



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** PUBLIC SAFETY  
COMMUNICATIONS  
**File #:** 20-876

Board Meeting Date: 11/17/2020

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** Natasha Claire-Espino, Interim Director  
**Subject:** Critical Fill "Sit-Out" Rule Waiver Request for Communications Dispatcher II

**RECOMMENDATION:**

Adopt a resolution authorizing the hiring of Public Safety Communication's retiring 911 Dispatcher II, Dorothy Cordell, 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 days has passed.

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

**DISCUSSION:**

On January 1, 2021, Dorothy Cordell will retire after more than 21 years working for the County of San Mateo Public Safety Communications as a 911 Emergency Dispatcher. Because of her long history with the department and her skills as a law specialist, the department wants to re-employ her as an Extra Help employee after her retirement in order to ensure continuity of service as additional recruits are hired and trained.

**FISCAL IMPACT:**

The cost of hiring Ms. Cordell as an extra-help employee for a maximum of 960 hours per fiscal year at a rate of \$52.88 per hour is included in the Public Safety Communications Department's Fiscal

Year 2020-21 Adopted Budget. There is no new Net County Cost associated with this resolution.