

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-14

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

ALEJANDRINA BASQUEZ
DIRECTOR

April 11, 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 Deborah Ellis for a limited duration to work in the City Auditor's Office. (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 City Auditor requests City Council approval to hire Deborah Ellis, former Assistant City Auditor, effective April 22, 2017, for a limited duration, to assist with the facilitation of the Enterprise Resource Planning (ERP) project for the City's new Financial/Human Resources system. Since Ms. Ellis' proposed start date is less than the required 180-day waiting period subsequent to her retirement, City Council approval to hire Ms. Ellis is required. The approved rate of pay for the limited duration is \$57.495 per hour. This amount represents the compensation paid to other employees performing comparable duties and will be funded with \$98,000 approved by the City Council on November 15, 2016 from the City Auditors Department's FY 16 departmental savings.

Ms. Ellis will assist in the development and implementation of specialized accounts payable disbursements and garnishments for the City Auditor's Office that are not performed in any other department in the City. This will assist in ensuring that the City stays on target to meet the tight deadlines for the ERP project implementation.

HONORABLE MAYOR AND CITY COUNCIL

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Ms. Ellis is qualified to oversee this project and has acquired the relevant experience and specialized skills from her employment with the City and her prior employment with Long Beach Transit. Because of her expertise, she has overseen the City Auditor's Office technology plans and is the key person appointed to work on the ERP project. Ms. Ellis will work with staff to guide them on mapping processes, understanding and managing project objectives to ensure functions meet operational needs.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on March 23, 2017 and by Revenue Management Officer Geraldine Alejo on March 28, 2017.

TIMING CONSIDERATIONS

City Council action is requested on April 11, 2017, to ensure the City Auditor's Office is able complete its responsibilities in the ERP project in a timely manner.

FISCAL IMPACT

The cost for the position will not exceed \$98,000. Funding is currently appropriated in the General Fund (GF) in the City Auditor Department (AU) from FY 16 departmental year-end savings carried over into FY 17. Any funds not used for this purpose by the end of FY 17 will lapse. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



ALEJANDRINA BASQUEZ, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

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Attachment – Resolution

APPROVED:



PATRICK H. WEST
CITY MANAGER

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH APPROVING THE EXCEPTION TO
5 THE 180-DAY WAIT PERIOD PURSUANT TO
6 GOVERNMENT CODE SECTIONS 7522.56 AND 21224 FOR
7 RETIRED ANNUITANT DEBORAH ELLIS
8

9 WHEREAS, in compliance with Government Code section 7522.56, the City
10 of Long Beach must provide CalPERS this certification resolution when hiring a retiree
11 before 180 days has passed since his or her retirement date; and

12 WHEREAS, Deborah Ellis retired from the City of Long Beach in the
13 position of Assistant City Auditor, effective April 5, 2017; and

14 WHEREAS, section 7522.56 requires that post-retirement employment
15 commence no earlier than 180 days after the retirement date, which is October 3, 2017,
16 without this certification resolution; and

17 WHEREAS, section 7522.56 provides that this exception to the 180-day
18 wait period shall not apply if the retiree accepts any retirement-related incentive; and

19 WHEREAS, the City Council, the City Auditor, the City of Long Beach and
20 Deborah Ellis certify that Deborah Ellis has not and will not receive a Golden Handshake
21 or any other retirement-related incentive; and

22 WHEREAS, the City Auditor with City Council approval hereby appoints
23 Deborah Ellis as an extra help retired annuitant to perform the duties of the Special
24 Projects Officer for the City of Long Beach under Government Code section 21224,
25 effective April 22, 2017; and

26 WHEREAS, the entire appointment letter between Deborah Ellis and the
27 City of Long Beach has been reviewed by this body and is attached herein; and

28 WHEREAS, no matters, issues, terms or conditions related to this

1 employment and appointment have been or will be placed on a consent calendar; and

2 WHEREAS, the employment shall be limited to 960 hours per fiscal year;
3 and

4 WHEREAS, the compensation paid to retirees cannot be less than the
5 minimum nor exceed the maximum monthly base salary paid to other employees
6 performing comparable duties, divided by 173.333 to equal the hourly rate; and

7 WHEREAS, the maximum base salary for this position is \$10,500 monthly
8 and the hourly equivalent is \$60.577, and the minimum base salary for this position is
9 \$7,000 monthly and the hourly equivalent is \$40.385; and

10 WHEREAS, at the direction of City Council, the hourly rate paid to Deborah
11 Ellis as a retired annuitant will be \$57.495; and

12 WHEREAS, Deborah Ellis has not and will not receive any other benefit,
13 incentive, compensation in lieu of benefit or other form of compensation in addition to this
14 hourly pay rate.

15 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
16 follows:

17 Section 1. The City Council hereby certifies the nature of the
18 appointment of Deborah Ellis as described herein and detailed in the attached
19 appointment letter and that this appointment is necessary to fill the critically needed
20 position of Special Projects Officer for the City of Long Beach by April 22, 2017, for the
21 purpose of assisting with the facilitation of the Enterprise Resource Planning (ERP)
22 project for the City's new Financial/Human Resources system. Ms. Ellis will assist in the
23 development and implementation of specialized accounts payable disbursements and
24 garnishments for the office of the City Auditor that are not performed in any other
25 department in the City.

26 Section 2. Ms. Ellis is qualified to oversee this project and has acquired
27 the relevant experience and specialized skills from her employment with the City and
28 through her prior employment with Long Beach Transit. As a result of her expertise, she

1 has overseen the City Auditor's Office technology plans and is the key person in that
2 Office assigned to work on the City Auditor's component of the ERP project. Ms. Ellis will
3 work with staff to guide them on mapping processes, understanding and managing
4 project objectives to ensure functions meet operational needs. The effective date of this
5 appointment will be April 22, 2017.

6 Section 3. The compensation for retired annuitant Deborah Ellis, will be
7 \$57.495; and

8 Section 4. This resolution shall take effect immediately upon its adoption
9 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

10 I hereby certify that the foregoing resolution was adopted by the City
11 Council of the City of Long Beach at its meeting of _____, 2017, by the
12 following vote:

13
14 Ayes: Councilmembers:

18 Noes: Councilmembers:

20 Absent: Councilmembers:

23
24
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28

City Clerk



April 5, 2017


Mrs. Deborah K. Ellis
3551 Shipway Avenue
Long Beach, CA 90808

Dear Debbie,

I am pleased to appoint you to the position of Special Projects Officer.

Your appointment as a PERS retired annuitant is effective Saturday, April 22, 2017, at the hourly rate of \$57.495 for a maximum of 960 hours during the PERS fiscal year (July 1 through June 30).

Sincerely,



Laura L. Doud, CPA
City Auditor

cc: Alex Basquez, Director of Human Resources
Cynthia Stafford, Deputy Director of Human Resources