



CITY OF SAN MATEO

City Hall
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Agenda Report

Agenda Number: 20

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council

FROM: Drew Corbett, City Manager

PREPARED BY: Police Department

MEETING DATE: November 16, 2020

SUBJECT:

Public Employee Pension Reform Act-180 Day Waiting Period Waiver Request – Police Department

RECOMMENDATION:

Adopt a Resolution to waive the Public Employee Pension Reform Act 180-day waiting period to hire retired annuitant Karen Ortman for a critically needed position.

BACKGROUND:

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 the specific position. Therefore, this request is before Council for approval at this time.

Karen Ortman, Senior Police Records Specialist for the Property Unit of the Police Department, retired October 30, 2020 after over 40 years of service. The tasks performed by the Property Unit are critical to the operation of the Police Department and require intricate knowledge of procedures relating to compliance with laws pertaining to maintenance of property and evidence. Due to unforeseen circumstances, Ms. Ortman was able to provide very limited advance notice of her retirement. A recruitment for a successor is underway; however, given the duration of time to conduct a recruitment and potential associated background checks, it will be several months before a replacement is on board. Having a period of overlap of service for Ms. Ortman and her successor will allow for adequate knowledge transfer and training and avoid a significant gap in coverage of critical aspects of the workload.

The services needed from Ms. Ortman include more than training her replacement; the primary need for her return is to assist in the completion of critical projects. Prior to her retirement, Ms. Ortman was engaged in several projects related to specialized support of the Police Department including an in-take barcoding and scanning project related to property; establishing return lockers for evidence so that officers may access case evidence after-hours; and finalizing and documenting several standard operating procedures to ensure continuity of the Property Unit. These projects will be completed within the next six months, and it is essential that Ms. Ortman continue to provide her expertise to these critical projects. It is anticipated that Ms. Ortman would be required to return to work on a temporary and sporadic basis through June 30, 2021, and would in no case work more than 20 hours per week.

BUDGET IMPACT:

There are sufficient funds in the Police Department operating budget to cover this expenditure.

ENVIRONMENTAL DETERMINATION:

This action is not a project subject to CEQA, because it can be seen with certainty that it will not cause a physical change in

the environment. (Public Resources Code Section 21065.)

NOTICE PROVIDED

All meeting noticing requirements were met.

ATTACHMENTS

Att 1 - Proposed Resolution

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