



# COUNTY OF SONOMA

575 ADMINISTRATION  
DRIVE, ROOM 102A  
SANTA ROSA, CA 95403

## SUMMARY REPORT

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**Agenda Date:** 9/10/2024

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**To:** Board of Supervisors

**Department or Agency Name(s):** Human Services

**Staff Name and Phone Number:** Katie Greaves (707) 565-8501

**Vote Requirement:** Majority

**Supervisorial District(s):** Countywide

**Title:**

Human Services Department Appointment of Retiree Extra Help

**Recommended Action:**

Pursuant to Government Code §7522.56 approve the appointment of Rebecca Barragan, as an Eligibility Specialist Supervisor Retiree Extra-Help, in order to fill a critically needed position within 180 days of their retirement, with an appointment date as early as September 17, 2024.

**Executive Summary:**

Pursuant to the California Public Employees' Pension Reform Act (PEPRA), Government Code §7522.56, an exception can be made to reappoint a retiree as extra-help provided the governing body certifies that the appointment is necessary to fill a critically needed position, in those circumstances where 180 days from the date of retirement has not yet passed. This approval must be in a noticed public meeting and not on a consent calendar. The Human Services Department is requesting the appointment of Rebecca Barragan as an Eligibility Specialist Supervisor in a retiree extra-help capacity to provide assistance during the period of September 17, 2024, through June 30, 2025 (approximately 9 months) in the Human Services Department's Economic Assistance Division. Ms. Barragan will support the onboarding of supervisor trainees who will address backlogs in Medi-Cal and CalFresh applications.

**Discussion:**

Pursuant to the California Public Employee's Pension Reform Act (PEPRA), Government Code §7522.56, an exception can be made to reappoint a retiree as extra-help provided the governing body certifies that the appointment is necessary to fill a critically needed position, in those circumstances where 180 days from the date of retirement have not yet passed. This approval must be in a noticed public meeting and not on a consent calendar. PEPRA includes other requirements in order for a retiree to be eligible for an extra-help appointment, such as not having accepted a retirement incentive and not having accepted unemployment arising out of prior public appointment. The individual and delegated department staff have completed the Retiree Extra-Help Compliance Form certifying the appropriateness of the appointment.

Rebecca Barragan, Eligibility Specialist Supervisor (ESS), retired on June 12, 2024. Ms. Barragan worked for the County for 30 years in the Human Services Department (HSD), Economic Assistance Division (EA). EA determines eligibility for state programs including Medi-Cal (California's Medicaid health care program) and CalFresh (federally known as the Supplemental Nutrition Assistance Program "SNAP"), which collectively reach over 150,000 Sonoma County residents. In addition to experiencing higher than normal staff vacancy rates,

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Sonoma County transitioned to the new Statewide Automated Welfare System (CalSAWS) in September 2023. Both of these circumstances have posed considerable challenges to meeting community demand for services.

Although Ms. Barragan’s vacated ESS position is anticipated to be filled in August, she will be filling the void left by another ESS who is out on a long-term leave of absence. It is critical to have every ESS position filled and active in order to support staff and operational needs. The EA Division has approximately fifty new staff members in various phases of training with another induction class of 24-27 scheduled to start in October. Ms. Barragan’s knowledge and experience, including with the new CalSAWS system, will ensure that new staff have access to the guidance they need to maintain the fast pace of processing incoming and backlogged benefits applications. The department anticipates 960 hours of work during the extra-help assignment.

The Human Services Department has consulted with the Human Resources Department which is supportive of the recommended action.

In accordance with Government Code section 7522.56, The Human Services Department is asking the Board to certify as follows:

- Rebecca Barragan’s appointment to an Eligibility Specialist Supervisor is necessary to fill a critically needed position within 180 days of their retirement date;
- Ms. Barragan did not accept retirement incentives upon their retirement; and
- Ms. Barragan’s appointment shall not exceed 960 hours per year.
- Per Internal Revenue Code section 401(a) (36), Ms. Barragan meets the requirement of being of normal retirement age.

If the Board of Supervisors makes the foregoing certifications, Ms. Barragan will be hired as of September 17, 2024, as an extra-help Eligibility Specialist Supervisor.

**Strategic Plan:**

Organizational Excellence

**Racial Equity:**

**Was this item identified as an opportunity to apply the Racial Equity Toolkit?**

No

**Prior Board Actions:**

None

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY24-25 Adopted</b>	<b>FY25-26 Projected</b>	<b>FY26-27 Projected</b>
Budgeted Expenses	\$50,000		
Additional Appropriation Requested			
<b>Total Expenditures</b>	<b>\$50,000</b>	<b>\$0</b>	<b>\$0</b>
<b>Funding Sources</b>			

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General Fund/WA GF			
State/Federal	\$50,000		
Fees/Other			
Use of Fund Balance			
General Fund Contingencies			
<b>Total Sources</b>	<b>\$50,000</b>	<b>\$0</b>	<b>\$0</b>

**Narrative Explanation of Fiscal Impacts:**

The cost for an extra-help Eligibility Specialist Supervisor to work 960 hours in Fiscal Year 2024-25 is \$50,000 at the I-Step.

The Human Services Department is not requesting to add appropriations. Funding exists within the EA Division Medi-Cal and CalFresh programs and will fully fund the extra-help Eligibility Specialist Supervisor.

<b>Staffing Impacts:</b>			
<b>Position Title (Payroll Classification)</b>	<b>Monthly Salary Range (A-I Step)</b>	<b>Additions (Number)</b>	<b>Deletions (Number)</b>

**Narrative Explanation of Staffing Impacts (If Required):**

This is a retiree extra-help appointment; no permanent allocations are being added or changed.

**Attachments:**

None

**Related Items "On File" with the Clerk of the Board:**

None