



Administrative Report

H.10., File # 26-0028

Meeting Date: 2/17/2026

To: MAYOR AND CITY COUNCIL
From: STEPHEN SPRENGEL, CHIEF OF POLICE

TITLE

ADOPT BY TITLE ONLY RESOLUTION NO. CC-2602-008, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDONDO BEACH, CALIFORNIA, AUTHORIZING RETIRED ANNUITANT, COMMUNICATIONS SUPERVISOR NICOLE BAVIS TO RECEIVE THE AUTHORIZED SALARY INCREASE TO PERFORM EMERGENCY MEDICAL DISPATCH DUTIES AS REQUIRED OF THE COMMUNICATIONS SUPERVISOR CLASSIFICATION PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTIONS 7522.56 & 21224

EXECUTIVE SUMMARY

On June 6, 2023, in accordance with the guidelines set forth in the Public Employees' Pension Reform Act (PEPRA), City Council authorized Communications Supervisor Nicole Bavis to return to work as a retired annuitant in the Emergency Communications Center.

Supervisor Bavis possesses unique job skills which make it critical to hire her back as a 960-hour CalPERS retired annuitant to address ongoing staffing challenges in the Emergency Communications Center. There is a continued need for staffing, and, in order to ensure the success of the Emergency Medical Dispatch (EMD) program, Supervisor Bavis should be certified in EMD. In order to maintain consistency with the City's pay plan provisions for performing this duty, the certification requires a salary increase. Funding for the increased cost is included in the Police Department's FY 2025-26 Operating Budget.

BACKGROUND

Guidelines under PEPRA, which became effective January 1, 2013, generally prohibit a CalPERS retiree from employment with a CalPERS agency until a minimum 180-day break in service has occurred following the retirement date. An exception to this waiting period may be granted when the governing body of the employing agency certifies that the position is of critical need and adopts a resolution authorizing an exemption pursuant to Government Code sections 7522.56 and 21224.

On June 6, 2023, City Council authorized the return of Communication Supervisor Nicole Bavis to service as a retired annuitant within the Emergency Communications Center.

Supervisor Bavis began her career with the Redondo Beach Police Department in August 1985 as an Emergency Services Dispatcher and was promoted to Communications Supervisor in 2017. The Communications Supervisor position provides direct oversight of the Communications Unit and is also responsible for performing dispatcher duties, which include answering 9-1-1 calls and providing EMD services. Due to ongoing staffing challenges within the Communications Center, and the specialized skill set required for the Communications Supervisor role, retaining Supervisor Bavis is critical to maintaining effective dispatch operations.

When Supervisor Bavis returned as a retired annuitant during calendar year 2023, the Emergency Medical Dispatch EMD program had only recently been implemented, and she was not EMD-certified at that time. With the Communications Center handling approximately 1,900 EMD calls per year, it is essential that she obtain full certification to perform all the required duties of the position.

Continued retention of Supervisor Bavis will provide the necessary supervisory oversight and continuity with EMD call handling in the Emergency Communications Center. Supervisor Bavis is authorized to work no more than 960 hours per fiscal year and is currently compensated at an hourly rate of \$42.86, or an annualized salary of \$41,145.60, which is approximately 20% less than fulltime Communications Supervisors.

Upon completion of the EMD certification, her hourly rate will increase to \$50.00, resulting in an adjusted annual salary of \$48,000. This adjustment is consistent with the City's pay plan provisions for the additional EMD duty and salary range for the supervisor position, which has been increased since 2023. Supervisor Bavis is not eligible for additional City benefits while employed as a retired annuitant.

COORDINATION

The Police Department coordinated this item with CalPERS and the Human Resources Department. The Resolution was approved as to form by the City Attorney's Office.

FISCAL IMPACT

Funding for the authorized salary increase is available in the Police Department's FY 2025-26 Operating Budget.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Reso - No. 2602-008 Authorizing Retired Annuitant, Communications Supervisor Nicole Bavis to Receive The Authorized Salary Increase to Perform Emergency Medical Dispatch Duties as Required of the Communications Supervisor Classification Pursuant to California Government Code Sections 7522.56 & 21224