

Agreement

This agreement is entered into by and between Teamsters Local 2010 and the University of California, pursuant to bargaining as agreed to in the side letter for Public Safety Dispatchers, attached to the 4/19/17-3/31/22 Collective bargaining agreement between the parties. The parties agree that the changes below apply only to the Public Safety Dispatchers, and that except for the changes in this agreement, the remainder of the CX contract continues to apply to the Dispatchers. This agreement will become effective upon notice of ratification provided by Teamsters Local 2010.

Add as Article 9.C.3

Each location at its sole non-grievable, non-arbitrable discretion may choose to offer a holiday bank.

Delete Article 9.G--MAJOR HOLIDAYS

Major holidays are designated for scheduling purposes, only. Major holidays are defined as the two (2) day holiday period for Thanksgiving, December 25, and January 1. The University will guarantee each member of the bargaining unit the opportunity to take one (1) of those two (2) day periods off regardless of the dates on which the University celebrates those holidays. Operational needs permitting, the University will endeavor to grant one (1) additional two (2) day period off. Straight time holiday pay eligibility shall be determined by the official University holiday schedule. This provision does not apply to employees who are employed to cover only weekend or only holiday schedules.

Delete Article 10.H--CHANGING AND CLEAN UP TIME

The University shall determine when clean-up time or uniform changing time is necessary for employees. When the University requires that the employee must change into or out of uniform, or must engage in special washing or cleaning procedures, the time spent in such activities shall be considered as time worked.

ADD - In the event the University implements a policy requiring employees to change at work, the Teamsters may reopen section H. of this article.

Delete Article 10.L.3.b.

Compensatory time shall be paid or scheduled by the University in accordance with departmental needs. Accumulation of compensatory time is limited to a maximum of two-hundred forty (240) hours. An employee shall be paid for hours of overtime which

exceed this limit. An employee may request to schedule the use of banked compensatory time. An employee's request for the scheduling of banked compensatory time shall be granted subject to the needs of the University and shall not be unreasonably denied.

ADD to 10.L.3.b

Each location at its sole non-grievable, non-arbitrable discretion may choose to offer compensatory time off (CTO) for their dispatchers. At UCLA, Appendix K UCLA Dispatchers CTO Side Letter remains in effect. Where CTO is offered it will be in accordance with the below paragraph.

ADD PA CTO language

COMPENSATORY TIME OFF (CTO) IN LIEU OF OVERTIME PAY

- 1. The University may offer to compensate premium overtime with compensatory time off for any employee or group of employees. Such overtime will be compensated at the rate of one and one-half (1 ½) hours of compensatory time off for each hour of overtime earned at the time and one-half rate of pay.*
- 2. Each campus choosing to offer CTO will offer a minimum Fiscal Year (July 1-June 30) accrual of 60 hours of compensatory time off. On a campus by campus basis, and at the sole discretion of the Chief of Police, departments may increase their fiscal year accrual. Once the maximum Fiscal Year accrual is reached, compensatory time will no longer accumulate, and overtime will be paid in accordance with Section L.1 of this Article.*
- 3. At the discretion of each campus, locations may, with 30 days' notice, pay out accumulated compensatory time, except for time that has been previously approved, but no more than twice per fiscal year. Employees that have approved compensatory time off requests shall not have their compensatory time paid out.*
- 4. Upon separation from employment, employees shall be paid for all accumulated compensatory time. Accumulated compensatory time earned at the time and one half rate shall be paid at the employee's current straight time rate of pay. Compensatory time off is scheduled by the University. The University may require the employees to take compensatory time off. Employees may also request use of compensatory time subject to prior approval in accordance with departmental policy. Unless otherwise approved by the Chief, requests for compensatory time off will not be approved where the time off would result in overtime or backfilling. Requests shall be granted subject to the operational needs of the University and shall not be unreasonably denied.*
- 5. CTO arrangements shall remain in full force and effect following expiration of the contract until a new successor contract is ratified or some other arrangement is agreed upon. At any time during the term of this agreement, individual locations may, upon*

reasonable notice, make changes to their minimum fiscal year accrual, subject to the minimums set forth in this agreement.

Article 10.M. CONSECUTIVE DAYS OF WORK - ADD

3. Section M does not apply to a campus during a state of emergency declared by the University Chancellor for that campus.

ARTICLE 20 NO STRIKES

E. During a strike, minimum staffing levels for dispatchers at each location shall be maintained in accordance with Exhibit A of 2017 PERB TRO regarding University dispatchers (attached). UC retains the ability to seek injunctive relief to add more dispatchers where necessary to protect the public health and safety. During a state of emergency declared by the University Chancellor for that campus, during a work stoppage, the University may notify Teamsters Local 2010 for the purpose of discussions to bring in additional dispatchers during the strike.

Modify ARTICLE 22 OUT- OF- CLASSIFICATION ASSIGNMENT

C. For locations offering training pay, the training pay rate shall be either a flat dollar amount per pay period, a flat dollar amount per week, a percentage of base or a flat dollar amount per hour while engaged in training.

Modify Article 28.D. POSITIONS/APPOINTMENTS

6. The University may hire per diem public safety dispatchers in accordance with Article 28. Per Diem appointments are established to complement career and limited appointments when necessary to maintain appropriate staffing.

Article 38 TRAINING AND DEVELOPMENT- ADD

A.8.c. Public Safety Dispatchers shall have the 24 hours of required California POST Continuing Professional Training deducted from the corresponding 2-year/80-hour Training and Development allotment.

Modify Article 45 –Wages

Step 1- 75% of top step
 Step 2- 80% of top step
 Step 3- 85% of top step
 Step 4- 90% of top step
 Step 5- 95% of top step
 Step 6- 100% (top step)

Dispatchers	Lead
UCB* \$42.52	\$ 47.01
UCSF \$44.86	\$ 49.31
UCD \$39.49	\$ 41.57
UCSC* \$42.78	\$ 49.51
UCM \$31.32	NA
UCSB* \$36.10	\$ 39.31
UCSD \$37.05	\$ 40.76
UCI \$37.38	\$ 41.12
UCLA \$38.51	NA
UCR \$33.00	\$ 35.31

Pay Plan Progression

A career employee shall receive a one-step increase annually when the dispatcher receives an overall performance evaluation rating of satisfactory (or equivalent) or above.

For current employees, annual step movement will be on the first full pay period following the anniversary of the initial step placement.

All steps will be adjusted annually based on the negotiated increases in Article 45.B.4.

Those at or above the pay rate of the top step would be red circled and shall receive the 3% across the board increases specified in Article 45.B.4.

Effective the first full pay period following 60 days of ratification, incumbent dispatchers will be placed on the step structure at the step equal to or next higher step, based on dollar value (*except as provided below).

Dispatchers are eligible to receive higher placement or additional step increases at the discretion of the University.

On a location by location basis pay structures may be developed for assistant dispatchers.

ULP-The Teamsters agree to withdraw case no. SF-CE-1201-H.

***Step Placement**

UCSC

Name	FTE	Current			Proposed		
		Step	Rate	Annual	Step	Rate	Annual
Dispatcher	1.00	2.0	27.46	\$57,336	1.0	33.52	\$69,990
Dispatcher	1.00	2.0	27.46	\$57,336	1.0	33.52	\$69,990
Dispatcher	0.75	8.0	31.20	\$48,859	2.0	35.2	\$55,123
Dispatcher	1.00	2.0	27.46	\$57,336	1.0	33.52	\$69,990
Dispatcher	1.00	2.0	27.46	\$57,336	1.0	33.52	\$69,990
Dispatcher	1.00	2.0	27.46	\$57,336	1.0	33.52	\$69,990
Dispatcher	0.20	12.0	34.06	\$35,559	2.0	35.20	\$36,749
<i>LEAD</i> Lead Dispatcher	1.00	15	40.63	\$84,835	2.0	40.73	\$85,044

UCSB

Name	Curr Hourly Rate	Current Step	Prop New Step	Prop New Rate	% Incr
Dispatcher	\$25.77	1.0	1.0	\$28.29	9.8%
Dispatcher	\$25.77	1.0	1.0	\$28.29	9.8%
Dispatcher	\$25.77	1.0	1.0	\$28.29	9.8%

Dispatcher	\$26.29	2.0	1.0	\$28.29	7.6%
Dispatcher	\$27.45	4.0	2.0	\$29.70	8.2%
Dispatcher	\$28.69	6.0	3.0	\$31.18	8.7%
Dispatcher	\$31.32	10.0	4.0	\$32.74	4.5%
Lead Dispatcher	\$32.15	6.0	4.0	\$35.66	10.9%

UCB

NAME	HIRE DATE	STEP & RATE	NEW STEP AND RATE
Dispatcher	Date	6, \$31.88	3, \$36.14
Dispatcher	Date	4, \$30.39	2, \$34.02
Dispatcher	Date	3, \$29.72	1, \$31.89
Dispatcher	Date	11, \$35.62	5, \$40.39
Lead Dispatcher*	Date	9, \$37.67	TBD
Dispatcher	Date	2, \$28.99	1, \$31.89
Dispatcher	Date	2, \$28.99	1, \$31.89
Dispatcher	Date	8, \$33.30	4, \$38.27

*5217C

PUBL SAFETY DISPATCHER LEAD

Proposed Model

UCB		UCSF		UCD	
31.89	\$35.26	35.15	\$38.64	30.93	32.56
34.02	\$37.61	36.90	\$40.57	32.48	34.19
36.14	\$39.96	38.75	\$42.60	34.10	35.9
38.27	\$42.31	40.69	\$44.73	35.81	37.7
40.39	\$44.66	42.72	\$46.97	37.60	39.59
42.52	\$47.01	44.86	\$49.31	39.49	41.57
Dispatch	Lead	Dispatch	Lead	Dispatch	Lead

UCSC		UCM		UCSB	
33.52	\$38.79	23.49		28.29	\$30.80
35.20	\$40.73	25.06		29.70	\$32.34
36.96	\$42.77	26.62		31.18	\$33.96
38.80	\$44.90	28.19		32.74	\$35.66
40.74	\$47.15	29.75		34.38	\$37.44
42.78	\$49.51	31.32		36.10	\$39.31
Dispatch	Lead	Dispatch		Dispatch	Lead

UCSD		UCI		UCLA	
29.03	\$ 31.93	28.04	\$30.84	28.88	
30.48	\$ 33.53	29.90	\$32.90	30.81	
32.01	\$ 35.21	31.77	\$34.95	32.73	
33.61	\$ 36.97	33.64	\$37.01	34.66	
35.29	\$ 38.82	35.51	\$39.06	36.58	
37.05	\$ 40.76	37.38	\$41.12	38.51	
Dispatch	Lead	Dispatch	Lead	Dispatch	

UCR	
24.75	\$26.48
26.40	\$28.25
28.05	\$30.01
29.70	\$31.78
31.35	\$33.54
33.00	\$35.31
Dispatch	Lead