

# City of Sacramento

## Legislation Text

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**File #:** 2019-00125, **Version:** 1

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**Title:**

**Authorization to Hire a Staff Aide**

File ID: 2019-00125

**Location:** Citywide

**Recommendation:**

1) Pass a Motion certifying the critical need for a temporary staff aide on or before February 12, 2019; and 2) adopt a Resolution authorizing the City Manager or City Manager's designee to appoint Steve Gorman as a Staff Aide.

**Contact:** Katherine Robbins, Support Services Manager, (916) 808-1562, Human Resources

**Presenter:** None

**Attachments:**

- 1-Description/Analysis
- 2-Appointment Letter
- 3-Resolution
- 4-CalPERS Resolution

**Description/Analysis**

**Issue Detail:** Assembly Bill 340, the Public Employee Pension Reform Act of 2013 also known as PEPRA, was signed into law on September 12, 2012 and went into effect on January 1, 2013. PEPRA created Government Code Section 7522.56 which requires public agency retirees to wait 180 days after retirement before returning to work for a public agency. This waiting period can be waived should the City Council determine it is critical to fill a specific position. Therefore, this request is before Council for approval.

Steve Gorman, Deputy Chief Building Official overseeing the Building Division's Permit Services/Customer Services and Field Inspections sections in the Community Development Department (CDD), retired from his position from the City of Sacramento on December 31, 2018.

Over the past 20 years, Mr. Gorman has developed an extensive knowledge of the building and planning processes and regulations that govern the City of Sacramento's public building infrastructure.

During his time as Deputy Chief Building Official, Mr. Gorman has overseen the development of electronic plan submittal and payment processes for the CDD. He was the project lead that assembled and ensured inclusion of the Building, Planning, Accela and Information Technology teams. This process has been completed for commercial building permits, however, CDD must also integrate the residential and planning processes to increase the participation rate of our electronic submittals by our developers and builders. Mr. Gorman's knowledge uniquely qualifies him to continue to act as the project lead overseeing this significant project at a critical time as the City moves to streamline the overall development process.

This work is of limited duration, is critical and highly specialized; the City requires an experienced individual to oversee the success of this project, and the appointment should be made on or before February 12, 2019 to ensure an efficient transition. Staff therefore requests Council approve the attached resolution allowing the City to hire Steve Gorman on a temporary basis to fill this role.

**Policy Considerations:** The City Council may waive the 180-day waiting period for retired annuitants.

**Economic Impacts:** None

**Environmental Considerations:** Under the California Environmental Quality Act (CEQA) guidelines, continuing administrative activities do not constitute a project and are therefore exempt from review.

**Sustainability:** Not applicable

**Commission/Committee Action:** None

**Rationale for Recommendation:** The City Council may waive the 180-day waiting period for retired annuitants when there is a critical need. Expertise and continuity in the City's building and planning permit process and electronic plan submittals require Steve Gorman's expertise and immediate attention.

**Financial Considerations:** Funding for the temporary Staff Aide will be provided by the CDD. There is sufficient funding in the CDD FY2018/19 Operating Budget to support the recommendation.

**Local Business Enterprise (LBE):** Not applicable.