



County of San Mateo

Inter-Departmental Correspondence

Department: PUBLIC SAFETY
COMMUNICATIONS
File #: 19-116

Board Meeting Date: 2/12/2019

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Daniel T. Belville, Director, Public Safety Communications
Subject: Resolution Certifying the Critical Need for Retiree Appointment

RECOMMENDATION:

Adopt a resolution authorizing the extra-help hiring of the Public Safety Communication's retiring Supervising Dispatcher, Laurie K. Armstrong, pursuant to Government Code §7522.56(f)(1), and finding that the nature of employment and appointment is necessary to fill a critically-needed position during the 180-day post-retirement separation period.

BACKGROUND:

In September 2012, the California Public Employees' Pension Reform Act (PEPRA) was signed into law as Assembly Bill 340. The PEPRA legislation includes provisions in Government Code §7522.56 requiring a 180 day separation ("sit-out") following the date of retirement for non-safety retirees who are re-employed by a public agency within the same retirement system as an employee, or through a contract unless the employer certifies that appointment is necessary to fill a critically-needed position before the 180 day has passed.

For the exception to the 180 day separation period to apply, state law requires that your Board, as the County's governing body, approve by resolution the appointment in a public meeting and not on the consent calendar.

DISCUSSION:

On February 21, 2019, Laurie K. Armstrong will retire after serving the County of San Mateo for 29 years, finishing as a Supervising Communications Dispatcher in the Office of Public Safety Communications (PSC). She has long been involved in supervision and training of dispatchers and supervisory personnel. Her skills are needed in order to assist with the training of newly appointed supervisors on law enforcement radio dispatch protocols.

PSC, like many other dispatch centers nationwide, is experiencing a staffing shortage. The department currently has 11 vacancies for 911 Calltakers or Dispatchers. In addition to her training work, Ms. Armstrong has qualified in all areas of emergency dispatch. She will be able to provide needed relief and fill critical shortages in staffing in the 911 Center while ongoing training of new

Dispatchers and Supervisors continues.

Ms. Armstrong will be hired at the rate of \$47.02 per hour as extra help/relief (Per Diem) Communications Dispatcher II-Relief position. Pursuant to Government Code §7522.56, her hours will be limited to no more than 960 hours per fiscal year.

FISCAL IMPACT:

There is no increase in net county cost associated with the recommended action beyond PSC budgeted expenses for this staffing. Appropriations to cover extra help costs are included in the PSC budget.