

REPORT FROM

OFFICE OF THE CITY ADMINISTRATIVE OFFICER

Date: March 6, 2025

CAO File No. 0111-31483-0000

Council File No. 25-0006-S50

Council District: All

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **TEMPORARY RE-EMPLOYMENT OF RETIRED EMPLOYEES FOR WILDFIRE RECOVERY**

RECOMMENDATION

That the Council note and file this report, as it is provided for informational purposes only.

SUMMARY

On February 25, 2025, the City Council approved a Motion (McOsker-Park, C.F. 25-0006-S50) directing the City Administrative Officer (CAO) to report within 15 days on the feasibility and funding sources for the temporary re-employment of retired employees to aid in the City's wildfire recovery and rebuilding effort. The Council further directed that the CAO and Personnel Department report on the use of the Targeted Local Hire (TLH) and Bridge to Jobs (BTJ) hiring programs as a source of streamlining hiring for the positions.

In accordance with Charter Section 1164(b), retired members of the Los Angeles City Employees' Retirement System (LACERS) may be rehired for a period not to exceed 120 days in any fiscal year when the member's services are required for an emergency, to prevent a stoppage of public business, or when his or her special skills are needed to perform work of a limited duration. The 120-day re-employment can be treated as an hourly limit of 960 hours. In accordance with the Charter provisions, the Mayor must authorize the re-employment of the retired employee. All requests for 120-day re-employment are only effective for one fiscal year and therefore expire on June 30 of each year, regardless of the number of days a retiree worked within the fiscal year. If a department desires to continue the re-employment of a retired employee in a subsequent fiscal year, a new request must be submitted by the department and approved by the Mayor.

The Charter further requires that all retired members rehired in accordance with Section 1164(b) occupy a vacant position in a classification within which they are rehired. The vacancy may include regular, resolution, substitute, and as-needed employment authority. Retirees may be rehired in any classification in which the retiree had been employed, or, subject to the civil service provisions of the Charter, in any other position in the department. Rehired employees may only be re-employed with as-needed employment authority if the department has the specific classification the employee will be rehired within in their department's Department Personnel Ordinance (DPO) as-needed employment authority section. These employees must be paid from the appropriate salary account based on the position authority within which they are rehired. Employees rehired in regular, resolution, and substitute authority positions will be paid from the Department's Salaries

General Account, while employees rehired in as-needed employment authority will be paid from the Salaries As-Needed Account. Departments report monthly to the CAO regarding the status of their salary accounts, and recommendations to address any overspending within these accounts is typically made as part of the Financial Status Reports.

Note that re-employment in accordance with Section 1164(b) is considered an Administrative Review item for the purposes of the Prioritized Critical Hiring (PCH) process and therefore only requires the review and approval of the CAO. These requests do not require approval of the PCH Committee. The CAO reviews each request solely to ensure an appropriate authorized position authority has been identified to re-employ the retiree.

The Council also requested that this Office and the Personnel Department report regarding the use of the TLH and BTJ programs to streamline the hiring of retired employees. As previously indicated, re-employment of retired persons is done in accordance with the provisions of Charter Section 1164(b). The provisions of Charter Section 1164(b) are the only manner in which the City may use to re-employ these retirees to ensure these employees remain eligible to retain their LACERS pensions. The TLH and BTJ programs are designed to provide an alternative pathway to entry-level Civil Service positions. The TLH/BTJ programs require comprehensive competitive selection processes as well as rigorous on-the-job training periods to help candidates adapt to and excel in City employment. Given that retirees are seasoned employees, use of the TLH and BTJ programs would not be appropriate for these individuals. Additionally, the process to rehire retirees is currently one of the most streamlined methods to employ an individual within the City, as it simply requires the submission of a memo to and approval of the Mayor, and does not require a formal recruitment or selection process.

FISCAL IMPACT STATEMENT

There is no fiscal impact associated with approval of the recommendation to note and file this report.

FINANCIAL POLICIES STATEMENT

This report is in compliance with the City's Financial Policies.