



## Legislation Details (With Text)

**File #:** 2019-1042  
**Type:** Regular Calendar Item **Status:** Passed  
**File created:** 6/17/2019 **In control:** Health Services  
**On agenda:** 7/9/2019 **Final action:** 7/9/2019  
**Title:** Retiree Extra-Help Appointment for the Department of Health Services  
**Sponsors:** Health Services  
**Indexes:**  
**Attachments:** 1. Summary Report

| Date     | Ver. | Action By            | Action                  | Result |
|----------|------|----------------------|-------------------------|--------|
| 7/9/2019 | 1    | Board of Supervisors | Approved as recommended | Pass   |

**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  
**Supervisory 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 Amy Howard as a Health Program Manager Retiree Extra-Help in order to fill a critically needed position within 180 days of her retirement, with an appointment date as early as July 9, 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 Amy Howard as a Health Program Manager 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 July 9, 2019. In coordination with delegated Department staff, Amy Howard has completed the Retiree Extra-Help Compliance Form certifying appointment appropriateness.

### Discussion:

Amy Howard retired on June 4, 2019 from her position as the Health Program Manager for the Forensic

Assertive Community Treatment program after serving the Department of Health Services for over 21 years. She was hired by the Department as a Behavioral Health Clinician on October 22, 1997 and was promoted to Health Program Manager in 2005.

Amy Howard will be a Health Program Manager assigned to the Department's Behavioral Health Division. Amy Howard's assignment will consist primarily of training new Health Program Managers. The Behavioral Health Division currently has five Health Program Manager vacancies. Amy Howard will primarily provide needed support to Adult and Forensic Services section where there are currently two vacancies. Amy Howard will also perform Health Program Manager duties in order to cover current vacancies until they are filled, which may include other programs within the Division. Amy Howard brings exceptional experience in the provision and supervision of mental health services and administration, with over 30 years as a clinician, including nearly 15 years as a Health Program Manager with the County of Sonoma.

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

- Amy Howard's appointment as a Health Program Manager is necessary to fill a critically needed position for a limited duration within 180 days of her retirement date.
- Amy Howard did not accept retirement incentives upon her retirement.
- Amy Howard's appointment shall not exceed 960 hours per fiscal year.

If the Board of Supervisors makes the foregoing certification, Amy Howard will be hired as an extra-help Health Program Manager as soon as July 9, 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<br/>Adopted</b> | <b>FY 20-21<br/>Projected</b> | <b>FY 21-22<br/>Projected</b> |
|------------------------------------|-----------------------------|-------------------------------|-------------------------------|
| Budgeted Expenses                  | 24,882                      |                               |                               |
| Additional Appropriation Requested |                             |                               |                               |
| <b>Total Expenditures</b>          | <b>24,882</b>               | <b>0</b>                      | <b>0</b>                      |
| <b>Funding Sources</b>             |                             |                               |                               |
| General Fund/WA GF                 |                             |                               |                               |
| State/Federal                      |                             |                               |                               |
| Fees/Other                         | 24,882                      |                               |                               |
| Use of Fund Balance                |                             |                               |                               |
| Contingencies                      |                             |                               |                               |
| <b>Total Sources</b>               | <b>24,882</b>               | <b>0</b>                      | <b>0</b>                      |

#### Narrative Explanation of Fiscal Impacts:

The cost for the Retiree Extra-Help Health Program Manager will be \$47.85 per hour. Amy Howard will work approximately 20 hours per week until a qualified Health Program Manager can be hired and trained, resulting

in a total cost of approximately \$24,882 in FY 19-20, which is included in current FY 19-20 budget appropriations.

| Staffing Impacts:                       |                                 |                    |                    |
|---|---------------------------------|--------------------|--------------------|
| Position Title (Payroll Classification) | Monthly Salary Range (A-I Step) | Additions (Number) | Deletions (Number) |
|   |                                 |                    |                    |
|   |                                 |                    |                    |
|   |                                 |                    |                    |

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

Retiree Extra-Help appointments; no permanent allocations are being added or changed.

**Attachments:**

None

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

None