



Legislation Details (With Text)

File #: 2022-0824
Type: Regular Calendar Item **Status:** Passed
File created: 7/14/2022 **In control:** Human Services
On agenda: 9/20/2022 **Final action:** 9/20/2022
Title: Human Services Department Appointment of Retiree Extra-Help
Sponsors: Human Services
Indexes:
Attachments: 1. Summary Report

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|-------------------------|--------|
| 9/20/2022 | 3 | Board of Supervisors | Approved as recommended | Pass |

To: Board of Supervisors
Department or Agency Name(s): Human Services
Staff Name and Phone Number: Donna Broadbent, 565-4349
Vote Requirement: Majority
Supervisorial District(s): Countywide

Title:
Human Services Department Appointment of Retiree Extra-Help

Recommended Action:

Approve the appointment of Laura Ortega as a Social Work Assistant Retiree Extra-Help, in order to fill a critically needed position within 180 days of her retirement, pursuant to Government Code §7522.56, with an appointment date as early as September 20, 2022.

Executive Summary:

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 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 Laura Ortega in a retiree extra-help capacity to provide critical assistance to the Division of Family, Youth and Children's Services.

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 has 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 the Human Services Department (HSD) have completed the Retiree Extra-Help Compliance Form certifying the appropriateness of this appointment.

Laura Ortega, bilingual Spanish speaking Social Work Assistant, retired on July 12, 2022. Ms. Ortega worked within HSD for 28 years and held the Social Work Assistant position in the Division of Family, Youth and Children's Services. In this role, she supervised one-on-one visits between parents and their children while the parents were temporarily separated and participating in child welfare family reunification services. The small team of Social Work Assistants has been chronically understaffed for the last several years due to Covid-19 and other staffing challenges. This work is urgent and immediate to ensure timely visits between children and their families. Laws and regulations, as well as best practices, dictate the immediacy and frequency that visits must occur; and yet, due to inadequate staffing, the team has recently fallen short of meeting those requirements.

To address the staffing issue, HSD has identified funding and received County approval for two additional positions that will be supervising family visitations. Those positions are anticipated to be filled by winter 2022. While the recruitment and hiring process occurs, Ms. Ortega's retirement leaves a significant gap in the capacity of the team to meet the requirements for these mandated services. Ms. Ortega is available and interested in returning to work as Extra-Help until the new positions are filled.

HSD has consulted with the Human Resources Department, which is supportive of the recommended action.

In accordance with Government Code section 7522.56, HSD is asking the Board to certify as follows:

- Laura Ortega's appointment to Social Work Assistant is necessary to fill a critically needed position within 180 days of her retirement date;
- Laura Ortega did not accept retirement incentives upon her retirement; and
- Laura Ortega's appointment shall not exceed 960 hours per year.
- Per Internal Revenue Code section 401(a) (36), Laura Ortega meets the requirement of being of normal retirement age.

If the Board of Supervisors approves the foregoing certifications, Laura Ortega will be hired no earlier than September 20, 2022 as Extra-Help for the Social Work Assistant position.

Strategic Plan:

N/A

Prior Board Actions:

None

FISCAL SUMMARY

| Expenditures | FY 22-23 Adopted | FY 23-24 Projected | FY 24-25 Projected |
|------------------------------------|---------------------|-----------------------|-----------------------|
| Budgeted Expenses | \$21,400 | 0 | 0 |
| Additional Appropriation Requested | | | |
| Total Expenditures | \$21,400 | 0 | 0 |
| Funding Sources | | | |
| General Fund/WA GF | | | |
| State/Federal | \$21,400 | 0 | 0 |
| Fees/Other | | | |

| | | | |
|----------------------|-----------------|----------|----------|
| Use of Fund Balance | | | |
| Contingencies | | | |
| Total Sources | \$21,400 | 0 | 0 |

Narrative Explanation of Fiscal Impacts:

The payroll cost of extra-help staff is a budgeted expense for FY 2022-2023. No additional appropriation is requested.

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

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.