



MOUNTAINS RECREATION & CONSERVATION AUTHORITY

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MEMORANDUM

TO: The Governing Board

FROM:  Joseph T. Edmiston, FAICP, Hon. ASLA, Executive Officer

DATE: November 4, 2020

SUBJECT: **Agenda Item X: Consideration of resolution adopting retired annuitant employment policy.**

Staff Recommendation: That the Governing Board adopt the attached resolution and retired annuitant employment policy.

Background:

Staff has been working with outside employment counsel in drafting the attached Retired Annuitant Employment Policy ("Policy") which outlines the parameters for employees who retired from employment with the Mountains Recreation and Conservation Authority (MRCA) to return to employment on a temporary, part time basis.

The Policy does not create any obligations on the part of the MRCA or the retired annuitant, it simply gives flexibility for the MRCA to ask retired employees to provide services in emergencies or as necessary.

Retired annuitant programs are often subject to changes subject to rules and guidelines issued by the legislature, state agencies, or CalPERS. Although there is little risk for the MRCA in implementing this Policy, the individual retired annuitant may be negatively impacted by a recalculation of retirement benefits if the Policy falls out of compliance. As such, the attached resolution authorizes the Executive Director or designee to make changes to the Policy as needed to stay consistent with state law and CalPERS regulations.

Financial Impact

Since employment under this Policy is voluntary, there are no automatic financial impacts from its adoption. It is unclear what the potential financial impact of adopting this policy will be, however the additional expense of employing retired annuitants could be offset by savings on overtime for full time employees, reduced need for outside contracts, or additional liabilities resulting from insufficient staffing during emergent situations.