

**Introduced by Senator Torres**

February 14, 2014

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An act to amend Section 2266 of the Vehicle Code, relating to public employment.

LEGISLATIVE COUNSEL'S DIGEST

SB 1025, as introduced, Torres. Department of the California Highway Patrol: Department of Human Resources.

Existing law authorizes the Department of Human Resources, when determining compensation for communications operators in the Department of the California Highway Patrol, to consider the total compensation for communications operators in comparable positions in the police departments of the Cities of Los Angeles, Oakland, San Diego, and San Jose, and the City and County of San Francisco.

This bill would delete references to communications operators and would refer instead to public safety dispatchers and public safety operators.

Vote: majority. Appropriation: no. Fiscal committee: no. State-mandated local program: no.

*The people of the State of California do enact as follows:*

- 1 SECTION 1. Section 2266 of the Vehicle Code is amended to
- 2 read:
- 3 2266. (a) The Legislature finds and declares all of the
- 4 following:
- 5 (1) ~~The communications~~ *public safety dispatchers and public*
- 6 *safety* operators of the Department of the California Highway
- 7 Patrol are among the lowest paid when compared to operators

1 employed by other law enforcement agencies in the state. The  
2 department's communication centers suffer from significant staff  
3 shortages and high turnover rates. Increasing the wages paid to  
4 these ~~communications~~ *public safety dispatchers and public safety*  
5 operators will increase their professionalism while reducing their  
6 rate of turnover.

7 (2) The recruitment and retention problem is especially evident  
8 in the classifications of ~~Communications~~ *Public Safety Dispatcher*  
9 *I and II and Public Safety Operator I and II*.

10 (3) In order for the state to recruit and retain the highest qualified  
11 and capable communications operators, those employees should  
12 be compensated in an amount equal to the estimated average total  
13 compensation for the classifications corresponding to  
14 ~~Communications Operator~~ *Public Safety Dispatcher I and II and*  
15 *Public Safety Operator I and II* within the police departments in  
16 the Cities of Los Angeles, Oakland, San Diego, and San Jose and  
17 the City and County of San Francisco.

18 (4) According to the Department of the California Highway  
19 Patrol, it costs the department thirty-six thousand one hundred  
20 ninety-eight dollars (\$36,198) to train a ~~Communications~~ *Public*  
21 *Safety Dispatcher I and Public Safety Operator I* and sixty-five  
22 thousand two hundred two dollars (\$65,202) to train a  
23 ~~Communications~~ *Public Safety Dispatcher II and Public Safety*  
24 *Operator II* to their respective classifications. After the department  
25 has trained ~~an~~ *a public safety dispatcher or public safety* operator,  
26 all too often the new, fully trained *dispatcher or operator* will move  
27 to a local agency to a higher wage.

28 (5) This section is not in violation of the Ralph C. Dills Act  
29 (Chapter 10.3 (commencing with Section 3512) of Division 4 of  
30 Title 1 of the Government Code), which requires that changes for  
31 salaries and benefits be collectively bargained between  
32 representatives of the state and the employee's union. This section  
33 does not circumvent that process. This section simply authorizes  
34 the Department of Human Resources, when determining  
35 compensation for communications operators in the Department of  
36 the California Highway Patrol, to consider the total compensation  
37 for communications operators in other jurisdictions.

38 (b) When determining compensation for ~~communications~~ *public*  
39 *safety dispatchers and public safety* operators in the Department  
40 of the California Highway Patrol, the Department of Human

1 Resources may consider the total compensation for  
2 ~~communications~~ *public safety dispatchers and public safety*  
3 operators in comparable positions in the police departments  
4 specified in paragraph (3) of subdivision (a).

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