



# CITY OF CARSON

## Legislation Text

File #: 2019-721, Version: 1

### Report to Mayor and City Council

Tuesday, August 06, 2019

Discussion

#### **SUBJECT:**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, TO APPROVE RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, CERTIFYING THE NATURE OF THE EMPLOYMENT OF VALERIE H. OTA PURSUANT TO GOVERNMENT CODE SECTIONS 7522.56 AND 21224 REGARDING THE 180-DAY CALPERS WAIT PERIOD FOR EMPLOYMENT OF A RETIRED PERSON OVER THE 180 DAY WAIT PERIOD EXCEPTION WITH CALPERS G.C. SECTIONS 7522.56 & 21224 FOR VALERIE H. OTA (CITY COUNCIL)**

#### **I. SUMMARY**

Human Resources Department consists of the following positions - Director of Human Resources & Risk Management, Sr. Risk Management Analyst, Sr. Human Resources Analyst, Human Resources Specialist, Human Resources Assistant, Divisional Secretary and Part-Time Office Clerk.

The Human Resources Department has experienced significant turnover over the past twelve months. Given the current business needs, system implementation and training requirements, it is necessary to retain legacy knowledge to ensure successful acclimation of new staff.

After the 5-0 unanimous decision by the Council to approve Resolution No. 19-140, Staff is returning to Council for ratification of Resolution No. 19-140.

#### **II. RECOMMENDATION**

WAIVE further reading and ADOPT RESOLUTION NO. 19-140, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, CERTIFYING THE NATURE OF THE EMPLOYMENT OF VALERIE H. OTA PURSUANT TO GOVERNMENT CODE SECTIONS 7522.56 AND 21224 REGARDING THE 180-DAY CALPERS WAIT PERIOD FOR EMPLOYMENT OF A RETIRED PERSON."

### **III. ALTERNATIVES**

TAKE any action deemed appropriate.

### **IV. BACKGROUND**

Valerie H. Ota retired from the City of Carson in the position of Human Resources Specialist, effective July 11, 2019. CalPERS requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is January 13, 2020 without this certification resolution; and provides that this exception to the 180-day wait period shall not apply if the retiree accepts any retirement-related incentive. The City certifies that Valerie H. Ota has not and will not receive a Golden Handshake or any other retirement-related incentive and seeks to appoint Valerie H. Ota as an extra help retired annuitant to perform the duties of the SENIOR HUMAN RESOURCES ANALYST, Range 157, (\$7,216 - \$9,208) on a part-time basis effective July 15, 2019, limited to 960 hours per fiscal year. Valerie H. Ota has not and will not receive any other benefit, incentive, and compensation in lieu of benefit or other form of compensation in addition to the stated hourly pay rate per attached Resolution No. 19-140.

This temporary appointment is necessary to fill the critically needed position of Senior Human Resources Analyst for the City of Carson as a result of the Human Resources Department turnover; the impending system implementation conversion to Tyler Munis; and the required process acclimation training for newly hired HR staff.

### **V. FISCAL IMPACT**

None - Sr. Human Resources Analyst role is budgeted.

### **VI. EXHIBITS**

1. Resolution No. 19-140 (pgs. 3-5)

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