



December 2005

## Is your job classification on this list?

### What do all these DPS Civilian Employees have in common?

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|--|--|
| 7660 Applications Development Services Supv. | 6325 Telecommunications Supervisor         |
| 6354 Telecommunications Engineer Supv.       | 3308 Facilities Supervisor                 |
| 7640 Applications Systems Analyst            | 6335 Telecomm Systems Maint. Supv.         |
| 3110 Supply Specialist                       | 6324 Generator Technician                  |
| 6350 Associate Telecommunications Engineer   | 6321 Telecommunications Technician         |
| 7680 Systems Software Analyst                | 7695 Information Services Manager          |
| 7611 Computer/Network Analyst                | 6320 Telecommunications Technician Trainee |
| 7675 Systems Software Programmer             | 7622 Local/Wide Area Network Specialist    |
| 7610 Computer/Network Operator               | 6341 Tower Rigger                          |
| 7685 Technical Projects Coordinator          | 3114 Operations Assistant                  |
| 7612 Computer Operations Coordinator         | 6345 Tower Rigger Supervisor               |
| 7690 Technical Services Supervisor           | 7621 Personal Computer Coordinator         |
| 7630 Computer Programmer/Analyst             | 6340 Tower Rigger Trainee                  |
| 6322 Telecommunications Coordinator          | 7620 Personal Computer Specialist          |
| 3101 Custodian                               | 4440 Video Production Specialist           |
| 6349 Telecommunications Drafting Tech        | 4430 Photographic Specialist               |
| 7650 Customer Information Center Supv.       | 4445 Video Production Supervisor           |
| 6351 Telecommunications Engineer I           | 4435 Photographic Supervisor               |
| 7670 Database Administrator                  | 7625 Wide Area Network Engineer            |
| 6352 Telecommunications Engineer II          | 6300 Police Communications Dispatcher      |
| 6111 Evidence Custodian                      | 6310 Police Communications Supervisor      |
| 6353 Telecommunications Engineer III         | 4400 Printer                               |
| 3307 Facilities Coordinator                  | 7602 Production Control Coordinator        |
| 6330 Telecommunications Manager              | 7601 Production Control Specialist         |
| 3306 Facilities Maintenance Technician       | 6101 Security Officer                      |
| 6326 Telecommunications Specialist           | 6102 Security Supervisor                   |
| 3309 Facilities Manager                      | 6305 Senior Police Comm. Dispatcher        |

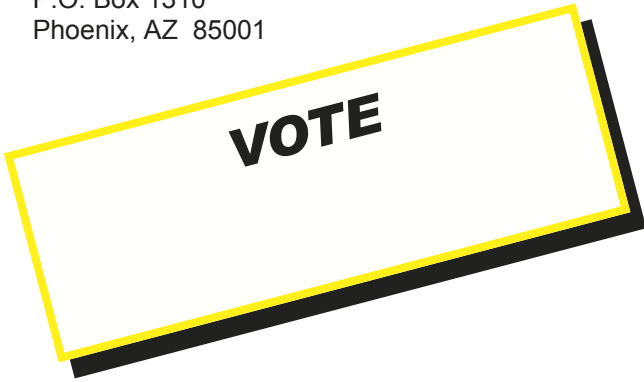
## **ANSWER:**

These DPS employees were up for a salary adjustment in year 3 of CCMR II (2002). They were the civilian employees that DPS management decided to ignore and not make whole under an (LEMSC) adopted pay plan agreement. The AHPA supported DPS management's attempt to cancel CCMR II year 3 and supported the implementation of a new pay plan from the public safety personnel consulting firm. **The F.O.P. and Arizona Labor Council vehemently opposed the DPS plan to breach their agreement** by not completing CCMR II (year 3) for civilians and threatened litigation if management did not make civilian employees whole. As a result, DPS completed CCMR II for civilians to avoid unfavorable litigation. The AHPA supported management's attempt to renege on CCMR II year 3, which only included civilians. (LEMSC May 21, 2002)





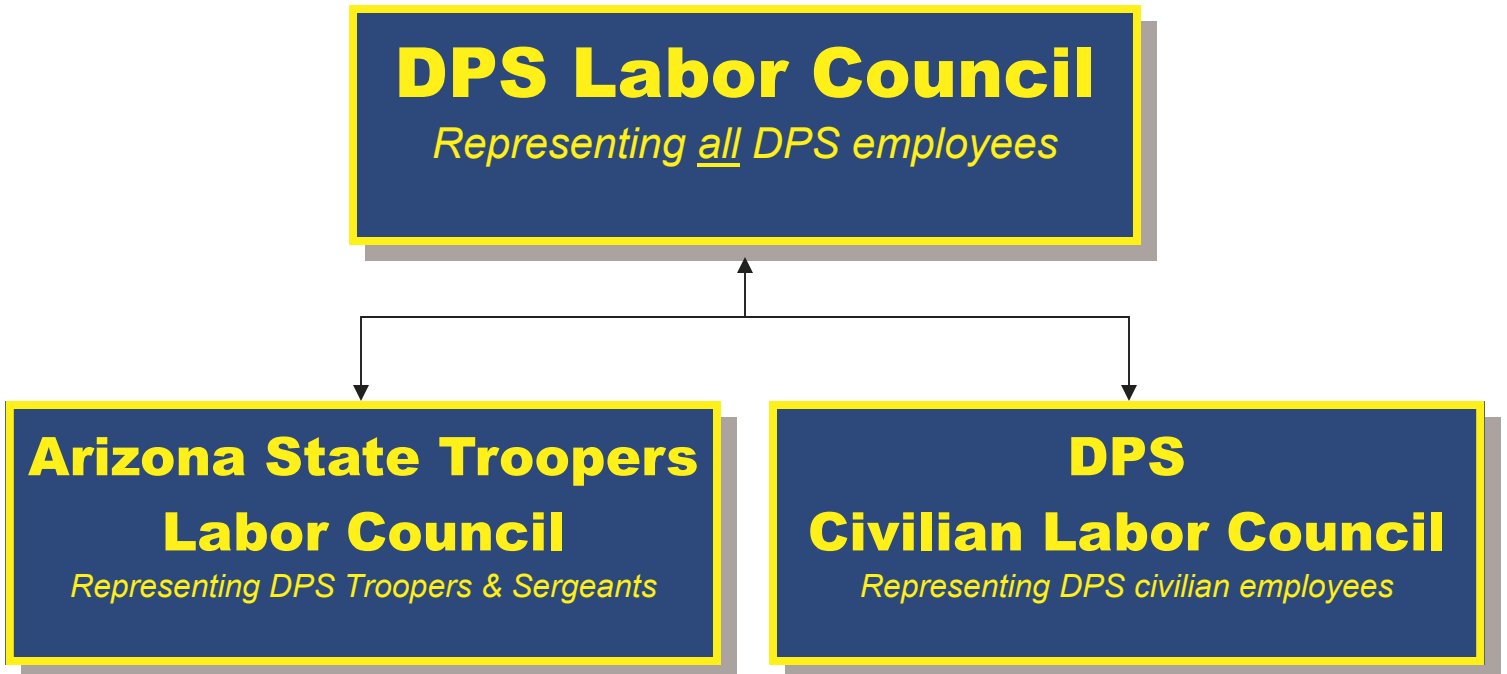
FOP #32 DPS Labor Council  
P.O. Box 1310  
Phoenix, AZ 85001



## DPS Labor Council Represents DPS Civilians

### Foresight: the key to success.

F.O.P. Grand Canyon State Lodge 32 has and will continue to represent the interests of DPS civilian employees. F.O.P. Lodge 32, knowing what direction labor issues would take in the future at DPS, forged a union with the Arizona Labor Council to take advantage of its labor structure, which ensures proper representation of all employees in a bargaining unit. **Arm yourself with the truth; be an informed voter.**



Meet & Confer is coming to the Department of Public Safety. You need a voice to bargain for you in the process. Civilian employees of DPS have unique issues apart from sworn members of the Department. The Arizona Labor Council anticipated such needs and structured its local bargaining units so each segment of an agency would be fairly represented by members of that group. At DPS, the DPS Labor Council wants to represent you at the bargaining table as they always have. As a civilian employee, you will have equal voice in the contract developed by the DPS Labor Council.

**Contact Sue LeHew at:**

**[SLeHew@DPSLaborCouncil.com](mailto:SLeHew@DPSLaborCouncil.com)**

Learn more about the DPS Labor Council at:

**[www.DPSLaborCouncil.com](http://www.DPSLaborCouncil.com)**

**DPS Labor Council Hot Line: 602.550.3534**