

**COUNTY OF SACRAMENTO  
CALIFORNIA**

For the Agenda of:  
April 21, 2009

**To:** Board of Supervisors

**From:** Department of Labor Relations

**Subject:** Addenda Authorizing Establishment Of The New Class Of Alarm Systems Technician And Corresponding Salary; And Granting Of Status To Incumbents To Class; and Telecommunications Technician, Level 2 To A Telecommunications Supervisor Status In The Office Of Communication And Technology (SRA No. 2009-175B)

**Supervisory**  
**District(s)** All

**Contact:** Steve Keil, Assistant to the County Executive for Labor Policy and Negotiations,  
874-7095

**Overview**

The attached Salary Resolution Amendment No. 2009-175B and addenda establish the class and salary for the Alarm Systems Technician class effective April 26, 2009.

**Recommendation**

1. Adopt and approve the class study that creates the class of Alarm Systems Technician
2. Approve attached Salary Resolution Amendment No. 2009-175B to:
  - Grant Status to 4.0 FTE incumbents to the Alarm Systems Technician Class
  - Grant Status to 1.0 FTE incumbent Telecommunications Technician, Level 2 to the Telecommunication Supervisor Class
3. Authorize implementation of Addendum No. 3 to the 2006-2011 Agreement between the County of Sacramento and the Stationary Engineers, Local 39, Operations and Maintenance Unit that authorizes the class of Alarm Systems Technician class (with the entry step/salary range of 5/3273) and corresponding salary

**Measures/Evaluation**

Measures and evaluation are not applicable.

**Fiscal Impact**

The recommended changes associated with granting of status to four incumbents to the Alarm Systems Technician class will result in an annual increase of \$57,932 (\$45,120 salary and \$12,812 benefits) and the recommended changes associated with the granting of status for 1.0 FTE Telecommunications Technician, Level 2 incumbent to the Telecommunications Supervisor class will result in an annual increase of \$9,229 (\$7,188 salary and \$2,041 benefit). The total cost to the department is \$67,161. These costs are built into the Fiscal Year 2008-2009 budget and are offset with fees charged to user departments and outside agencies who receive services from the Office of Communications and Information Technology. The application of the 11 point plan is not applicable to this item.

## **BACKGROUND**

During the 2006 contract negotiations between the County of Sacramento and the Stationary Engineers, Local 39, in the Operations and Maintenance Unit, the parties agreed the Office of Communications and Information would conduct a classification study of individuals performing duties within the Electronic Security Services Program. The creation of the proposed new classification of Alarm Systems Technician is the result of that completed class study, which recommends the adoption of this new class and the granting of status to incumbents to the Alarm Systems Technician class. The class study also recommends the reallocation of a Telecommunications Technician, Level 2, who has been the supervisor over the unit performing the functions, to a Telecommunications Supervisor. The incumbent is responsible for providing technical support and oversight involving Electronic Security, Fire and Burglary systems hardware and software, Closed Circuit Television, Access Control and paging systems for the County and contract agencies. In addition, the incumbent is responsible for training, scheduling, assigning, monitoring, and evaluating staff and their work relative to the installation, repair, and maintenance of Countywide fire, burglary, security and other special alarms, public address and video systems. The use of the Telecommunications Supervisor is appropriate and it is not necessary to establish a new class of Alarm Systems Supervisor.

## **DISCUSSION**

The Electronic Security Services Program installs, operates, and maintains the County's physical security alarm and access control systems at County owned and leased facilities. Services provided by this program include fire and smoke alarms, intrusion alarms, panic alarms, paging and intercom systems, closed circuit TV and cameras, HVAC monitoring, and card access security control.

When the program was first established in 1994, it was done so for the purpose of upgrading the alarm system for the County Communication Center, as well as maintaining approximately sixty of the County's existing alarm systems. At the time, the County's alarm system was fairly simple and maintained by only one Telecommunications Technician. However, as technology changed and systems were updated, additional staff was hired to provide specific computer and alarm installation and maintenance. As the Electronic Security Services Program grew and technology evolved, staff received further training to provide project oversight and system design for an increasingly wide variety of highly complex and sophisticated computerized safety, security, and alarm systems countywide.

With these changes, the duties of the program staff became more specialized and complex and very different from the work of the Electronic Technician and Telecommunications Technician classes, classifications currently associated with this program.

Upon review of the existing County's classifications, the incumbents existing duties, and the classifications and duties performed in other jurisdictions, the study concluded the existing classes did not adequately classify the duties of the Electronic Security Services Program.

Addenda Authorizing Establishment Of The New Class Of Alarm Systems Technician And Corresponding Salary; And Granting Of Status To Incumbents To Class; and Telecommunications Technician, Level 2 To A Telecommunications Supervisor Status In The Office Of Communication And Technology (SRA No. 2009-175B)

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Accordingly, the Civil Service Commission approved the attached classification study and the creation of the new Alarm Systems Technician class granting status to the four incumbents, currently in the Electronic Technician classification. The Commission also granted status to one incumbent Telecommunications Technician, Level 2 to the Telecommunications Supervisor classification.

The County's Office of Labor Relations and the Local 39 have reached agreement on the salary for the proposed new represented class. The approval of the Salary Resolution Amendment No. 2009-175B and addendum to the labor agreement will establish this class and corresponding salary.

**FINANCIAL ANALYSIS**

The recommended changes associated with granting of status to four incumbents to the Alarm Systems Technician class will result in an annual increase of \$57,932 (\$45,120 salary and \$12,812 benefits) and the recommended changes associated with the granting of status to one incumbent to the Telecommunications Supervisor class will result in an annual increase of \$9,229 (\$7,188 salary and \$2,041 benefit). The total cost to the department is \$67,161. These costs are built into the Fiscal Year 2008-2009 budget and are funded by fees charged to user departments and outside agencies who receive services from the Office of Communications and Information Technology. The application of the 11 point plan is not applicable to this item.

Respectfully submitted,

APPROVAL RECOMMENDED,

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STEVE KEIL  
Assistant to the County Executive  
for Labor Policy and Negotiations

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TERRY SCHUTTEN  
County Executive

Attachment: Addendum No. 3

cc: Office of Communication and Information Technology  
Director of Personnel Services  
Personnel Services Manager  
Stationary Engineers, Local 39, Operations and Maintenance Unit

**ADDENDUM #3  
TO THE  
2006-2011 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
STATIONARY ENGINEERS, LOCAL 39  
IN THE  
OPERATIONS AND MAINTENANCE UNIT**

This addendum #3 is to the 2006-11 Agreement between the County of Sacramento and the International Union of Operating Engineers, Stationary Engineers, Local 39, AFL-CIO, Covering All Employees in the Operations and Maintenance Unit.

Effective April 26, 2009 the parties agree to establish the salaries for the class of Alarm Systems Technician as follows:

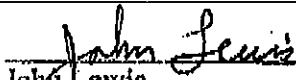
Class Title	Entry Step/Range	Step 5	Step 6	Step 7	Step 8	Step 9	
Alarm Systems Technician	5/3273	26.93	28.28	29.69	31.17	32.73	Hourly
		2,154.40	2,262.40	2,375.20	2,493.60	2,618.40	Biweekly
		4,686	4,921	5,166	5,424	5,695	Monthly
		56,230	59,049	61,993	65,083	68,340	Annually


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

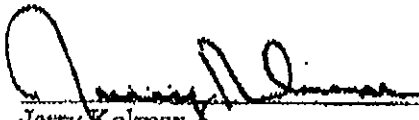
Date: 3-25-09

Stationary Engineers, Local 39

County of Sacramento

  
John Lewis  
Business Representative

  
Vanessa De Leon  
Labor Relations Representative

  
Jerry Kalmar  
Business Manager-Secretary