



CITY OF  
**HAYWARD**  
HEART OF THE BAY

**Approval of Temporary Appointment of  
Administrative Analyst III**  
September 16, 2014

**Alex Ameri**

Director of Utilities & Environmental Services



# Background

- California Public Employees Pension Reform Act
- Placed 180-day wait period on retired employee unless exception applies
- Wait period can be waived if:
  - ✓ Employer certifies that position fills a critical need that must be met before 180 days have passed
  - ✓ Governing body approves appointment in public meeting



# Incumbent Employee

- Administrative Analyst III in Utilities & Environmental Services
- Retiring October 3
- Responsible for many specialized assignments:
  - ✓ Analytical and management tasks
  - ✓ Specialized technical functions
  - ✓ Implementation of complex special projects



# Recommended Temporary Appointment

- Temporary appointment of Marilyn Mosher until replacement on board
- Specific assignments would include:
  - ✓ Administration of AMI pilot studies
  - ✓ Guidance in development of sewer and water rates
  - ✓ Guidelines for 2015 Urban Water Management Plan



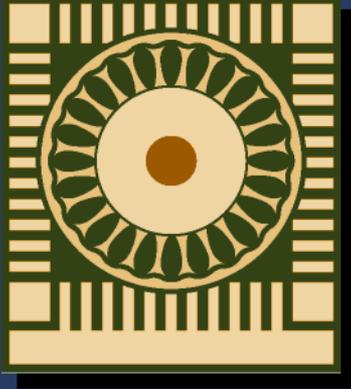
# Economic & Fiscal Impact

- Costs borne by Water and Wastewater Funds
- Current hourly salary with no benefits
- Less impact on rates than other short-term alternatives



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## Questions/Discussion

