



**DATE:** December 13, 2016

**CATEGORY:** New Business

**DEPT.:** City Manager's Office

**TITLE:** **Resolution Appointing Justine Bruce as an Extra Help Retired Annuitant under Government Code Sections 7522.56 and 21224**

### **RECOMMENDATION**

Adopt a Resolution for Exception to the 180-Day Wait Period Government Code Sections 7522.56 and 21224, to be read in title only, further reading waived (Attachment 1 to the Council report).

### **BACKGROUND**

On September 5, 2016, Justine Bruce retired from her position as Public Safety Dispatcher II after 20 years of service with the City of Mountain View. As the City contracts with the Public Employees Retirement System (CalPERS), Ms. Bruce is a CalPERS annuitant.

Government Code (GC) Section 7522 requires a 180-day waiting period before a retired annuitant can be employed by a CalPERS agency unless the nature of the employment meets one of the exceptions and is approved via resolution by the governing body. In this case, the nature of Ms. Bruce's recommended appointment will be as an extra help retired annuitant. Ms. Bruce possesses the specialized skills needed to perform this work and this appointment qualifies for an exception under GC 21224. CalPERS extra help retired annuitants qualify for this exemption based on their role performing work of limited duration (no more than 960 hours per fiscal year) such as the elimination of backlogs, limited-term special project work, or work in excess of what regular permanent staff can do.

### **ANALYSIS**

The Public Safety Dispatcher II position is critical to maintaining the safety and welfare of citizens, employees, and visitors within the City of Mountain View. The Communications Center supports the Police and Fire Departments and is staffed 24 hours per day, 7 days per week. Dispatchers are directly responsible for the citizens'

ability to receive the help they request from EMS, Police, and/or Fire Department personnel. Their responsibilities include:

- Responding to 9-1-1 calls for life and death emergencies to include medical events, vehicle accidents, suicidal or missing people, and threats of violence.
- Dispatching appropriate Police, Fire, medical, and Public Works personnel to both emergency and nonemergency events.
- Accurate status recordings to ensure the safety of the public and City personnel.

The Communications Unit personnel budget is comprised of 14.5 full-time equivalent (FTE) positions with one temporarily approved overhire position for a total of 15.5 budgeted FTE. Of the 15.5 positions, 12.5 are currently filled. The recruitment to fill current vacancies is under way and multiple vacancies are anticipated to be filled in early 2017; however, a Dispatcher requires six months to one year of training before he or she can work independently. In the meantime, fully trained Dispatchers are working overtime to address open shifts, train new dispatchers, and fill shifts related to special events. Ms. Bruce is a tenured Dispatcher who has specialized dispatching skills needed to provide needed coverage to perform extra help work in the Communications Center and can fill in as necessary for special events shifts and perform work in excess of what regular permanent staff can do. Ms. Bruce's employment will prevent undue hardship on regularly appointed Dispatchers to address the Center's training needs and other workload such as special events shifts.

### **FISCAL IMPACT**

Extra help employment of Ms. Bruce, anticipated at an average of 25 hours per week for the remainder of the 2016-17 fiscal year, would cost the City approximately \$31,000. No benefits would be provided with this position. Funding for this extra help assignment is available in the Police Department budget and no additional funding is required.

### **ALTERNATIVES**

Do not certify the nature of Ms. Bruce's employment is to fill the Police and Fire Departments' needs for extra help as defined by CalPERS.

**PUBLIC NOTICING** – Agenda posting.

Prepared by:

Lindsey Bishop  
Senior Human Resources Analyst

Approved by:

Audrey Seymour Ramberg  
Assistant City Manager

LB/7/CAM  
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Attachment: 1. Resolution