

March 4, 2025

Honorable Mayor and City Council
City of Long Beach
California

RECOMMENDATION:

Recommendation to Adopt a Resolution approving an exception to the 180-day waiting period for Public Agencies pursuant to Government Code 7522.56 and 21224, to hire Mr. William Kift for a limited duration to work in the Police Department.

DISCUSSION

On January 1, 2013, the Public Employees' Pension Reform Act added Section 7522.56 to the Government Code, which set forth post-retirement employment requirements applicable to all retirees who are employed by CalPERS employers on or after January 1, 2013. This change added the requirement that all retirees must wait 180 days after their retirement date before they are eligible to begin post-retirement employment with a CalPERS agency. An exception to the 180-day wait period can be made if a public agency certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed. The appointment must be approved by the governing body of the employer in a public meeting and may not be placed on a consent calendar.

The Police Department requests City Council approval to hire Mr. William Kift, former Police Sergeant, as a Retired Annuitant-Administrative Support, effective March 10, 2025, for a limited duration, to configure, implement, and optimize the Department's staffing software, a critical tool for the efficient deployment and management of sworn Police Officers. Mr. Kift will provide essential training to Police Department personnel on the use of this software, ensuring its seamless integration into daily patrol operations and the effective management of staffing across all law enforcement functions.

Given the Department's current and projected staffing shortages, Mr. Kift's expertise in the unique complexities of scheduling sworn personnel is essential. His deep understanding of managing officer schedules under critically low staff levels, particularly for routine patrol operations as well as special events, emergency action plans, and tactical operations, makes him uniquely qualified to assist the Police Department. The ability to strategically allocate and deploy Officers in these high-demand areas will be vital, not only for day-to-day operations, but also for responding to large-scale events and emergencies, including the upcoming 2028 Olympic and Paralympic Games.

In addition to his technical duties, Mr. Kift's insights into optimizing staffing during challenging times will help ensure that patrol operations are maintained at critical minimum staffing levels, preventing the need to pull Officers from calls for service. His guidance will also be instrumental in ensuring the Police Department is adequately prepared for major events and emergencies, where tactical coordination and efficient resource deployment are paramount to public safety.

Given the Police Department's staffing challenges, the continuity of operations, and the expertise required to navigate these complexities, Mr. Kift's reengagement as a retired annuitant is not only practical, but crucial to the department's success in these areas. His work will support the department's efforts to manage staffing shortages and ensure that operations continue seamlessly, even during peak demand periods. The department is utilizing retired annuitants to help fill the vacancy deficit, and Mr. Kift's contributions will be critical in this capacity.

Mr. Kift has over thirty years of law enforcement experience. His requisite skills and understanding of the department's staffing requirements will be a vital necessity for the department. The department will prioritize filling the vacancy for his position, but his continued involvement until the position is filled is imperative.

Since Mr. William Kift's proposed start date is less than the required 180-day waiting period after his retirement on December 27, 2024, City Council approval to hire Mr. William Kift is required. The approved rate of pay will be \$45.575 per hour. This amount represents the hourly rate he received upon retirement and is within the minimum and maximum compensation paid to other employees performing comparable duties as listed in the City of Long Beach's (City) publicly available pay schedule and will be funded by the Police Department.

This matter was reviewed by Assistant City Attorney Gary Anderson on February 10, 2025, and by Budget Development Officer Jennifer Rodriguez on February 12, 2025.

TIMING CONSIDERATIONS

City Council action is requested on March 4, 2025, to ensure the continued support of the Police Department.

FISCAL IMPACT

The total annual cost is estimated to not exceed \$47,100, which is based on 960 hours at a rate of \$45.575 per hour plus Medicare and FICA. The actual costs will be based on hours worked and not expected to exceed 960 in FY 25. The cost will be funded within existing appropriations in the General Fund Group in the Police Department. This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

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SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



April Walker
Acting Director
Human Resources

APPROVED:



THOMAS B. MODICA
CITY MANAGER

ATTACHMENT: RESOLUTION