

August 11, 2020

R-16

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 Elizabeth Anne Haynes for a limited duration to work in the Technology and Innovation 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 Technology and Innovation Department (TID) requests City Council approval to hire Elizabeth Haynes, recently retired Bureau Manager for the Enterprise Information Services Bureau in TID, effective August 17, 2020, as a Retired Annuitant – Management Support, for a limited duration to assist with the HR/Payroll implementation phase of the LB COAST project. Ms. Haynes has worked with the City for 21 years in several different departments. Most recently she served as the Enterprise Information Services Bureau Manager, which provided her a unique and in-depth knowledge of the LB COAST/ERP system; this knowledge is critically needed for the success of the LB COAST project. Specifically, Ms. Haynes will also be responsible for project managing the Report Development for the LB COAST project including report design, testing, security, access control, roll-out, and training. Effective Report Development is crucial to the success of the LB COAST project. In addition, Ms. Haynes will assist in the knowledge transfer and succession planning of the Enterprise Information Services Bureau Manager duties. Ms. Haynes is critical in her continued support of City operations based on her institutional knowledge of our current technology infrastructure, her expertise in the various systems and processes that are unique to our City, her role in supporting the successful implementation of LB COAST, and transitioning the very vital operations she oversaw as the Enterprise Information Services Manager. TID will prioritize filling the vacancy for her position, but her continued involvement with LB COAST will be imperative to the success of phase two implementation.

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Since Ms. Haynes' proposed start date is less than the required 180-day waiting period subsequent to her retirement on August 3, 2020, City Council approval to hire Ms. Haynes is required. The approved rate of pay for the limited duration is \$81.273 per hour. This amount represents the compensation she received upon retirement and is consistent to the compensation of other employees performing comparable duties and will be funded by the LB COAST project in TID.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on July 15, 2020 and by Budget Manager Grace H. Yoon on July 16, 2020.

TIMING CONSIDERATIONS

City Council action is requested on August 11, 2020, to ensure the City is able to complete the next phase of the LB COAST project and transition of duties and responsibilities to the incoming Bureau Manager without interruption.

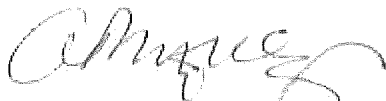
FISCAL IMPACT

The total annual cost is estimated to not exceed \$78,022 (960 hours at \$81.273/hour) during each CalPERS fiscal year ending June 30th, and there is sufficient appropriation in the General Services Fund Group in the Technology and Innovation Department. 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:



THOMAS B. MODICA
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
ELIZABETH ANNE HAYNES

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, Elizabeth Anne Haynes, CalPERS ID 1733639985 will retire from the City of Long Beach in the position of Manager – Enterprise Information Service Bureau, effective August 3, 2020; and

WHEREAS, Section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is January 30, 2021, 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 Elizabeth Anne Haynes, certify that Elizabeth Anne Haynes 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 Elizabeth Anne Haynes, as an extra help retired annuitant to perform the duties of the Retired Annuitant – Management Support, for the City of Long Beach under Government Code Section 21224, effective August 17, 2020; and

WHEREAS, the appointment letter between Elizabeth Anne Haynes 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 \$15,564.346
9 monthly and the hourly equivalent is \$89.487, and the minimum base salary for this
10 position is \$11,144.647 monthly and the hourly equivalent is \$64.076; and

11 WHEREAS, at the direction of City Council, the hourly rate paid to Elizabeth
12 Anne Haynes as a retired annuitant will be \$81.273; and

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

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 appointment of
19 Elizabeth Anne Haynes as described herein and detailed in the attached appointment
20 letter and that this appointment is necessary to fill the critically needed position of Retired
21 Annuitant – Management Support, for the City of Long Beach by August 17, 2020, for the
22 purpose of project managing the report development of the City’s new LB COAST ERP
23 system within the Technology and Innovation Department.

24 Section 2. Elizabeth Anne Haynes is qualified to oversee these projects and
25 has acquired the relevant experience and specialized skills from her employment with the
26 City as a Manager in the Enterprise Information Services Bureau for the City of Long
27 Beach. She has worked with the City for 21 years in several different departments. Ms.
28 Haynes will assist in the knowledge transfer and succession planning of Enterprise

