

**RESOLUTION NO. .**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA**

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**RESOLUTION APPROVING THE HIRING OF RETIRED DIRECTOR OF HUMAN RESOURCES EMPLOYEE DONNA VAILLANCOURT TO AN EXTRA HELP POSITION TO ASSIST WITH SEVERAL COUNTYWIDE AND HUMAN RESOURCES INITIATIVES INCLUDING EXECUTIVE RECRUITMENTS, COACHING SERVICES, EMPLOYEE TRAINING, NEGOTIATIONS, AND SPECIAL PROJECTS AND CERTIFYING, PURSUANT TO GOVERNMENT CODE §7522.56(F)(1), THAT THE NATURE OF EMPLOYMENT AND APPOINTMENT IS NECESSARY TO FILL A CRITICALLY-NEEDED POSITION BEFORE THE POST-RETIREMENT 180 DAY SEPARATION PERIOD EXPIRES**

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, the Human Resources Department is responsible for countywide recruitment and selection; classification and compensation; training and development; benefits administration; employee wellness; equal employment opportunity; employee and labor relations; organizational development; risk management/safety; human resources information management; procurement; and mail services; and

**WHEREAS**, retired Human Resources Director Donna Vaillancourt has unique skills, expertise, and knowledge in all disciplines of human resources; and

**WHEREAS**, Ms. Vaillancourt will return to the County in an extra help capacity to assist with several countywide and human resources initiatives including coaching services, employee training, negotiations, executive recruitments, and special projects; and

**WHEREAS**, Government Code §7522.56 requires a One-Hundred Eighty (180) day separation period, as established by the California Public Employees' Pension Reform Act, unless the employer's governing body makes a finding by certifying that the appointment is necessary to fill a critically needed position before the One-Hundred Eighty (180) day separation period has passed; and

**WHEREAS**, Ms. Vaillancourt's services are needed prior to the expiration of the One-Hundred-Eighty (180) day separation period;

**NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED** that the Board of Supervisors hereby adopts this resolution approving the hiring of retired Human Resources Director Donna Vaillancourt to an extra help position in order to assist with several countywide and human resources initiatives including coaching services, employee training, negotiations, executive recruitments, and special projects, and certifying, pursuant to Government Code §7522.56(f)(1), that the nature of employment and appointment is necessary to fill a critically-needed position before the post-retirement 180 day separation period expires.

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