



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: January 7, 2020

Subject: Resolution No. 2020/6 - DSA Side Letter - Sheriff Dispatcher Hiring Incentive

RECOMMENDATION(S):

ADOPT Resolution No. 2020/6, approving a side letter between Contra Costa County and the Deputy Sheriffs Association (DSA), Rank and File Unit, to provide for a Sheriff Dispatcher I and II hiring incentive.

FISCAL IMPACT:

Dispatch employees will be eligible for a one-time payment of \$3,000. The Office of the Sheriff anticipates approximately 10 lump sum payments each year.

BACKGROUND:

Over the past three years, the Sheriff's Department has hired 29 Dispatcher I's to fill vacancies. As of August 26, 2019, only nine of these Dispatcher I's have completed the year-long training program. Three of the individuals that passed the training program have since sought employment at other Communication Centers. The Communication Center has 50 positions and currently nine unfilled Dispatcher and Supervisors positions. Currently ten Dispatcher I's are in the training program, however they cannot be used towards available headcount to cover available shifts for approximately one year. Due to these staffing issues, Dispatchers II's have been required to work a cumulative total of approximately 1,100 to

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **01/07/2020** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II
Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 7, 2020

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County
Finance Director (925) 335-1023

By: June McHuen, Deputy

1,300

BACKGROUND: (CONT'D)

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hours of scheduled overtime each month. Over the past year, Dispatchers II's have been routinely held to work eighteen-hour shifts. These shifts have affected morale and cannot be maintained. It is hoped that the attached agreement to provide hiring incentives to dispatchers will help to mitigate the staffing shortage.

CONSEQUENCE OF NEGATIVE ACTION:

If the side letter is not approved, the department may continue to find it difficult to hire and retain dispatchers.

ATTACHMENTS

Resolution 2020/6

Side Letter - DSA Dispatchers