



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-20

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

ALEJANDRINA BASQUEZ
DIRECTOR

December 19, 2017

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 Mariel Sipman 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 requests City Council's approval to hire Mariel Sipman, current Fire Department Administrative Officer, effective January 8, 2018, for a limited duration, to assist with the facilitation of the Enterprise Resource Planning (ERP) implementation project, LB COAST, the City's new Financial and Human Resources system. Since Ms. Sipman's proposed start date is less than the required 180-day waiting period subsequent to her retirement on December 31, 2017, City Council approval to hire Ms. Sipman is being requested. The approved rate of pay will be \$51.00 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. Sipman will assist in the development and implementation of complex budgeting of public safety payroll (over 1,740 full-time equivalents in Fire and Police Departments), citywide direct and indirect overhead rates, and other assignments. This will assist in ensuring the City stays on target to meet the tight deadlines on the LB COAST project implementation.

HONORABLE MAYOR AND CITY COUNCIL

December 19, 2017

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Ms. Sipman is qualified to oversee these projects and has acquired the relevant experience and specialized skills from her employment with the City. She has over 25 years of service with the City working in four departments, including management positions in both Financial Management and Fire Departments.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson and by Revenue Management Geraldine Alejo on December 6, 2017.

TIMING CONSIDERATIONS

City Council action is requested on December 19, 2017, to ensure the City is able to progress 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 \$48,960 (960 hours at \$51/hour). Funding for this position will be absorbed in the Employee Benefits Fund (IS 391) and 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 MARIEL SIPMAN

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, Mariel Sipman, CalPERS ID 7336000483, will retire from the
City of Long Beach in the position of Administrative Officer, effective December 31, 2017;
and

WHEREAS, Section 7522.56 requires that post-retirement employment
commence no earlier than 180 days after the retirement date, which is June 29, 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
Mariel Sipman certify that Mariel Sipman 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
Mariel Sipman as an extra help retired annuitant to perform the duties of the Special
Projects Officer for the City of Long Beach under Government Code Section 21224,
effective January 8, 2018; and

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

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CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Lona Beach, CA 90802-4664

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 \$9,180 monthly
9 and the hourly equivalent is \$52.780, and the minimum base salary for this position is
10 \$6,120 monthly and the hourly equivalent is \$35.187; and

11 WHEREAS, at the direction of City Council, the hourly rate paid to Mariel
12 Sipman as a retired annuitant will be \$51.00; and

13 WHEREAS, Mariel Sipman 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; 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
19 of Mariel Sipman as described herein and detailed in the attached appointment letter and
20 that this appointment is necessary to fill the critically needed position of Special Projects
21 Officer for the City of Long Beach by January 8, 2018, for the purpose of assisting with
22 the facilitation of the Enterprise Resource Planning (ERP) project for the City's new
23 Financial/Human Resources system. Ms. Sipman will assist in the development and
24 implementation of complex budgeting of public safety payroll (over 1,740 full-time
25 equivalents in Fire and Police Departments), citywide direct and indirect overhead rates,
26 and other assignments. This will assist in ensuring that the City stays on target to meet
27 the tight deadlines for the ERP project implementation.

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

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1 acquired the relevant experience and specialized skills from her employment with the
2 City. She has over 25 years of service with the City working in four (4) departments,
3 including management positions in both Financial Management and Fire Departments.
4 The effective date of this appointment will be January 8, 2018.

5 Section 3. The compensation for retired annuitant Mariel Sipman, will be
6 \$51.00 per hour; and

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 _____, 20____, by the
11 following vote:

12
13 Ayes: Councilmembers: _____
14 _____
15 _____
16 _____

17 Noes: Councilmembers: _____
18 _____

19 Absent: Councilmembers: _____
20 _____
21 _____

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

December 7, 2017

Mariel Sipman
240 Glendora Ave.
Long Beach, CA 90803

Dear Ms. Sipman:

Mariel

It is my pleasure to make you a conditional offer of employment as Special Projects Officer in the Financial Management Department, pending City Council approval. Your appointment as a PERS retired annuitant will be effective January 8, 2018, at an hourly rate of \$51.00.

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,

PAT

PATRICK H. WEST
CITY MANAGER

cc: Alex Basquez
Personnel File