



MEMORANDUM

Meeting Date
01.08.14
Agenda Item
#12

Date: January 8, 2014
To: Board of Retirement
From: Marilyn Leedom, Retirement CEO
Subject: Temporary Hire of CCCERA Retiree
Waiver of the 180 day waiting period

Background:

The Public Employees' Pension Reform Act of 2013 (PEPRA) requires that active members who retire on or after January 1, 2013 must wait 180 days after retirement to return to work. The Act allows the employer, based on a finding that the appointment is necessary to fill a critically needed position, may waive this 180 day period.

The Communications Coordinator position at CCCERA is a single class unrepresented position, providing communications material to actives, retirees and the Board. The incumbent also creates and compiles the annual Consolidated Annual Financial Report (CAFR) and the Popular Annual Financial Report (PAFR) for CCCERA.

The Coordinator retired on December 7, 2013 and the position has been vacant since that time.

We are actively working with Human Resources to begin the recruitment process for this position. However, we will be unable to recruit and train a new employee in this crucial position in time for the production of the 2013 CAFR and PAFR. Our production period for the CAFR and PAFR begins in late January.

Recommendation:

We respectfully request a waiver of the 180 day period for Joelle Luhn, Retirement Communications Coordinator, in order to complete the CAFR and the PAFR for 2013.