



Legislation Text

File #: 2021-1325, **Version:** 1

To: Board of Directors of Sonoma County Water Agency
Department or Agency Name(s): Sonoma County Water Agency
Staff Name and Phone Number: Jay Jasperse (707) 484-7754
Vote Requirement: Majority
Supervisory District(s): Countywide

Title:

Sonoma County Water Agency (Sonoma Water) Appointment of Retiree Extra-Help

Recommended Action:

Pursuant to Government Code §7522.56 approve the appointment of Susan Haydon as a Project Specialist Extra-Help, in order to fill a critically needed position within 180 days of her retirement, with an appointment date as early as December 7, 2021.

Executive Summary:

Pursuant to the California Public Employees' 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 delegated agency staff have completed the Retiree Extra-Help Compliance Form certifying the appropriateness of the appointment.

Discussion:

Susan Haydon, Project Specialist, retired on October 25, 2021. She entered Sonoma Water service on May 30, 2013 as an Extra Help Project Specialist and was hired as Project Specialist in a permanent position in the Engineering Division on May 27, 2014. She has served in this capacity in increasing responsibility and managing many critical agency projects and initiatives including those pertaining to flood, wildfire and climate resiliency.

At the time of her retirement, Ms. Haydon was serving as the project manager of several critical projects and programs including the North Coast Resource Partnership, FireSmart Lake Sonoma Program (wildfire risk reduction of critical water supply watershed), Flood Zone Advisory Committee administrator, Wildfire Risk Reduction Decision Support Framework, and the Storm Water Resources Program. She was also serving as Project Liaison to the Central Sonoma Watershed Project, a critical flood management program of Sonoma Water. Additionally, she served as a core staff team member for federal and state legislative policy advocacy to drive funding to Sonoma Water, Sonoma County and the region, and core team staff member developing Sonoma Water's Climate Adaptation Plan, which was critical to advance infrastructure improvements to adapt to climate change. Several of these Board directed projects including the Decision Support Framework and

Central Sonoma Watershed Project are on critical deadlines to meet public health and safety needs. Due to the urgency of these efforts related to drought, flood and wildfire, it is paramount that Ms. Haydon continue to provide such support as may be required for the success of those efforts.

Ms. Haydon possesses considerable expertise and capabilities to manage complex and integrated projects and programs requiring extensive experience and strong, collaborative work ethic. Ms. Haydon brings over 25 years of trusted relationships with partners, Tribes and landowners in the region and these collaborative and supportive relationships are coupled with keen strategy and political acumen. Sonoma Water continues to value and need the unique set of capabilities and strengths, especially in the realm of partner collaboration and program integration, therefore her continued involvement is highly needed for successful outcomes. There is no immediate replacement or speedy substitute for the trusted relationships and partnerships built by Ms. Haydon. To advance Sonoma Water's work in the climate resiliency arena, continuity of partnerships and continued integration of watershed planning and implementation is critical to our mission and project success. It can take years to develop the level of trust and cooperation needed for successful collaborative, integrated programs, working across sectors, notably in the climate resiliency and emergency management sector. Continuity in representation is critical to our success. At minimum, Sonoma Water needs to continue to use Ms. Haydon's relationships and skill sets through fiscal years 21/22, 22/23, and 23/24. Staff respectfully request consideration be given to appoint Susan Haydon as Retiree Extra-Help to continue this critical and important work to keep these important projects on track.

Sonoma Water has consulted with the County's Human Resources Department which is supportive of the recommended action.

In accordance with Government Code section 7522.56, Sonoma Water staff recommend the Board to certify as follows:

- Susan Haydon's appointment to Project Specialist, Retiree Extra-Help is necessary to fill a critically needed position within 180 days of her retirement date.
- Susan Haydon did not accept retirement incentives upon her retirement.
- Susan Haydon's appointment shall not exceed 960 hours per year.
- Per Internal Revenue Code section 401(a)(36), Susan Haydon meets the requirement of being of normal retirement age.

If the Board of Directors makes the foregoing certifications, Susan Haydon will be hired as of December 7, 2021 as Project Specialist, Retiree Extra-Help.

Strategic Plan:

This item directly supports the County's Five-year Strategic Plan and is aligned with the following pillar and goal.

Pillar: Climate Action and Resiliency

Goal: Goal 5: Maximize opportunities for mitigation of climate change and adaptation through land conservation work and land use policies

Sonoma Water Strategic Plan Alignment: Climate Change, Goal 1: Continuing improving our ability to

respond and adapt to climate change.

Prior Board Actions:

None

FISCAL SUMMARY

Expenditures	FY 21-22 Adopted	FY22-23 Projected	FY 23-24 Projected
Budgeted Expenses	\$18,139	\$31,746	\$32,281
Additional Appropriation Requested			
Total Expenditures	\$18,139	\$31,746	\$32,281
Funding Sources			
General Fund/WA GF	\$18,139	\$31,746	\$32,281
State/Federal			
Fees/Other			
Use of Fund Balance			
Contingencies			
Total Sources	\$18,139	\$31,746	\$32,281

Narrative Explanation of Fiscal Impacts:

The cost of the extra help retiree position is approximately \$31,123/year assuming usage of 640 extra help hours at \$48.63/hour. It is projected that \$18,139 or 373 hours will be expended in FY 2021/2022. Further, 640 hours or \$31,746 will be expended in FY 2022/2023 and \$32,281 in FY 2023/2024 assuming a 2% COLA in each year. Expenses for FY 2021/2022 will be absorbed by existing appropriation in Sonoma Water's General Fund. Expenses for FY 2022/2023 and FY 2023/2024 will be budgeted in those fiscal years.

Salary and benefits are budgeted in the General Fund which is funded through water sales revenue, taxes and grants. The General Fund is reimbursed by our enterprise funds through project costing. Sonoma Water's cost accounting system allocates labor costs to Sonoma Water projects specific to its enterprise funds.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)
1036 Project Specialist	\$6957.07		

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