

STAFF REPORT

Consent Agenda Item

DATE: August 3, 2026

TO: Honorable Mayor and Council Members

FROM: Jason Kadle, Lieutenant

THROUGH: Amy Nilsen, City Manager

SUBJECT: Advance Step Placement for Part-time/On-Call Public Safety Dispatch Candidate

STAFF RECOMMENDATION:

Approve an advance step placement for a lateral Public Safety Dispatch candidate for Part-time/On-Call position at step five of the FY 2026-27 full-time pay rate schedule (\$29.46 per hour).

EXECUTIVE SUMMARY

Natalie McCall has applied for the position of Part-Time/On-call Public Safety Dispatcher with the City of Fortuna. Mrs. McCall brings 20 years of extensive experience in public safety dispatch, at the Humboldt County Sheriff's Office in California. During her tenure at the Sheriff's Office, she progressed through the ranks and currently serves as a Senior Emergency Dispatcher, a role that required high levels of responsibility, leadership, and technical proficiency. Mrs. McCall has also successfully completed the POST Dispatch Academy and possesses a POST Public Safety Dispatcher Advanced Certificate, further validating her qualifications and readiness for this role. Her long-standing commitment to public safety and her demonstrated ability to manage complex emergency situations make her an ideal candidate for our department. Given the candidate's significant experience and advanced skills, it is appropriate to consider her for a lateral entry at step five of the Public Safety Dispatcher pay scale.

By hiring the candidate at step five, we are recognizing her ability to immediately contribute at a high level, reducing the costs associated with training related overtime and expediting the department's onboarding time typically required for new hires. Her familiarity with POST standards and extensive experience will allow her to integrate quickly into the police department's operations.

STRATEGIC PLAN 2026-2036:

This action supports the following area(s) of your City Council's Strategic Plan 2026-2036.

Core Values:

Quality of Life: Family, Nature & Neighbors: Safety, family life, care for youth, cleanliness, parks, forests, and rivers. Fortuna's #1 value across every instrument and generation in this process.

Priorities:

Priority 2: Our People – Staff Retention, Pay & Succession

FISCAL IMPACT:

Hiring the candidate at step five will be within the current FY 2026-27 adopted budget and is within the approved salary range for Part-time/On-call Public Safety Dispatchers. Her lateral entry at this step reflects her qualifications and the value she will bring to our department. The difference between step five and step zero is approximately \$2.77 per hour.

ALTERNATIVE TO STAFF RECOMMENDATION:

The City Council may deny the requested advance step placement and direct staff to offer the position at the standard entry-level step, continue the item for additional information, or provide other direction to staff. Such action may result in delays in filling the position and could affect the Department's ability to recruit and retain a highly qualified lateral Public Safety Dispatcher.

RECOMMENDED COUNCIL ACTION:

Motion to approve hiring the candidate at Step 5 of the FY2026-27 Part-time Pay Rate Schedule. Consent Agenda vote.

ATTACHMENTS:

- FY 2026-27 Part-time/On-Call Pay Rate Schedule, City of Fortuna