



CITY OF LONG BEACH **R-39**

DEPARTMENT OF HUMAN RESOURCES

411 West Ocean Boulevard, 10th Floor • Long Beach, CA 90802 • (562) 570-6621

ALEJANDRINA BASQUEZ
DIRECTOR

August 13, 2019

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 Catherine Grant 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 21224 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 requests City Council approval to hire Catherine Grant, current Payroll Specialist II, effective August 19, 2019, for a limited duration, to assist with the facilitation of LB COAST the Enterprise Resource Planning (ERP), and the City's new Financial and Human Resources system. Since Ms. Grant's proposed start date is less than the required 180-day waiting period post retirement. City Council approval to hire Ms. Grant is required. The proposed rate of pay will be \$32.430 per hour. This amount represents the compensation paid to other employees performing comparable duties and will be funded through the LB COAST project.

Ms. Grant has worked full-time on the LB COAST project since November 2017 and is qualified to assist in the implementation of Phase II (Human Resources/Payroll). Ms. Grant is a subject-matter expert in payroll and her expertise will be invaluable during the implementation of the Payroll Module. Bringing Ms. Grant back as a retired annuitant will help ensure her knowledge is retained and that the City stays on target to meet the tight deadlines for the ERP project implementation.

HONORABLE MAYOR AND CITY COUNCIL
August 13, 2019
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This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on July 23, 2019 and by Budget Analysis Officer Julissa José-Murray on July 24, 2019.

TIMING CONSIDERATIONS

City Council action is requested on August 13, 2019, to ensure minimal impact to the LB COAST project.

FISCAL IMPACT

The total annual cost will not exceed \$31,133 (960 hours at \$32.430/hour). Sufficient appropriation is budgeted in the General Services Fund Group in the Technology and Innovation Department (TI). This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. 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

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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 GOVERNMENT CODE
SECTIONS 7522.56 AND 21224 FOR RETIRED ANNUITANT
CATHERINE GRANT

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, Catherine Grant, CalPERS ID 3927704707, retired from the City of Long Beach in the position of Payroll Specialist II, effective August 2, 2019; and

WHEREAS, Section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is January 30, 2020, 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 Catherine Grant certify that Catherine Grant 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 Catherine Grant as an extra help retired annuitant to perform the duties of the Business System Specialist I – Unclassified for the City of Long Beach under Government Code Section 21224, effective August 19, 2019; and

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

WHEREAS, no matters, issues, terms or conditions related to this

1 employment and appointment have been or will be placed on a consent calendar; and

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

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

7 WHEREAS, the maximum base salary for this position is \$ 6,236 monthly
8 and the hourly equivalent is \$35.855, and the minimum base salary for this position is
9 \$4,592 monthly and the hourly equivalent is \$26.403; and

10 WHEREAS, at the direction of City Council, the hourly rate paid to Catherine
11 Grant as a retired annuitant will be \$32.430; and

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

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

17 Section 1. The City Council hereby certifies the nature of the appointment of
18 Catherine Grant as described herein and detailed in the attached appointment letter and
19 that this appointment is necessary to fill the critically needed position of Business System
20 Specialist I – Unclassified for the City of Long Beach by August 19, 2019, for the purpose
21 of assisting with the implementation of various systems including those related to the
22 Enterprise Resource Planning (ERP) project for the City's new Financial/Human
23 Resources system. Ms. Grant will also assist in implementation of complex systems
24 related to her expertise in Payroll. This will assist in ensuring that the City stays on target
25 to meet the tight deadlines for the ERP project implementation.

26 Section 2. Ms. Grant is qualified to work on the ERP project and has
27 acquired the relevant experience and specialized skills from her employment with the City.
28 She has over 19 years of service with the City and over 14 years in the classification of

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
411 West Ocean Boulevard, 9th Floor
Lana Beach, CA 90802-4664

1 Payroll Specialist in the Financial Management Department. The effective date of this
2 appointment will be August 19, 2019. The compensation for retired annuitant Catherine
3 Grant, will be \$32.430 per hour; and

4 Section 3. This resolution shall take effect immediately upon its adoption
5 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

6 I hereby certify that the foregoing resolution was adopted by the City Council
7 of the City of Long Beach at its meeting of _____, 20____, by the following vote:

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9 Ayes: Councilmembers: _____
10 _____
11 _____
12 _____

13 Noes: Councilmembers: _____
14 _____

15 Absent: Councilmembers: _____
16 _____

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18 _____
19 City Clerk

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CITY OF LONG BEACH

OFFICE OF THE CITY MANAGER

411 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6711 • FAX (562) 570-6583

PATRICK H. WEST
CITY MANAGER

August 13, 2019

Catherine Grant
5438 Whitewood Ave.
Lakewood, CA 90712

Dear Ms. Grant: *Catherine*

It is my pleasure to make you a conditional offer of employment as the Business System Specialist I - Unclassified in the Department of Financial Management, contingent upon approval by the City Council on August 13, 2019. Your appointment as a PERS retired annuitant will be effective August 19, 2019, at an hourly rate of \$32.430.

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

If you accept this conditional offer of employment, please sign and return this offer letter to JaNay McCray, Payroll Personnel Assistant, in the Department of Financial Management.

If have any questions, please direct them to Sandra Kennedy, Administrative Officer in the Department of Financial Management. She can be reached at 562-570-6688.

On behalf of the City staff, we look forward to continuing to work with you.

Sincerely,

Patrick H. West
City Manager

I accept:

_____ Date _____

CC: ALEX BASQUEZ, DIRECTOR OF HUMAN RESOURCES
JOHN GROSS, DIRECTOR OF FINANCIAL MANAGEMENT
SANDRA KENNEDY, ADMINISTRATIVE OFFICER, DEPARTMENT OF FINANCIAL MANAGEMENT