328,229) resulting in an annual increase of \$45,617. The current annual cost of the three Telecommunications Supervisors is \$303,375 (salary \$214,227 and benefits \$89,148). The proposed five percent (5%) salary increase for this class has a total annual cost at top step of

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\$317,106 (salary \$224,940 and benefits \$92,166) resulting in an annual increase of \$13,731. The additional five percent (5%) differential for two Telecommunications Technicians and one Telecommunications Supervisor has a total cost of \$10,551. The increase in salaries of five percent (5%), plus the additional five percent (5%) will result in an annual increase of \$69,899. Of the \$69,899 total annual increase, \$20,735 is from the general fund and \$49,164 is non-general fund.

## **BACKGROUND**

The Office of Communications and Information Technology (OCIT) is the central information technology and telecommunications provider for the County of Sacramento. A critical function of this Office is to operate and maintain the Sacramento Regional Radio Communications System (SRRCS) and the Local Radio System, a network of radio communications equipment that supports a regional partnership of local government jurisdictions with a two-way mobile radio system. Employees in the Telecommunications Technician and Telecommunications Supervisor classifications are charged with operating and maintaining this system for law enforcement, fire suppression, and general government with over 13,000 radios in use. The County manages and maintains the system for 81 agencies in the consortium including all police, sheriff and fire agencies within the County of Sacramento and the City of West Sacramento. In addition, there are 1,400 secondary users including California Department of Corrections & Rehabilitation (Parole), California Highway Patrol, and the Federal Bureau of Investigations.

At this time, OCIT is currently below the minimum Telecommunications Technician staffing necessary to appropriately maintain this system. The vacancy rate for the class is at fifty percent, with three of its six positions vacant. Although the Office has engaged in an intense effort to recruit and retain staff in this classification, competitive compensation packages offered by the private sector and the unique licensing requirement mandated by the class specification have complicated the Office's ability to attract and retain qualified staff. The Sheriff's Department and Probation Department also employ the Telecommunications Technician classification in their departments. The Sheriff's Department uses four Telecommunications Technicians to maintain their two-way radios, and the Probation Department uses one Telecommunications Technician to maintain some of their security systems.

Of the existing Telecommunications Technician vacancies in OCIT, one is located in the SRRCS program, which operates and maintains the Backbone Network of the system. Accordingly, services are being provided on a twenty-four hour basis by only one Telecommunications Technician and one Telecommunications Supervisor. These two employees maintain the system from 8.a.m. through 5 p.m., Monday through Friday, and then rotate on-call duties during evenings, weekends, and holidays. Failure of the system could result in difficulty with reinstating operations, which would prevent public safety personnel (i.e. police officers, sheriff's deputies, ambulance services, fire, and probation), from communicating using the radio system by either receiving or placing dispatch calls via two-way radios in emergency situations.

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## DISCUSSION

A five percent (5%) increase is being proposed across the board to all employees in the Telecommunications Technician and Telecommunications Supervisor classifications. This salary adjustment will aid in the recruitment of new employees and the retention of existing staff. A five percent (5%) pay differential is also proposed for the Telecommunications Technician and Telecommunications Supervisor assigned to the SRRCS program in an effort to recognize the higher level of experience and skills required of this assignment. The differential is also intended to entice qualified individuals to seek employment in this assignment and to retain current staff who possess the requisite expertise.

Currently, the Telecommunications Technician, Level II earns a salary at top step of \$64,791 annually. The recommended five percent (5%) increase elevates the salary of this class at top step to \$68,027 annually. The recommended five percent (5%) pay differential for the Telecommunications Technician assigned to the SRRCS program will result in a salary at top step of \$71,428 annually. The Telecommunications Supervisor, on the other hand, currently earns a salary at top step of \$71,409 annually. The recommended five percent (5%) increase elevates the salary for this class at top step to \$74,980 annually. The recommended five percent (5%) pay differential for the Telecommunications Supervisor assigned to the SRRCS program will result in a salary at top step of \$78,729 annually.

## FINANCIAL ANALYSIS

Approval of the proposed addenda will result in a total annual increase of \$69,899. The current annual cost of the 11 Telecommunications Technicians at top step is \$1,030,909 (salary \$712,701 and benefits \$318,208). The proposed five percent (5%) salary increase for this class has a total annual cost at top step of \$1,076,526 (salary \$748,297 and benefits \$328,229) resulting in an annual increase of \$45,617. The current annual cost of the three Telecommunications Supervisors is \$303,375 (salary \$214,227 and benefits \$89,148). The proposed five percent (5%) salary increase for this class has a total annual cost at top step of \$317,106 (salary \$224,940 and benefits \$92,166) resulting in an annual increase of \$13,731. The additional five percent (5%) differential for two Telecommunications Technicians and one Telecommunications Supervisor has a total cost of \$10,551. The increase in salaries of five percent (5%), plus the additional five percent (5%) will result in an annual increase of \$69,899. Of the \$69,899 total annual increase, \$20,735 is from the general fund and \$49,164 is non-general fund.

Respectfully submitted,

APPROVAL RECOMMENDED,

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MARK NORRIS, Interim Director  
Office of Labor Relations

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TERRY SCHUTTEN  
County Executive

Approve Salary Resolution Amendment No. 2008-057B To Authorize Implementation Of Addendum No. 2 To The 2006-11 Operations And Maintenance Unit Labor Agreement To Provide Increases To The Class of Telecommunications Technician And Addendum No. 3 To The 2006-11 General Supervisory Unit Labor Agreement To Provide Increases To The Class Of Telecommunications Supervisor

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Attachments Salary Resolution Amendment No. 2008-057B  
Addendum No. 2  
Addendum No. 3

cc: Countywide Services Agency Administrator  
Office of Communications and Information Technology  
Director of Personnel Services  
Personnel Services Manager  
Stationary Engineers, Local 39, Operations & Maintenance Unit  
Teamsters, Local 250

**COUNTY OF SACRAMENTO**  
**DEPARTMENT OF PERSONNEL SERVICES**

*Inter-Departmental Correspondence*

Date: September 21, 2007

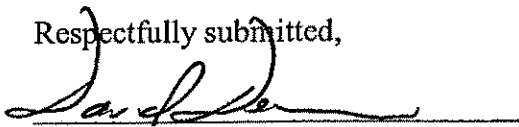
To: Navdeep S. Gill, Chief Operations Officer  
County Executive Office

From: David Devine  
Director of Personnel Services

Subject: Salary Resolution Amendment No. 2008-057B, Section I (Agenda Net No. 337353)

The following Salary Resolution Amendment (SRA) is presented to enact the recommendations outlined in the requesting department's Board report on this item. The Department of Personnel Services has approved the recommendations, prepared the attached SRA supporting documents and will implement the recommendations after the Board of Supervisors has approved the SRA. The County Executive's Office has reviewed the financial impact of the recommendations.

Respectfully submitted,



David Devine, Director  
Department of Personnel Services

Attachments: SRA Resolution  
Add/Delete Page

**RESOLUTION NO. 2007-1187**

**WHEREAS**, Salary Resolution No. 2000-0877 is amended as specified in the attached pages(s).

**WHEREAS**, except as amended by this resolution, said Annual Salary Resolution shall remain in full force and effect.

**NOW, THEREFORE**, the Board of Supervisors, County of Sacramento, resolves and determines the effective date of each amendment will be specifically set forth in the attached page(s).

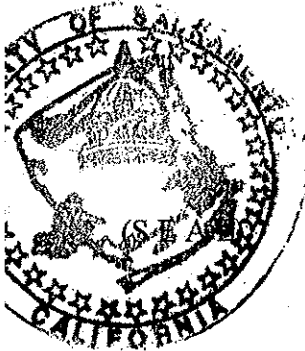
On a motion by Supervisor Dickinson, seconded by Supervisor Yee \_\_\_\_\_, the foregoing resolution was passed and adopted by the Board of Supervisors of the County of Sacramento, State of California, this 2nd day of October, 2007 with the following vote, to wit:

AYES: Supervisors, Dickinson, Peters, Yee, Nottoli

NOES: Supervisors, None

ABSENT: Supervisors, MacGlashan

ABSTAIN: Supervisors, None



In accordance with Section 25103 of the Government Code of the State of California a copy of the document has been delivered to the Chairman of the Board of Supervisors, County of Sacramento on 10/2/07

By V. Rodgers  
Deputy Clerk, Board of Supervisors

Don Nottoli  
Chair of the Board of Supervisors  
of Sacramento County, California

**FILED**

OCT 02 2007

ATTEST: Cindy H. Turner  
Clerk, Board of Supervisors

BOARD OF SUPERVISORS  
Cindy H. Turner  
CLERK OF THE BOARD



2007-2008 CHANGES #2008-057B	ADD	DELETE	FTE TOTAL	EFFECTIVE DATE
<u>SECTION I – INDEX OF CLASS CODES, CLASS TITLES AND SALARY RANGES</u>				
28508, Telecommunications Supervisor Entry Step/Range: 5/3420 \$2250.40 - \$2736.00 Bi-weekly \$4895 - \$5951 Monthly		X		September 2, 2007
28508, Telecommunications Supervisor Entry Step/Range: 5/3591 \$2363.20 - \$2872.80 Bi-weekly \$5140 - \$6248 Monthly	X			

**ADDENDUM #2  
TO THE  
2006-2011 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
STATIONARY ENGINEERS, LOCAL 39  
IN THE  
OPERATIONS & MAINTENANCE UNIT**

This Addendum #2 is to the 2006-2011 Agreement between the County of Sacramento and the Stationary Engineers, Local 39 in the Operations & Maintenance Unit.

Effective September 2, 2007 the parties agree to the following with respect to the class of Telecommunications Technician:

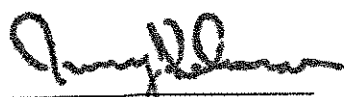
1. Establish the following salaries for the Telecommunications Technician classification:

Class Title	Entry Step/Range	Step 5	Step 6	Step 7	Step 8	Step 9	
<b>Telecommunications Technician (Level I)</b>	5/2963	24.38	25.60	26.88	28.22	29.63	Hourly
		1950.40	2048.00	2150.40	2257.60	2370.40	Biweekly
		4242	4454	4677	4910	5156	Monthly
		50,905	53,453	56,125	58,923	61,867	Annually
<b>Telecommunications Technician (Level II)</b>	5/3258	26.80	28.14	29.55	31.03	32.58	Hourly
		2144.00	2251.20	2364.00	2482.40	2606.40	Biweekly
		4663	4896	5142	5399	5669	Monthly
		55,958	58,756	61,700	64,791	68,027	Annually

2. Add Section 7.28, Differential - Sacramento Regional Radio Communications System, to Article VII, Salaries, of the Agreement as follows:

Effective September 2, 2007, employees in the classification of Telecommunications Technician assigned to the Sacramento Regional Radio Communications System Unit will receive a five percent (5%) differential.

This addendum shall remain in full force and effect to and including June 30, 2011.

  
\_\_\_\_\_  
Stationary Engineers, Local 39

9/13/07  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Sacramento County

  
\_\_\_\_\_  
Stationary Engineers, Local 39

**ADDENDUM #3  
TO THE  
2006-2011 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
TEAMSTERS, LOCAL 150  
IN THE  
GENERAL SUPERVISORY UNIT**

This Addendum #3 is to the 2006-2011 Agreement between the County of Sacramento and the Teamsters, Local 150, representing employees in the General Supervisory Unit.

Effective September 2, 2007 the parties agree to the following with respect to the class of Telecommunications Supervisor:

1. Establish the following salaries for the Telecommunications Supervisor classification:

Class Title	Entry Step/Range	Step 5	Step 6	Step 7	Step 8	Step 9	
Telecommunications Supervisor	5/3591	29.54	31.02	32.57	34.20	35.91	Hourly
		2363.20	2481.60	2605.60	2736.00	2872.80	Biweekly
		5140	5398	5667	5951	6248	Monthly
		61,680	64,770	68,006	71,410	74,980	Annually


2. Add Section 11.27, Differential - Sacramento Regional Radio Communications System, to Article XI, Allowances and Reimbursements, of the Agreement as follows:

Effective September 2, 2007, employees in the classification of Telecommunications Supervisor assigned to the Sacramento Regional Radio Communications System Unit will receive a five percent (5%) differential.

This addendum shall remain in full force and effect to and including June 30, 2011.

9/19/07  
Date

  
Kerj Akins  
Teamsters, Local 150

  
Vanessa De Leon  
Sacramento County