



Staff Report

City Council

Item No. 3.D

Meeting Date: May 22, 2024

From: Eugenia Torres, Human Resources Manager

Title: Amendment to American Federation of State, County and Municipal Employees (AFSCME) Side Letter Agreement and Approval of a Resolution Adopting Salary Schedules.

RECOMMENDATION:

To ratify a side letter with AFSCME and approve a resolution adopting the salary schedules and rescind resolution 2024-05.

BACKGROUND:

During labor negotiations, the City and AFSCME agreed to re-open the AFSCME MOU for the purpose of discussing the Emergency Medical Dispatch (EMD) certificate and its potential job impacts, and also to evaluate whether the City believed it warranted any additional compensation.

Over the past year, our dispatchers have demonstrated dedication and competence in handling emergency medical dispatch responsibilities. These duties include but are not limited to providing pre-arrival instructions, dispatching appropriate emergency medical resources, and offering critical support and guidance to callers during medical emergencies. Their roles have expanded, reflecting the needs and demands of our community.

DISCUSSION:

Medical dispatch duties require specialized training and skills beyond the traditional scope of dispatcher responsibilities. Given the increased responsibilities and the essential nature of their work, staff recommends the City Council ratify a side letter with AFSCME amending the existing salary schedule to reflect a 2.5% increase for each grade and step for dispatcher job classifications.

Miscellaneous updates to the salary schedule:

1. Non-Rep Salary Schedule:
 - a. Remove Assistant Facilities Supervisor
 - b. Job Classification name change from Director of Development Services to Director of Community and Economic Development
 - c. Job Classification name change from Deputy Director of Development Services to Deputy Director of Community and Economic Development
2. CCPFA
 - a. Correct salary schedule range 365 to reflect correct salaries.

FISCAL IMPACT:

	DESCRIPTION	GENERAL LEDGER ACCOUNT CODES	PROJECT CODE	AMOUNT	ONE TIME or ONGOING
2023-2024	Dispatch Salary Stipend	100-314-8011	N/A	\$13,900	ONE TIME
2024-2025	Dispatch Salary Stipend	100-314-8011	N/A	\$28,720	ONGOING

FIVE-YEAR STRATEGIC PLAN:

Goal A - Serve the Community with Pride and Dedication

Objective: Through diversity, equity, and inclusion driven employee programs and experiences, Cathedral City is the employer of choice with a workforce that is engaged, motivated, and respected public stewards.

ATTACHMENTS:

1. Emergency Medical Dispatch (EMD) Side Letter Agreement between the City of Cathedral City and the American Federation of State, County and Municipal Employees (AFSCME), Local 3961
2. Resolution Adopting Salary Schedules
3. Exhibits A-F Salary schedules