



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: PH 22-062, **Version:** 1

DATE: November 15, 2022

TO: Mayor and City Council

FROM: Assistant City Manager/Interim Director of HR and Acting Chief of Police

SUBJECT

Retiree Hiring Exception: Adopt a Resolution Approving an Exception to the 180-Day Waiting Period Requirement for Up to Six (6) Retired CalPERS Annuitants to Work as City of Hayward Communications Operators

RECOMMENDATION

That Council adopts a resolution (Attachment II) that approves an exception for up to 6 retired CalPERS Employees to return to work as Communications Operators prior to the required CalPERS 180-day waiting period.

SUMMARY

The Hayward Communications Center is currently facing severe staffing shortages, which will increase by the end of 2022. Two Communications Operators will retire at the end of December 2022, with the potential of two additional Communications Operators scheduled to retire in 2023. Outgoing years of experience and expertise will create a void that adds to already struggling staffing levels. The employee retirements will increase mandated overtime shifts, delay public safety responses, and be a tipping point for employee morale in the Communications Center.

CalPERS allows retired employees to return to a CalPERS employer in an "Extra Help" capacity. While CalPERS generally requires a 180-day waiting period for retirees to return in an annuitant position, Council may approve an exception to the waiting period if there is a critical need. With impending retirements, a need will exist to perform work in excess of what regular staff can perform. Retiring employees are willing to return to work and assist with excess work as Retired Annuitants immediately after their retirements become effective. To do so, Council must approve an exception to the CalPERS 180-day waiting period.

ATTACHMENTS

Attachment I Staff Report

Attachment II Resolution