

RESOLUTION NO. 24-9382

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA,
FOR EXCEPTION TO THE 180-DAY WAITING PERIOD TO HIRE A
RETIRED ANNUITANT AS A TEMPORARY EXTRA HELP
EMPLOYEE (GOVERNMENT CODE SECTIONS 7522.56 AND
21224) AS A SENIOR PUBLIC SAFETY DISPATCHER IN THE
POLICE DEPARTMENT**

WHEREAS, in compliance with Government Code section 7522.56 the City of Santa Clara must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date;

WHEREAS, Michael Morgan (CalPERS ID 1261172054) retired from the City of Santa Clara in the position of Senior Public Safety Dispatcher in the Police Department, effective October 2, 2024;

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is March 31, 2025, without this certification resolution;

WHEREAS, section 7522.56 provides that this exception to the 180 day wait period shall not apply if the retiree accepts any retirement-related incentive;

WHEREAS, the City of Santa Clara and Michael Morgan certify that Michael Morgan has not and will not receive a Golden Handshake or any other retirement-related incentive;

WHEREAS, the City of Santa Clara hereby appoints Michael Morgan as an extra help retired annuitant to perform the critically needed duties of Temporary Employee for the City of Santa Clara under Government Code section 21224, effective October 27, 2024;

WHEREAS, the entire employment agreement, contract or appointment document between the City of Santa Clara and Michael Morgan has been reviewed by this body and is attached herein;

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar;

WHEREAS, the employment shall be limited to 960 hours per fiscal year;

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties;

WHEREAS, effective September 29, 2024, the maximum hourly salary rate for the Temporary Employee position is \$214.06, and the minimum hourly equivalent is \$17.75;

WHEREAS, the hourly rate paid to Michael Morgan will be \$76.53; and

WHEREAS, Michael Morgan has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

1. The City of Santa Clara hereby certifies the appointment of Michael Morgan and that this appointment is necessary to fill the critically needed position of Temporary Employee for the City of Santa Clara. The retired annuitant was a Senior Public Safety Dispatcher for the Police Department and will be rehired performing the comparable duties of the Senior Public Safety Dispatcher classification. The hourly rate to be paid to Michael Morgan is consistent with Step 7 salary for the classification of Senior Public Safety Dispatcher, as set forth in the published Classified Salary Plan.

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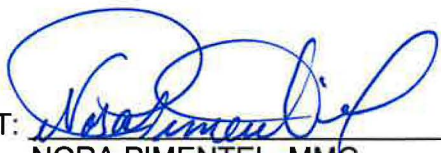
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2. The Santa Clara Public Safety Communications Center in the Police Department is the primary 9-1-1 public safety answering point for the City of Santa Clara. The Division has an authorized staffing level of 21 Public Safety Dispatchers who are trained to receive, evaluate and dispatch Police, Fire and medical calls for service 24-hours a day, 365 days a year. The work unit acts as a coordination point for all emergency situations that take place in Santa Clara, focusing on the City's public safety resources. These highly trained and specialized professionals are able to expand their responsibilities when handling requests for immediate and planned public safety assistance on a more regional basis. In addition to this primary function, this same work group also classifies, documents and records a wide-range of internal and external non-emergency requests; dispatching most to City resources, but also referring callers to other agencies when appropriate.
3. Mr. Morgan will assist with covering 9-1-1 dispatch shifts and ensure our community receives timely police, fire, and medical services.
4. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 22ND DAY OF OCTOBER, 2024, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Becker, Chahal, Hardy, Jain, Park, and Watanabe and Mayor Gillmor
NOES:	COUNCILORS:	None
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	None

ATTEST: 

 NORA PIMENTEL, MMC
 ASSISTANT CITY CLERK
 CITY OF SANTA CLARA

Attachments incorporated by reference:
 1. Morgan, Michael – Offer Letter



October 4, 2024

Michael Morgan

Dear Michael,

Congratulations! This is to confirm our offer of employment for the As-Needed Temporary Employee (Retired Annuitant) (Job Code 349) position in the Police Department with the City of Santa Clara.

This letter serves as our offer of employment. Please review it carefully, sign on the designated signature line, and return the signed letter and attachments referenced below to Aracely Azevedo at aazevedo@santaclaraca.gov by October 11, 2024.

Below are a few key provisions for your offer of employment:

- **Effective Date:** Monday, October 28, 2024
- **Salary:** Your hourly pay rate is \$76.53 per hour.
- **Employment Status:** As-Needed employment as a retired annuitant is not to be considered permanent. This is an “at-will” position and hours in any given week is not guaranteed. Under CalPERS regulations and the City of Santa Clara practices, retired annuitants are not permitted to work more than 960 hours per fiscal year (July 1 through June 30). If you reach 960 hours during the fiscal year, your assignment will end.

If you are OR will be employed by another CalPERS agency during the course of your employment with the City of Santa Clara, you must immediately notify the Human Resources Department of any change in your employment status.

- **Pre-Hire Packet:**
You must complete and sign the documents listed below and return them to your recruiter at (enter email address) at the same time you return this letter, accepting the City’s formal offer of employment:

- I-9 Form
 - Direct Deposit Authorization Agreement
 - Authorization to Continue Existing Tax Withholdings
- **Form I-9 Employment Eligibility Verification:** All new employees are required to show documentation which proves their identity and their eligibility to work in the United States. A list of acceptable documentation can be found at <http://uscis.gov/i-9-central/acceptable-documents>. **Please bring I-9 employment verification identification with you on your first day of employment; original documents are required. You will not be eligible to work until you have completed your I-9 verification.**
 - **New Employee Orientation (NEO):** You are required to attend the NEO with the Human Resources Department to continue your employment. You have been scheduled to attend on:
 - **Monday, October 28, 2024 at 3:30 PM**
 - **City of Santa Clara – City Hall: Human Resources Department**
 - Free parking is available at the [Triton Museum of Art](#) parking lot (across the street from City Hall)
 - **Please bring your I-9 employment verification identification with you**

If you have questions, please contact the Human Resources Department at (408) 615-2080.

Sincerely,



Aracely Azevedo
Director of Human Resources

I accept the terms and conditions of my employment with the City of Santa Clara.



Michael Morgan

Date: 10/6/24

cc: Priya Robles, Police Department