



Agenda Item No: 1.f

PLACENTIA CITY COUNCIL AGENDA REPORT

Meeting Date: February 4, 2025

Submitted by: Alice Burnett

From: Administrative Services

Subject:

Resolution appointing retired annuitant Daylene Alliman as a temporary Human Resources Analyst to perform work of a limited duration under Government Code Sections 75522.56 and 21224

Financial Impact:

Fiscal Impact:

The Human Resources Analyst is a regularly allocated position within the City's budget. The costs associated with a temporary Human Resources Analyst can be covered in the current year's FY 2024-25 budget.

Summary:

The Human Resources Division is experiencing an increased workload due to a significant number of ongoing recruitments. To ensure that these recruitments are conducted efficiently and effectively, there is a need for additional temporary support. Hiring a retired annuitant with extensive experience in human resources and recruitment processes will help address this need. The attached resolution for this appointment complies with Government Code Sections 7522.56 and 21224.

Recommendation:

Recommended Action: It is recommended that the City Council:

It is recommended that the City Council Adopt Resolution of the City Council of the City of Placentia, California Certifying the Human Resources Analyst Classification as a critically needed position and appointing Daylene Alliman as a temporary Human Resources Analyst Pursuant to Government Code Sections 75522.56 and 21224

Strategic Plan Statement:

There is no specific strategic planning goal or objective associated with this agenda item.

Discussion:

The Human Resources Division is experiencing an increased workload due to a significant number of ongoing recruitments, including the recruitment for a new Human Resources Analyst. Currently there are 17 full-time vacancies in critical positions in Public Works, Community Services, Police, and Public Safety Communications. Critical part-time recruitments related to summer programming are also scheduled to begin this month. It is also anticipated that attrition due to retirements will affect our Police Department this year and

having active eligibility lists will assist in filling our safety sensitive positions in a timely manner. To ensure that these recruitments are conducted efficiently and effectively, there is a need for additional temporary support. Hiring a retired annuitant with extensive experience in human resources and recruitment processes will help address this need.

The proposed candidate for the temporary Human Resources Analyst position is Daylene Alliman, a retired annuitant with over 25 years of experience in human resources. Ms. Alliman has worked in similar Limited-Term Human Resources Analyst roles and has extensive knowledge of local government Human Resources operations. The City needs a temporary Human Resources Analyst with sufficient knowledge and expertise and the City cannot temporarily appoint another employee without impairing City operations. Given the current circumstances, Staff is recommending that the City Council approve a resolution certifying the Human Resources Analyst position as critically needed and authorizing the temporary appointment of the Human Resources Analyst to provide extra-help as a retired annuitant on a temporary, post-retirement basis. Staff anticipates that the appointment will not exceed a three (3) month period, working approximately 20-30 hours per week.

Ms. Alliman is a retired annuitant under the CalPERS retirement system. Under California public employment retirement law that governs public sector retirees, a retired annuitant may be employed by a public agency if it meets certain criteria. Government Code Sections 75522.56 and 21221(h) requires public agencies meet all of the requirements, such as:

- The temporary appointment to the Human Resources Analyst position requires critical and highly specialized skills by the governing body.
- The City requires an experienced Human Resources Analyst to assist with attracting, recruiting and hiring to fill vacant positions.
- The City requires the "extra-help" from a retired annuitant professional to perform the duties of a Human Resources Analyst under Government Code 21224.
- The temporary appointment by the governing body must be of limited duration, not to exceed 960 hours per fiscal year for all employers.
- The appointed retiree shall not receive any benefits, incentives, compensation in lieu of benefits, or any other forms of compensation in addition to the hourly rate.

This appointment is limited to 960 hours per fiscal year and the compensation paid to retirees cannot be less than the minimum nor more than the maximum monthly base salary paid to other employees performing comparable duties. This position is categorized as a temporary Human Resources Analyst and does not include any other benefit, incentive or compensation in lieu of benefits, or other form of compensation in addition to the \$46.79 hourly rate, with the exception of statutorily required Medicare.

It is anticipated that, if approved by City Council, Ms. Alliman will begin after February 5, 2025, subject to confirmation from CalPERS that Ms. Alliman may be appointed as an extra-help retired annuitant.

Fiscal Impact Summary:

The Human Resources Analyst is a regularly allocated position within the City's budget. the costs associated with a temporary Human Resources Analyst can be covered in the current year's FY 2024-25 budget.

Attachments

