

# **REPORT TO THE CITY COUNCIL**

*City of Salinas, California*

DATE: October 4, 2016

FROM: David Shaw, Acting Chief of Police

BY: Henry Gomez, Commander

SUBJECT: **EXCEPTION TO THE CALPERS 180-DAY WAIT PERIOD FOR RETIRED  
ANNUITANT**

## **RECOMMENDATION:**

It is recommended that the City Council approve a resolution authorizing the temporary appointment of retired CalPERS member Jeffery Gibson as Personnel and Training Specialist to perform urgent work of limited duration to prevent stoppage of the administration of public business.

## **DISCUSSION:**

The Salinas Police Department currently has approximately 30 police officer and several vital civilian positions which are vacant. The following is an update from Personnel and Training.

### Police officer positions:

- Two recruits in the academy, set to graduate on 10/4/2016
- Four recruits in the academy, set to graduate on 1/26/2017
- Three additional recruits in that same academy actively in the background process
- Five lateral/academy graduates actively in the background process
- Three recruits hired, pending academy start on 11/28/2016
- Five recruit candidates actively in background process for same academy
- Five recruit candidates nearing end of background process who do not appear will be hired
- Twenty-five recruit applicants invited to interview on 9/29/2016. Backgrounds will commence immediately.

### Civilian positions in the background process:

- One Animal Care Technician (Animal Shelter)
- One part-time Temporary Animal Shelter Manager
- One part-time Evidence Technician
- Two Community Service Officers

- One Police Services Technician
- One WPC Operator

Our background investigation staff currently consists of:

- Two part-time temporary officers (retired)
- Two part-time temporary Personnel and Training Specialists (retired)
- Two sergeants conducting background investigations collaterally
- Six police officers conducting background investigations collaterally
- Three detectives conducting background investigations collaterally
- We also have one police officer and one sergeant trained to conduct background investigations, but are temporarily out on disability.
- We have a contract with Hardee Investigations and keep a caseload with them of approximately ten backgrounds at a time.

This current staffing shortage has impacted the Police Department's ability to provide basic services to the community. Adding experienced personnel to assist would greatly assist in these efforts.

CalPERS allows a "retired annuitant" (retired employee who retires with CALPERS benefits) to return to work under certain conditions and requirements and with certain exceptions. To return to work prior to the 180-day waiting period, City Council approval of the appointment is required. Given the great number of current vacancies for a police officer and vital civilian positions, staff is requesting City Council approval of the appointment of Jeffery Gibson as Personnel and Training Specialist as required by CalPERS in instances prior to the expiration of the 180-day wait period.

Until the Department is able to process and hire more police officer and civilian candidates, it will continue to struggle to provide complete police services to the community.

### **FISCAL IMPACT:**

Funds for this work are currently part of the Police Departments budget as a result of salary savings from unfilled positions. No additional appropriation is necessary.

### **ISSUE:**

Shall the City Council approve a resolution authorizing the temporary appointment of retired CalPERS member Jeffery Gibson as Personnel and Training Specialist to perform urgent work of limited duration to prevent stoppage of the administration of public business?

### **ALTERNATIVES:**

Council may approve this temporary position to assist the Department in its efforts to restore a full-service police department to the community.

Council may not approve this temporary position, in which case the Department will continue to be challenged in hiring of police officers and civilian employees.

**CITY COUNCIL GOALS:**

The proposed action meets the Effective Sustainable Government Council goal.

**CONCLUSION:**

The best interest of the City will be served by this appointment and a critical need will be resolved.

**Attachments**

Resolution