

City of Sacramento

Legislation Text

File #: 2019-01552, **Version:** 1

Title:
Authorization to Hire a Staff Aide

File ID: 2019-01552

Location: Citywide

Recommendation:

Adopt a Resolution: 1) certifying the critical need to appoint Gary Clark as a temporary Staff Aide on November 5, 2019; 2) waiving the 180-day wait period for Gary Clark to begin working as a retired annuitant; and 3) authorizing the City Manager or City Manager's designee to appoint Gary Clark as a Staff Aide.

Contact: Cynthia Sprenger, Program Specialist, (916) 808-5730, Human Resources

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-Appointment Letter
- 3-Resolution
- 4-CalPERS Resolution

Description/Analysis

Issue Detail: Assembly Bill 340, the Public Employee Pension Reform Act of 2013, also known as PEPRA, was signed into law on September 12, 2012 and went into effect on January 1, 2013. PEPRA created Government Code Section 7522.56, which requires public agency retirees to wait 180 days after retirement before returning to work for a public agency. This waiting period can be waived should the City Council determine it is critical to fill a specific position. Therefore, this request is before Council for approval.

Gary Clark, Finance Manager (Payroll) overseeing the Payroll Division in the Finance Department retired from their position from the City of Sacramento on September 11, 2019. Gary Clark has a

unique skill set and familiarity with the department's Payroll and tax processing, and so the City needs to have him work on a limited basis to assist staff remotely with:

- Tax reporting.
- Completion of the annual employee earnings statements (W-2's) is completed and delivered in accordance with tax laws.
- Training, assessment and assistance with the City's Payroll processing to ensure the full transfer of knowledge and duties has been completed.

Policy Considerations: The City Council may waive the 180-day waiting period for retired annuitants.

Economic Impacts: None

Environmental Considerations: Under the California Environmental Quality Act (CEQA) guidelines, continuing administrative activities do not constitute a project and are therefore exempt from review.

Sustainability: Not applicable

Commission/Committee Action: None

Rationale for Recommendation: The City Council may waive the 180-day waiting period for retired annuitants when there is a critical need. No current City employees have the background knowledge of taxes, year-end earnings verification (W-2s) and continued payroll training for the Payroll Division in the Finance Department.

Financial Considerations: There is sufficient funding in Department's operating budget to support the recommendation. Funding for the temporary Staff Aide will be provided through labor savings the department has identified as a result of vacancies.

Local Business Enterprise (LBE): Not applicable