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OFFICE OF
LABOR RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

921 10TH STREET
ROOM 601
SACRAMENTO, CA
95814-2711

PH 916-264-5424
FAX 916-264-8110

July 19, 2002

City Council
Sacramento, California

Honorable Members in Session:

CONTINUED

FROM _____
TO The evening session
7/23/02

**SUBJECT: Report-back on Administrative Policy Statement
on Retiree Rehire To Sworn Police Positions**

LOCATION AND COUNCIL DISTRICT: City-wide

RECOMMENDATION: The Council consider administrative policy direction as part of the City implementation of retiree hiring to fill sworn police positions. The administrative policies are to cover the near-term staffing needs of the Police Department and to provide for public safety and officer safety during the transition following a large number of retirements beginning in July 2002.

CONTACT PERSON: Dee Contreras, Director of Labor Relations, 264-5424

FOR COUNCIL MEETING OF: July 23, 2002 (afternoon)

SUMMARY: The City has begun the hiring of retirees to fill vacancies over the short-term until the training academies scheduled for the next two years are completed. This is to identify an administrative policy statement regarding the application and use of such retirees. Staff is seeking Council direction in defining the administrative policy. The principles under consideration are: that the use of retirees at this time is not to save money, block promotional opportunities or eliminate acting assignments; there will be a break in service of four weeks or longer between sequential