

From: [Mares, Rebecca](#)
To: [webCityClerk](#)
Subject: PUBLIC COMMENT
Date: Monday, October 14, 2024 11:57:21 AM

My name is Rebecca Mares, I am and have been a police dispatcher with the City of Brentwood for 8 years as of this past October 3rd. I was the first dispatcher hired after the 2 Dispatch Supervisors and have witnessed constant staffing shortages and retention issues since I started with the city. I am the only original hire left still working in the dispatch center aside from my supervisor Nicole Zanotelli. I was unable to attend this evening because I am working a 16 hour shift due to staffing shortages and to cover a vacation.

Thank you,
Rebecca Mares



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From: [Daniel Granzella](#)
To: [webCityClerk](#)
Subject: Public comment
Date: Tuesday, October 15, 2024 3:00:55 PM

CAUTION – EXTERNAL SENDER

My name is Danny Granzella and I have been a Solid Waste Supervisor with the City of Brentwood for 2 years and 7 months.

I came to the Brentwood because I heard that it was better than other Cities. It now seems that things are declining. Employees who once seemed happy are now disgruntled. I haven't been here as long as some others but moral is in the tank. I worked at another company years ago and the workforce was upbeat. Upper Management changed and future negotiations were bad. The moral started spiraling downward and to this day the employees moral has not rebounded. Is this what The City wants? Do they want employees to leave the City or continue to work and be disgruntled? Doesn't sound like a winning formula to me.

Do better Brentwood!

Danny G

Sent from my iPhone

Good evening, members of the City Council.

I am here today as a member of BEAMOD and as a Dispatch Supervisor to express some pressing concerns regarding our current situation. Today is October 15th, and as you know, our Memorandum of Understanding expired on June 30th, marking nearly four months without a contract.

The classification and compensation study, originally scheduled for completion in January, is now ten months overdue. This delay significantly impacts our employees and continues to hurt morale. Multiple employees showing to be reclassified into positions that don't make sense and salaries being y-rated. We are seeing employees leaving more frequently, morale getting worse, more trainings being added to change employees thought process, and inflation continuing to rise. With the rise of inflation, the city makes more money. Why not leave behind a legacy that you fixed morale, you offered a competitive salary to lower turnover and attract new people to make it better in Brentwood once again?

Currently, our dispatchers are the lowest paid in Contra Costa County and among our comparable agencies. Dispatchers in Brentwood earn 11% below the current median salary, while dispatch supervisors are 12.5% below the current median.

In May, the City presented findings from the compensation study based on salaries in February, revealing that even with proposed adjustments, dispatchers would still be 9.16% below the current median and dispatch supervisors 9.82% below. This raises the question: why isn't our dispatcher salary being adjusted closer to the current median?

Furthermore, a cost-of-living adjustment of 3%, 4%, or even 5% will not address this salary discrepancy. Agencies such as Tracy and Antioch not only offer higher pay but also provide more substantial incentives. For instance, Tracy provides 13.78% in incentives, including POST Certificate pay, longevity pay and uniform allowance, while Antioch offers 10.87% to include education pay, POST certificate pay and uniform allowance. In contrast, Brentwood only offers 2.87% in incentives to include education pay and uniform allowance.

Retention and recruitment have been challenging. The dispatchers who remain are committed to serving Brentwood and the Police Department. However, if we are to attract and keep trained professionals, we must address this wage gap.

Training a dispatcher takes 4 to 8 months for experienced hires and 8 to 12 months for entry-level hires. Currently, our dispatch staffing is at a critical 66%. This shortage leads to increased overtime, causing dispatchers to work overtime and putting a strain on our dispatch center.

I urge you to take action to rectify this situation. I have submitted detailed information in public comments outlining these issues and encourage you to review the information provided. Let's work together to create a compensation package that will appeal to the talent we have, and the talent that is scarce on an extremely competitive labor market. Thank you for your attention to this vital matter.

Comparable Agencies Current Salary

City	Dispatcher II	Dispatch Supervisor	Incentives(Education, Post Certificate, Bilingual, and uniform)
San Ramon	\$11,192.66	\$12,929.09	
San Leandro	\$9,658.00	\$10,907.00	7.67%
Pleasanton	\$9,274.81	\$10,731.61	5.45%
Walnut Creek	\$9,172.92	\$12,096.75	
Antioch	\$8,618.00	\$11,579.26	10.68%
Livermore	\$8,535.95	\$9,587.00	2.36%
Tracy	\$8,506.77	\$10,731.61	13.78%
Brentwood	\$8,269.43	\$10,000.98	2.87%
Average/Median (Brentwood not included in calculation)	\$9,279.87/\$9,172.92	\$11,116.45/10,907.00	7.99%/7.67%

Contra Costa County Agencies Current Salary

City	Dispatcher II	Dispatch Supervisor	Incentives(Education, Post certificate, Bilingual, and uniform)
San Ramon	\$11,192.66	\$12,929.09	
Concord	\$9,594.00	\$12,665.00	2.64%
Martinez	\$9,313.00	\$10,781.16	18%
Walnut Creek	\$9,172.92	\$12,096.75	
Contra Costa S.O.	\$9,033.92	\$10,390.30	7.91%
Pleasant Hill	\$8,744.00	\$11,248.00	8.57%
Antioch	\$8,618.00	\$11,579.26	10.68%
Brentwood	\$8,269.43	\$10,000.98	2.87%
Average/Median (Brentwood not included in calculation)	\$9,381.21/9,172.92	\$11,669.94/11,579.26	9.56%/8.57%

Good evening Mayor and Council Members. I have been an employee with the City of Brentwood for over 17 years. For the majority of my employment, I have supported multiple divisions simultaneously when previously those divisions were supported by their own full time staff member. The workload has not decreased, it has just been expected that existing staff would absorb duties from vacant positions. Over the years we have been told, Council will not support the hiring of additional staff, or Council will not support reclassifying positions to more accurately reflect the additional duties added to one's position. Regarding appropriate compensation, we have been told to wait until after the recession, wait until after we get through COVID, wait until we bring in Costco. We have waited and waited and waited and now more and more people are leaving and when they leave they take with them years and years of historical knowledge and those of us left behind find we are once again absorbing their duties. Not only have many of our salaries fallen below those of our comp cities but many of our job titles no longer accurately reflect the duties we perform. What happens when we advocate for ourselves, when we speak up and say we're no longer willing to perform the duties that fall outside of our job classification? We are seen as someone who is not a team player. We are presumed to be lazy or disgruntled. We are even asked pointed questions during internal interviews when applying for promotional opportunities. Questions like what would you do if you were asked to perform duties outside of your job classification? When we answer honestly, then those promotional opportunities go to someone else even though every evaluation you've ever received states that you provide Exceptional or Outstanding service. Even though after 17 years you are still often the first one in the office and the last to leave. Other times you're not even granted an interview even though you've passed pre-qualification tests and you meet all of the required qualifications. So what recourse do we have left? We can stand in front of you and publicly speak our truth. We can hope you will do what is right and negotiate in good faith a contract that is fair and representative of all we have given and continue to give to this City we love because all we are asking for is to be appropriately classified and fairly compensated for the work we do. We continue to show up and speak because we hope that you hear us. We hope that you see us.