

# Agenda Report

January 8, 2018

**TO:** Honorable Mayor and City Council

**FROM:** Department of Human Resources

**SUBJECT: ADOPT RESOLUTION FOR EXCEPTION TO THE 180-DAY WAIT PERIOD IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTIONS 7522.56 AND 21224 RELATED TO HIRING IN THE PASADENA POLICE DEPARTMENT**

**RECOMMENDATION:**

It is recommended that the City Council:

1. Find that the action proposed herein is not a "project" as defined in the California Environmental Quality Act (CEQA), Public Resources Code Section 21065 and Section 15378(b)(2) of the State CEQA Guidelines and, as such, is not subject to environmental review; and
2. Adopt a resolution for exception to the 180-day wait period for hiring retiree

**BACKGROUND:**

The California Public Employees' Pension Reform Act of 2013 requires a 180-day "wait" period before a retiree can return to work for a public agency. However, the 180-day "wait" period can be waived if the employer certifies that the appointment is necessary to fill a critically needed position before 180 days has passed and the appointment has been approved by the governing body of the employer in a public meeting and not on a consent calendar.

The Police Department's Dispatch Center is the primary point of contact for the City's 9-1-1 NextGen Emergency system, non-emergency and information phone lines, Police Radio system and dispatching of calls for service. Ancillary duties include but are not limited to after-hours call outs for City services on an emergency basis, monitoring for city service radio systems and alarms. The dispatch center operates 24 hours a day, 7 days a week and 365 days a year. Recruitment is underway to fill seven Police Dispatcher vacancies, but the recruitment and hiring process can take up to 10 months and comprehensive training of a qualified police dispatcher can take anywhere from 6 to 18 months.

While much focus has been placed on the difficulties in recruiting sworn Police Officers, in recent years finding qualified Emergency Operators has been nearly as difficult. This problem is expected to persist into the future.

Kelly Kiser retired from the City of Pasadena on November 17, 2017, with more than 34 years of experience. Mr. Kiser's expertise, skills and abilities as a Police Dispatcher and knowledge of the specialized equipment used for police dispatch operations is needed to fill a critically necessary role within the Police Department. Mr. Kiser has a unique understanding of the City's and Police Department's equipment, processes and procedures.

To effectively support the Police Department's operations and City Council's goal of ensuring public safety, there is a need for continuity and highly trained professionals to answer the City's 911 calls. Staff recommends hiring Mr. Kiser from January 9, 2018 through January 9, 2019 on a part-time basis (not to exceed 960 hours per fiscal year) to assist in dispatching duties.

**COUNCIL POLICY CONSIDERATION:**

This proposed action supports the City Council goal to ensure public safety.

**FISCAL IMPACT:**

There is no fiscal impact as a result of this action. The position will be funded by salary savings.

Respectfully submitted:

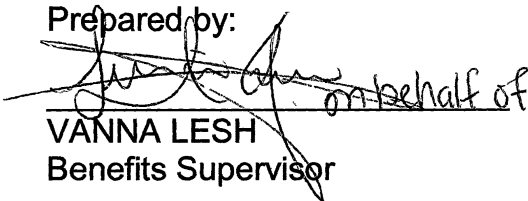


JENNIFER CURTIS

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Prepared by:



on behalf of  
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Approved by:



STEVE MERMELL  
City Manager

Attachments: