



## SUMMARY REPORT

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**Agenda Date:** 11/5/2019

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**To:** Board of Supervisors of Sonoma County  
**Department or Agency Name(s):** Department of Health Services  
**Staff Name and Phone Number:** Barbie Robinson, 565-7876  
**Vote Requirement:** Majority  
**Supervisorial District(s):** Countywide

**Title:**

Retiree Extra-Help Appointment for the Department of Health Services

**Recommended Action:**

Pursuant to Government Code Section 7522.56, approve the appointment of Mary Killian as a Behavioral Health Clinician 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 5, 2019.

**Executive Summary:**

Pursuant to the California Public Employees' Pension Reform Act of 2013 (Government Code § 7522.56), an exception can be made to appoint a retiree as extra-help provided the governing body certifies that the appointment is necessary to fill a critically needed position for a limited duration 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 California Public Employees' Pension Reform Act of 2013 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.

This item requests the appointment of Mary Killian as a Behavioral Health Clinician Retiree Extra-Help to fill a critically needed position for a limited duration within 180 days of her retirement date, with appointment as early as November 5, 2019. In coordination with delegated Department staff, Mary Killian has completed the Retiree Extra-Help Compliance Form certifying appointment appropriateness.

**Discussion:**

Mary Killian retired on July 5, 2019 from her position as a Health Program Manager for the ACCESS program after serving the Department of Health Services for over 5 years. She was hired by the Department as an extra-help Behavioral Health Clinician on May 27, 2014, promoted to full-time Behavioral Health Clinical Specialist on October 8, 2018, and promoted to full-time Health Program Manager on May 2, 2016.

Mary Killian will be assigned to the Department of Health Services Behavioral Health Division's Hospital Liaison Team. Mary Killian's assignment will consist primarily of working with the Hospital Liaison Team, monitoring individuals in psychiatric hospitals to ensure that level of treatment is necessary, and make arrangements for clients to discharge to lower levels of care. This function is very important to assure appropriate client care and reduce placement costs. Ms. Killian will fill in for a Hospital Liaison Team staff member who is on extended medical leave. She will work on a full-time basis until staff return. Mary's experience and background makes

her an ideal candidate for this work. She is familiar with the program needs and has extensive experience working with the client population.

In accordance with Government Code Section 7522.56, the Department of Health Services is asking the Board of Supervisors certify as follows:

- 1) Mary Killian's appointment as a Behavioral Health Clinician is necessary to fill a critically needed position for a limited duration within 180 days of her retirement date.
- 2) Mary Killian did not accept retirement incentives upon her retirement.
- 3) Mary Killian's appointment shall not exceed 960 hours per fiscal year.
- 4) Per Internal Revenue Code section 401(a)(36), Mary Killian meets the requirement of being of normal retirement age.

If the Board of Supervisors makes the foregoing certification, Mary Killian will be hired as an extra-help Behavioral Health Clinician as soon as November 5, 2019. The Department of Health Services has consulted with the Human Resources Department, which is supportive of the recommended action.

**Prior Board Actions:**

None

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY 19-20 Adopted</b>	<b>FY 20-21 Projected</b>	<b>FY 21-22 Projected</b>
Budgeted Expenses	20,000		
Additional Appropriation Requested			
<b>Total Expenditures</b>	<b>20,000</b>	<b>0</b>	<b>0</b>
<b>Funding Sources</b>			
General Fund/WA GF			
State/Federal	20,000		
Fees/Other			
Use of Fund Balance			
Contingencies			
<b>Total Sources</b>	<b>20,000</b>	<b>0</b>	<b>0</b>

**Narrative Explanation of Fiscal Impacts:**

The cost for the retiree extra-help Behavioral Health Clinician will be \$43.96 per hour. Mary Killian will work approximately 40 hours per week until existing staff return from medical leave, resulting in a total cost of approximately \$20,000 in FY 19-20, which is included in current FY 19-20 budget appropriations.

<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>

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

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