



Legislation Text

File #: 19-0765, **Version:** 1

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 Catherine Grant 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 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.

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.

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

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.

Approve recommendation.

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ALEJANDRINA BASQUEZ, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST
CITY MANAGER