



Legislation Details (With Text)

File #: 2023-0416
Type: Regular Calendar Item **Status:** Agenda Ready
File created: 3/23/2023 **In control:** Health Services
On agenda: 5/9/2023 **Final action:**
Title: Retiree Extra-Help Appointment for the Department of Health Services - Fred Lambert
Sponsors: Health Services
Indexes:
Attachments: 1. Summary Report

| Date | Ver. | Action By | Action | Result |
|----------|------|----------------------|-------------------------|--------|
| 5/9/2023 | 1 | Board of Supervisors | Approved as recommended | Pass |

To: County of Sonoma Board of Supervisors
Department or Agency Name(s): Department of Health Services
Staff Name and Phone Number: Tina Rivera, 707-565-4774
Vote Requirement: Majority
Supervisory District(s): Countywide

Title:
Retiree Extra-Help Appointment for the Department of Health Services - Fred Lambert

Recommended Action:

Pursuant to Government Code Section 7522.56, approve the appointment of Fred Lambert as a Psychiatric Nurse Retiree Extra-Help in order to fill a critically needed position within 180 days of his retirement, with an appointment date as early as May 9, 2023.

Executive Summary:

Pursuant to the California Public Employees' Pension Reform Act of 2013 (Government Code § 7522.56), the Sonoma County Department of Health Services (hereinafter "DHS", or "the Department") is recommending an exception be made--following precedence--to appoint a retiree as extra-help provided that 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.

DHS requests the appointment of Fred Lambert as an extra-help Psychiatric Nurse to fill a critically needed position within 180 days of his retirement date, with appointment as early as May 9, 2023. In coordination with delegated Department staff, Fred Lambert has completed the Retiree Extra-Help Compliance Form certifying the appropriateness of this appointment.

Discussion:

Fred Lambert retired from his position as a Psychiatric Nurse with the Department of Health Services on March 15, 2023. Mr. Lambert worked within the Department of Health Behavioral Health Division for eight years as a Psychiatric Nurse with both the Community Mental Health Centers' outpatient team and the Crisis Stabilization Unit (CSU). In these roles, he provided medication support to adult clients with serious mental illness and, at the CSU, served as charge nurse. The medication nurse role in the outpatient teams is vital in that many clients need support in order to take their medication, or need to receive long acting injectables, without which they are likely to decompensate and require crisis services and potential hospitalization. The DHS Behavioral Health Division does not currently have the number of extra-help staff necessary to ensure coverage to provide these vital services during staff vacations, leaves, or position vacancies. DHS has faced clinician staffing challenges for several years, particularly staffing for the unique environment of the CSU, resulting in delays and sometimes reductions of availability to serve clients, thereby causing a back-up of behavioral health clients in the Sonoma County hospital emergency departments. It is a high priority to provide these services and being able to retain someone as an extra help employee who is experienced with both the outpatient and the CSU roles is critical.

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

1. Fred Lambert's appointment to Psychiatric Nurse Extra-Help is necessary to fill a critically needed position within 180 days of his retirement date;
2. Fred Lambert did not accept retirement incentives upon his retirement;
3. Fred Lambert's appointment shall not exceed 960 hours per year; and
4. Per Internal Revenue Code section 401(a) (36), Fred Lambert meets the requirement of being of normal retirement age.

If the Board approves the foregoing certifications, Fred Lambert will be hired as an extra-help Psychiatric Nurse as early as May 9, 2023.

Strategic Plan:

N/A

Prior Board Actions:

N/A.

FISCAL SUMMARY

| Expenditures | FY 22-23 Adopted | FY 23-24 Projected | FY 24-25 Projected |
|------------------------------------|---------------------|-----------------------|-----------------------|
| Budgeted Expenses | 26,866 | | |
| Additional Appropriation Requested | | | |
| Total Expenditures | 26,866 | 0 | 0 |
| Funding Sources | | | |
| General Fund/WA GF | | | |
| State/Federal | | | |
| Fees/Other | 26,866 | | |
| Use of Fund Balance | | | |
| Contingencies | | | |
| Total Sources | 26,866 | 0 | 0 |

Narrative Explanation of Fiscal Impacts:

The cost for the retiree extra-help Psychiatric Nurse will be \$61.06 per hour. Fred Lambert will work approximately 40 hours per week until the end of FY 22-23, for an estimate of 440 hours resulting in a total cost of no more than \$326,866 for the remainder of FY 22-23, which is included in current FY 22-23 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 appointment; no permanent allocations are being added or changed.

Attachments:

None

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

None