



Approve Resolution to Hire Retired Annuitant

Organization, Personnel & Technology Committee
Item 8-7
December 11, 2018

Purpose

- Metropolitan to hire Kathleen Cole, Executive Legislative Representative, as a ***Retired Annuitant***
- Board approval needed to waive 180-day waiting period for Annuitants
- Ms. Cole will help transition the new Executive Legislative Representative

Background – CalPERS Requirements

- Annuitants may be hired for:
 - *Limited Duration – 960 hours*
 - *Work in excess of what regular staff can perform*
- CalPERS normally requires 180-day waiting period to hire Retired Annuitant but this can be waived by Board-approved Resolution

What is the Business Necessity?

- Ms. Cole has played critical role in Sacramento, and is highly experienced
- She retires December 29, 2018, and her replacement is being hired
- But, Ms. Cole's expertise will be needed for transition, continuity in Metropolitan's legislative efforts

Fiscal Impact

- Not to exceed **\$103,536**
- Based on hourly rate of \$107.85 x 960 hours

Options

- Option #1: Approve Resolution for 180-day wait period exception
- Option #2: Do not approve Resolution
- ***Staff Recommendation: Option #1***

