



Agenda Report

January 22, 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 and 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.

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While much focus has been placed on the difficulties recruiting sworn Police Officers, finding qualified Emergency Operators (dispatchers) has been nearly as difficult and a challenge industry-wide. The current vacancy rate for dispatchers is 30%. To help increase the number of lateral dispatcher applicants, these positions are advertised on an open, continuous basis and incentive pay was added by the City last August. The entry-level dispatcher position is also advertised throughout the year.

Challenges to hiring include the fact dispatchers work shifts with schedules varying throughout the year, the need for overtime work to ensure continuous coverage of the dispatch center, and the challenge and unique nature of the job duties. The time period for the recruitment, selection, and training for dispatchers is worth noting with recruitment and selection taking approximately 3 months, the comprehensive safety background process another 4-6 months, and on-the-job training between 8 to 12 months. The success rate of new hires completing the training and probationary period is about 70%.

The City received approximately 900 applications for dispatcher between January 2016 and June 2017, but only a small number of candidates were qualified and successfully completed the comprehensive safety background check. A total of 6 candidates were hired. Another group of candidates for entry-level dispatcher will be interviewed later this month to fill eight vacancies.

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 Kelly Kiser from January 23, 2018 through January 23, 2019 on a part-time basis (not to exceed 960 hours per fiscal year) to assist in dispatching duties. Mr. 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. Attachment 2 contains the appointment document to hire Kelly Kiser as a City Service Worker (Retiree).

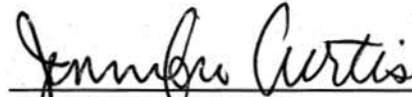
COUNCIL POLICY CONSIDERATION:

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

Director

Department of Human Resources


Prepared by:



VANNA LESH

Benefits Supervisor

Approved by:



STEVE MERMELL

City Manager

Attachments:

Attachment A – Resolution for Exception to the 180-Day Wait Period in Accordance with California Government Code Sections 7522.56 and 21224

Attachment B – Appointment Document for Kelly Kiser, City Service Worker (Retiree)

Attachment C – Classification Description and Published Salary Range for Police Dispatcher