



COUNTY OF SONOMA

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

SUMMARY REPORT

Agenda Date: 11/8/2022

To: Board of Supervisors

Department or Agency Name(s): Permit Sonoma

Staff Name and Phone Number: Alex Rosas, (707) 565-3507

Vote Requirement: Majority

Supervisorial District(s): Countywide

Title:

Permit Sonoma Appointment of Retiree Extra-Help

Recommended Action:

Pursuant to Government Code §7522.56 approve the appointment of Rebecca (Becky) Ver Meer as a Senior Environmental Health Specialist Retiree Extra-Help, in order to fill a critically needed position within 180 days of her retirement, with an appointment date as early as November 8, 2022.

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. Permit Sonoma is requesting the appointment of Becky Ver Meer as a Senior Environmental Health Specialist in a retiree extra-help capacity to provide critical assistance to the Well and Septic Division.

Discussion:

Pursuant to 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. PEPRA includes other requirements for a retiree to be eligible for an extra-help appointment, such as not having accepted a retirement incentive and not having accepted employment arising out of prior public appointment. The individual and delegated department staff have completed the Retiree Extra-Help Compliance Form certifying the appropriateness of this appointment.

Becky Ver Meer retired from her position as Senior Environmental Health Specialist on September 6, 2022. Ms. Ver Meer worked for the County for 20 years prior to joining Permit Sonoma, where she also held the position of Senior Environmental Health Specialist for an additional 8 years. In this role, she acted as lead for planning referrals addressing public health and environmental health topics, including water well and septic system requirements. Ms. Ver Meer has a wealth of institutional knowledge about various topics and specific concentration and perspective related to the needs of Permit Sonoma's customers, for both discretionary and ministerial projects. She has more recently performed a significant amount of work for our water well program getting permits for construction issued expeditiously, thereby eliminating backlog and long wait times for

customers. There are many new ordinance and policy changes to both the well water and septic system programs that require knowledgeable staff with Ms. Ver Meer's expertise to best serve the community.

The small team of Environmental Health Specialists in Permit Sonoma's Well and Septic section has been chronically understaffed for the past couple of years due to Covid-19 and other staffing challenges. This work is urgent and immediate in nature to ensure timely processing of well and other applications. Laws and regulations, as well as best practices, dictate the immediate need for this service, and yet due to inadequate staffing, the team continues to fall short of meeting those requirements.

In addition to Ms. Ver Meer's retirement, an Environmental Health Specialist resigned in September, leaving 3 of 9 permanent positions vacant. Effective in October, one additional staff has gone on extended leave. To address this staffing issue, Permit Sonoma has continuous recruitments open since June. As the recruitment and hiring process continue, Ms. Ver Meer is available and interested in returning to work as Extra-Help until the Well and Septic section is fully staffed, but not more than 960 hours.

Permit Sonoma staff has consulted with the Human Resources Department, which is supportive of the recommended action.

In accordance with the Government Code §7522.56, Permit Sonoma is asking the Board to certify as follows:

- Becky Ver Meer's appointment to Senior Environmental Health Specialist is necessary to fill a critically needed position within 180 days of her retirement date; and
- Becky Ver Meer did not accept retirement incentives upon her retirement; and
- Becky Ver Meer's appointment shall not exceed 960 hours per year.
- Per Internal Revenue Code Section 401(a) (36), Becky Ver Meer meets the requirement of being of normal retirement age.

If the Board of Supervisors approves the foregoing certifications, Becky Ver Meer will be hired no earlier than November 8, 2022 as an Extra-Help Senior Environmental Health Specialist.

Strategic Plan:

Not Applicable

Prior Board Actions:

Not Applicable

FISCAL SUMMARY

Expenditures	FY 22-23 Adopted	FY23-24 Projected	FY 24-25 Projected
Budgeted Expenses		51,734	
Additional Appropriation Requested			
Total Expenditures		51,734	
Funding Sources			
General Fund/WA GF			
State/Federal			

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Fees/Other - Salary Savings		(51,734)	
Use of Fund Balance			
Contingencies			
Total Sources		(51,734)	

Narrative Explanation of Fiscal Impacts:

Costs, assume 960 hours at \$51,734. This amount will be offset by salary savings from the related vacancies and no additional General Fund appropriations requested.

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