

City of Sacramento

Legislation Text

File #: 2019-00232, **Version:** 1

Title:
Authorization to Hire a Staff Aide

File ID: 2018-00232

Location: Citywide

Recommendation:

1) Pass a Motion certifying the critical need to hire Jerry Lovato as a temporary Staff Aide on or before February 26, 2019; and 2) adopt a Resolution authorizing the City Manager or City Manager's designee to appoint Jerry Lovato as a Staff Aide.

Contact: Samantha Wallace, Human Resources Manager, (916) 808-7657, 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 PEPR, was signed into law on September 12, 2012 and went into effect on January 1, 2013. PEPR 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 to certify the waiver of the 180 period.

Jerry Lovato, Program Analyst overseeing the mapping section within the Engineering Division of Public Works, retired from his position from the City of Sacramento on December 29, 2018. Prior to Jerry's retirement, the primary map reviewer resigned from the City on December 14, 2018. With the resignation and the retirement, there are no current full-time city employees with the knowledge of the various processes that apply to final maps, parcel maps, map waivers, certificates of compliance,

etc.

Over the past 33 years, Jerry has developed an extensive knowledge of the subdivision map act and how the City processes different tasks in compliance with the subdivision map act and city code. With the boom in private development projects over the past 3 years, Jerry's expertise is needed to help provide staff the history on several high-profile projects currently under review such as The Railyards, Delta Shores, Centene, and Greenbriar. Additionally, Jerry will be training new staff on the established policies and procedures of the mapping section.

Jerry's longevity with the City and his leadership in developing the policies and procedures for the mapping section make him uniquely qualified to provide the history of the complex projects and training for current and anticipated newly hired staff. The work and training is of limited duration, is critical, and is highly specialized. Staff therefore requests Council approve the attached resolution allowing the City to hire Jerry Lovato 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. No current City employees have the background knowledge of critical private development projects nor the expertise in map processing. This expertise is needed to provide project history to staff and train current staff and new staff. Bringing Jerry back in this capacity will enable current projects to continue processing more efficiently and will expedite the training for new staff assigned to the section for map reviews.

Financial Considerations: Funding for the temporary Staff Aide will be provided through the collection of map review fees and deposits through the Private Development Fund (Fund 2018). There is sufficient funding in the Private Development Fund to support the recommendation.

Local Business Enterprise (LBE): Not applicable