



Legislation Details (With Text)

File #: 18-0483 **Version:** 1 **Name:** HR - 180-day waiting period-Pam Horgan
Type: Resolution **Status:** Adopted
File created: 5/3/2018 **In control:** City Council
On agenda: 6/12/2018 **Final action:** 6/12/2018
Title: Recommendation to adopt 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)
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. 061218-R-23sr&att.pdf, 2. RES-18-0081.pdf

Date	Ver.	Action By	Action	Result
6/12/2018	1	City Council	approve recommendation and adopt	Pass

Recommendation to adopt 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)

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.

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.

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.

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.

Approve recommendation.

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ALEJANDRINA BASQUEZ, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST
CITY MANAGER