

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-23

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802 • (562) 570.6621

ALEJANDRINA BASQUEZ
DIRECTOR

June 12, 2018

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt a Resolution approving an exception to the 180-day waiting period for Public Agencies pursuant to Government Code 7522.56 and 21224 to hire Pamela Horgan for a limited duration to work in the Financial Management Department. (Citywide)

DISCUSSION

On January 1, 2013, the Public Employees' Pension Reform Act added Sections 7522.56 and 7522.57 to the Government Code, which set forth post-retirement employment requirements applicable to all retirees who are employed by CalPERS employers on or after January 1, 2013. This change added the requirement that all retirees must wait 180 days after their retirement date before they are eligible to begin post-retirement employment with a CalPERS agency. An exception to the 180-day wait period can be made if a public agency certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed. The appointment must be approved by the governing body of the employer in a public meeting and may not be placed on a consent calendar.

The Financial Management Department hereby requests City Council's approval to hire Pamela Horgan, current Financial Management Department Commercial Services Bureau Manager, effective June 18, 2018, for a limited duration, to assist with the facilitation of the Enterprise Resource Planning implementation project, LB COAST, the City's new Financial and Human Resources system and other systems. Since Ms. Horgan's proposed start date is less than the required 180-day waiting period subsequent to her retirement on June 8, 2018, City Council approval to hire Ms. Horgan is being requested. The approved rate of pay will be \$58.383 per hour. This amount represents the compensation paid to other employees performing comparable duties and will be funded with salary savings in the Financial Management Department.

Ms. Horgan will assist in the implementation of complex systems related to her expertise in Billing, Collections, and general Accounts Receivable to ensure the City stays on target to meet the tight deadlines for the LB COAST project implementation.

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June 12, 2018

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Ms. Horgan has over 21 years of service working for the City as Bureau Manager in Commercial Services. She is qualified to oversee these projects and has the relevant experience and specialized skills from her employment with the City.

This matter was reviewed by Deputy City Attorney Amy R. Webber and by Budget Management Officer Rhutu Amin Gharib on May 3, 2018.

TIMING CONSIDERATIONS

City Council action is requested on June 12, 2018, to ensure the City is able to proceed with the LB COAST project implementation in a timely manner.

FISCAL IMPACT

The total cost of a PERS retired annuitant per year will not exceed \$56,048 (960 hours at \$58.383/hour), and is budgeted in the General Fund (GF) in the Financial Management Department (FM). There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



ALEJANDRINA BASQUEZ, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

ATTACHMENT – RESOLUTION

APPROVED:


PATRICK H. WEST
CITY MANAGER

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING THE EXCEPTION
TO THE 180-DAY WAIT PERIOD PURSUANT TO
GOVERNMENT CODE SECTIONS 7522.56 AND 21224
FOR RETIRED ANNUITANT PAMELA HORGAN

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

WHEREAS, Pamela Horgan, CalPERS ID 4519327150, will retire from the
City of Long Beach in the position of Commercial Services Bureau Manager, effective
June 8, 2018; and

WHEREAS, Section 7522.56 requires that post-retirement employment
commence no earlier than 180 days after the retirement date, which is June 8, 2018,
without this certification resolution; and

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; and

WHEREAS, the City Council, the City Manager, the City of Long Beach and
Pamela Horgan certify that Pamela Horgan has not and will not receive a Golden
Handshake or any other retirement-related incentive; and

WHEREAS, the City Manager with City Council approval hereby appoints
Pamela Horgan as an extra help retired annuitant to perform the duties of the Business
Systems Specialist VI-U for the City of Long Beach under Government Code Section
21224, effective June 18, 2018; and

WHEREAS, the entire appointment letter between Pamela Horgan and the
City of Long Beach has been reviewed by this body and is attached herein; and

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

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

5 WHEREAS, the compensation paid to retirees cannot be less than the
6 minimum nor exceed the maximum monthly base salary paid to other employees
7 performing comparable duties, divided by 173.333 to equal the hourly rate; and

8 WHEREAS, the maximum base salary for this position is \$10,154 monthly
9 and the hourly equivalent is \$58.580, and the minimum base salary for this position is
10 \$7,456 monthly and the hourly equivalent is \$43.015; and

11 WHEREAS, at the direction of City Council, the hourly rate paid to Pamela
12 Horgan as a retired annuitant will be \$58.383; and

13 WHEREAS, Pamela Horgan has not and will not receive any other benefit,
14 incentive, compensation in lieu of benefit or other form of compensation in addition to this
15 hourly pay rate;

16 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
17 follows:

18 Section 1. The City Council hereby certifies the nature of the
19 appointment of Pamela Horgan as described herein and detailed in the attached
20 appointment letter and that this appointment is necessary to fill the critically needed
21 position of Business Systems Specialist VI-U for the City of Long Beach by June 18,
22 2018, for the purpose of assisting with the implementation of various systems including
23 those related to the Enterprise Resource Planning (ERP) project for the City's new
24 Financial/Human Resources system. Ms. Horgan will also assist in implementation of
25 complex systems related to her expertise in Accounts Receivable and Collections. This
26 will assist in ensuring that the City stays on target to meet the tight deadlines for the ERP
27 project implementation.

28 Section 2. Ms. Horgan is qualified to oversee these projects and has

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 acquired the relevant experience and specialized skills from her employment with the
2 City. She has over 21 years of service with the City as the Commercial Services Bureau
3 Manager in the Financial Management Department. The effective date of this
4 appointment will be June 18, 2018.

5 Section 3. The compensation for retired annuitant Pamela Horgan, will
6 be \$58.383 per hour.

7 Section 4. This resolution shall take effect immediately upon its adoption
8 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

9 I hereby certify that the foregoing resolution was adopted by the City
10 Council of the City of Long Beach at its meeting of _____, 2018
11 by the following vote:

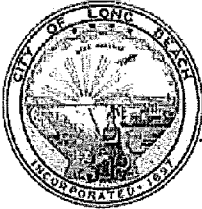
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13 Ayes: Councilmembers: _____
14 _____
15 _____
16 _____

17 Noes: Councilmembers: _____
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19 Absent: Councilmembers: _____
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23 _____
24 City Clerk

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CITY OF LONG BEACH

CITY MANAGER'S OFFICE

333 West Ocean Boulevard, 13th Floor • Long Beach, CA 90802 • (562) 570-6711 FAX (562) 570-6583

PATRICK H. WEST
CITY MANAGER

June 1, 2018

Pamela Horgan
16161 Mt Harkness
Fountain Valley, CA 92708

Dear Mrs. Horgan:

It is my pleasure to make you a conditional offer of employment as Business Systems Specialist VI-U in the Financial Management Department, pending City Council approval. Your appointment as a PERS retired annuitant will be effective June 18, 2018, at an hourly rate of \$58.383.

As a PERS retired annuitant, you are limited to 960 hours during the PERS fiscal year (July 1 through June 30).

I look forward to continuing to work with you.

Sincerely,


PATRICK H. WEST
CITY MANAGER

cc: Alex Basquez
Personnel File