



Legislation Details (With Text)

File #: 20-0753 **Version:** 1 **Name:** HR - Elizabeth Haynes 180-day waiting period
Type: Resolution **Status:** Adopted
File created: 8/2/2020 **In control:** City Council
On agenda: 8/11/2020 **Final action:** 8/11/2020
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 Elizabeth Anne Haynes for a limited duration to work in the Technology and Innovation Department. (Citywide)
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. 081120-R-16sr&att.pdf, 2. RES-20-0098.pdf

Date	Ver.	Action By	Action	Result
8/11/2020	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 Elizabeth Anne Haynes for a limited duration to work in the Technology and Innovation 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 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.

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.

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.

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.

Approve recommendation.

[Enter Body Here]

ALEJANDRINA BASQUEZ, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

APPROVED:

THOMAS B. MODICA
CITY MANAGER