



## Legislation Text

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**File #:** 2019-0299, **Version:** 1

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**To:** Sonoma County Board of Supervisors  
**Department or Agency Name(s):** Human Services  
**Staff Name and Phone Number:** Nick Honey, 707-565-4343  
**Vote Requirement:** Majority  
**Supervisorial District(s):** All

**Title:**

Human Services Department Appointment of Retiree Extra-Help

**Recommended Actions:**

Pursuant to Government Code §7522.56, approve the appointment of Billy Harville as a former Social Service Worker IV for retiree extra-help employment, in order to provide additional assistance to the Family, Youth & Children's Division Director within 180 days of his retirement, with an appointment date as early as April 23, 2019.

**Executive Summary:**

Billy Harville, Social Service Worker IV, retired on January 1, 2019. 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 individuals and the Human Services Department have completed the Retiree Extra-Help Compliance Form certifying the appropriateness of this appointment.

**Discussion:**

Billy Harville worked for Sonoma County for 10 years and held the Social Services Worker IV position in the Family, Youth and Children (FY&C) Division for all 10 years, retiring on January 1, 2019. Almost all of his work in Sonoma County was in the Emergency Response program. Prior to coming to work for Sonoma County, he had many years of work experience as a social worker in child welfare in Napa County. Mr. Harville's knowledge of the position exceeds that of most other employees in the Division, making him very qualified to provide the necessary knowledge and support to the Division.

The recent hiring process for Social Service Worker IV has not allowed the Division to fill behind all the outgoing staff and there are currently 7 vacant full-time positions. Having additional assistance from Mr. Harville will have an important positive impact in the ability of the Division to respond timely to the service needs of families and children in crisis. This is particularly true in the Emergency Response program where there is typically a big increase in the number of reports of child abuse and neglect prior to the end of the

school year.

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

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

- Approval for Billy Harville to provide assistance to HSD in an extra-help capacity to fill a critical position within 180 days of his retirement date;
- Billy Harville did not accept a retirement incentive upon his retirement; and
- Billy Harville’s extra-help appointment shall not exceed 960 hours per year.

If the Board of Supervisors approves the foregoing certifications, Billy Harville will be hired no earlier than April 23, 2019 as extra-help for the Child Protective Services Social Worker position.

**Prior Board Actions:**

None

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY 18-19 Adopted</b>	<b>FY19-20 Projected</b>	<b>FY 20-21 Projected</b>
Budgeted Expenses	40,000	100,000	103,000
Additional Appropriation Requested			
<b>Total Expenditures</b>	<b>40,000</b>	<b>100,000</b>	<b>103,000</b>
<b>Funding Sources</b>			
General Fund/WA GF			
State/Federal	40,000	100,000	103,000
Fees/Other			
Use of Fund Balance			
Contingencies			
<b>Total Sources</b>	<b>40,000</b>	<b>100,000</b>	<b>103,000</b>

**Narrative Explanation of Fiscal Impacts:**

HSD budgeted salary savings worth 13.2 vacancies in the subsection (24030140) that Mr. Harville will be assigned for FY2018-19. The current actual Year-to-Date vacancy in this subsection is at 19.3 vacant FTEs. The salary savings created by the higher than expected vacancy rate of the subsection will be more than adequate to cover the \$40,000 cost of hiring the proposed Extra Help employee this fiscal year.

**Staffing Impacts:**

Position Title (Payroll)	Monthly Salary Range (A - I Step)	Additions (number)	Deletions (number)

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

N/A

**Attachments:**

None

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

None