



Legislation Details (With Text)

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Type: *Gen. Bus. - Staff Report **Status:** Agenda Ready

In control: City Council Regular Meeting

On agenda: 8/6/2019 **Final action:**

Title: Consider Approving an Exception to the 180-Day Wait Period Pursuant to Government Code Sections 7522.56 and 21221(h) and Approving an Employment Agreement with Jeffery W. Gibson to Serve as Interim Director of Community Development (Human Resources Jenkins).
ADOPT RESOLUTION NO. 19-0081

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution No. 19-0081, 2. Employment Agreement - Jeffery Gibson

Date	Ver.	Action By	Action	Result
8/6/2019	1	City Council Regular Meeting	accept	Pass

TO:
Honorable Mayor and Members of the City Council

THROUGH:
Bruce Moe, City Manager

FROM:
Lisa Jenkins, Human Resources Director

SUBJECT:
Consider Approving an Exception to the 180-Day Wait Period Pursuant to Government Code Sections 7522.56 and 21221(h) and Approving an Employment Agreement with Jeffery W. Gibson to Serve as Interim Director of Community Development (Human Resources Jenkins).
ADOPT RESOLUTION NO. 19-0081

RECOMMENDATION:
Staff recommends that the City Council adopt Resolution No. 19-0081.

FISCAL IMPLICATIONS:
There are no fiscal implications associated with the recommended action as the existing budget for the Director of Community Development will be utilized for the Interim Director’s salary.

BACKGROUND:
In order to ensure the continuity of operations within the Community Development Department, the City Manager recommends bringing on board an interim director. The California Public Employees Retirement System (CalPERS) governs the rules and regulations for the hiring of retirees from the pension system after the date of retirement. The attached resolution and employment agreement will

ensure that CalPERS regulations are met in onboarding Interim Community Development Director Jeffery Gibson, who retired earlier this year from the City of Torrance.

DISCUSSION:

Community Development Director Anne McIntosh has resigned from the City to pursue another career opportunity, and her last day will be Friday, August 9, 2019. In order to provide leadership and continuity of operations within the Community Development Department, the City Manager recommends the appointment of a qualified interim director who has specialized knowledge and experience of both the South Bay and in the role of Community Development Director. Mr. Jeffery Gibson recently retired from the City of Torrance as the Community Development Director after a 38 year career with the City, and is qualified to fill this role. The attached resolution fulfills CalPERS requirements to appoint Mr. Gibson to the interim role effective Monday, August 12, 2019.

Per Government Code Section 7522.56, CalPERS generally requires a “waiting period” of 180 days before employment in another CalPERS agency. However, the employer can exempt the 180 day break-in-service requirement by certifying the necessity of a critical to fill position prior to the 180 days. In this case, Mr. Gibson retired with the City of Torrance on April 6, 2019, and will be appointed to the interim position less than two months prior to the end of the 180 days.

Mr. Gibson has specialized skills and experience in the region overseeing a large Community Development Department which makes him uniquely qualified to assume the role of Interim Community Development Director for the City. Among his accomplishments during his 38 year career with the City of Torrance, he oversaw an update of the City’s general plan, supervised the Strategic Planning Process and the Downtown Torrance Revitalization effort, implemented the One Stop Permit Center and a View Equity Ordinance adopted by Council, and oversaw many regionally significant projects, such as Park Del Amo office and housing space, Torrance Towne Center and most recently the Del Amo Fashion Center renovation. While in Torrance, he directed a 70 person department that included planning, zoning, housing programs, project planning, permitting, environmental stewardship, and building and code enforcement. Due to the Council and community focus on Community Development issues and the needs for leadership during the transition period, Staff is recommending that the Council adopt the attached resolution in order to make the interim appointment effective immediately following Director McIntosh’s last day with the City.

PUBLIC OUTREACH:

After analysis, staff determined that public outreach was not required for this issue.

LEGAL REVIEW:

The City Attorney has reviewed this report and determined that no additional legal analysis is necessary.

ATTACHMENTS:

1. Resolution No. 19-0081
2. Employment Agreement - Jeffery W. Gibson