



**Marty Kelly**  
Goodhue County Sheriff

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**DATE:** January 23, 2023  
**TO:** Goodhue County Board of Commissioners  
**FROM:** Marty Kelly, Sheriff  
Chad Steffen, Communications Captain  
**RE:** Request to approve a PERA Phased Retirement Option (PRO)

**Summary**

On January 16, 2023 Sergeant Wayne Betcher provided his notice of retirement after 32-years of service to our Emergency Communications Center. Sgt. Betcher’s last day of full-time employment will be May 31, 2023. Mr. Betcher is requesting Phased Retirement Option (PRO) for the remainder of 2023. We recommend adding a 0.5 FTE Public Safety Telecommunicator Sergeant position in order to facilitate the PRO as well as the pass down of institutional knowledge as Mr. Betcher transitions into retirement.

**Background**

Sgt. Wayne Betcher has developed invaluable and specific operational knowledge of our Computer Aided Dispatch (CAD) software and the 9-1-1 mapping software. These tools are used by all public safety agencies within Goodhue County. A phased retirement option is beneficial to our succession planning and continuity of operations to allow a Phased Retirement Option (PRO) for the remainder of 2023, with an end of the year evaluation and possible continuation into 2024.

For the 2023 budget, the Emergency Communications Center has 12 approved FTEs: 8 full-time PSTs and 4 full-time PST Sergeants. On January 6<sup>th</sup>, we had 1 full-time PST accept another position within the county. As discussed, we intend to hire as soon as possible and while staff train their hours are allocated to the E911 grant fund. Since new staff are compensated out of E911 during training, there is savings within the approved salaries and wages budget for the Emergency Communications Center which would cover the additional 0.5 FTE PST Sergeant as shown below.

Employee	Grade/Step	Rate	Date	Weekly Hour/# of weeks	Cost
1 FTE PST	Grade 81/Step 9	\$32.62	1/3/23 – 6/1/23	40.25/21	\$27,572.06
.5 FTE PST Sergeant	Grade 83/Step 12	\$43.70	6/1/23 – 12/31/23	20/31	\$27,094.00
					<i>Under \$478.06</i>

If the additional 0.5 FTE is approved, the 2023 budget will still be under by \$478.06. In the 3<sup>rd</sup>- 4<sup>th</sup> quarter of 2023, Command Staff will again review the Emergency Communication Center’s staffing needs.

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**Recommendation**

Recognizing the importance of succession planning and continuity of operations, we recommend the Board authorize adding a 0.5 FTE PST Sergeant position to facilitate the PRO for Sgt. Wayne Betcher with an evaluation for possible continuation into 2024 by year's end.