



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 18-560

Board Meeting Date: 7/10/2018

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director

Subject: Resolution Certifying the Critical Need for Retiree Appointment

RECOMMENDATION:

Adopt a resolution approving the hiring of retired Director of Human Resources 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.

BACKGROUND:

On September 12, 2012, the California Public Employees' Pension Reform Act, which is known as "PEPRA" (Assembly Bill 340), was signed into law effective January 1, 2013. Additionally, Assembly Bill 197, which amends a portion of the 1937 Act, was signed into law the same date to be effective January 1, 2013. The PEPRA legislation includes provisions in Government Code §7522.56 requiring a 180 day separation ("sit-out") period following the date of retirement for non-safety retirees who are re-employed by a public agency within the same retirement system as an employee or through a contract unless:

- The employer certifies the nature of the employment and that appointment is necessary to fill a critically-needed position before the 180 days has passed.

For the exception to apply, legislation requires that your Board, as the employer's governing body, must approve by resolution the appointment in a public meeting and not on the consent calendar.

DISCUSSION:

The Human Resources Department has oversight for a variety of countywide services such as: 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. The Human Resources Department seeks Donna Vaillancourt's return to the County in an extra help capacity to assist with various countywide and human resources initiatives including executive recruitments, coaching services, training, negotiations, and special projects.

In addition to the services noted above, Ms. Vaillancourt's extensive human resources management experience, knowledge and abilities will be critical during the transition in leadership in the Human Resources Department. Ms. Vaillancourt will be paid \$106.49 per hour for her assistance for a period not to exceed 960 hours in 12 months. This rate is equivalent to the hourly rate of pay of the Human Resources Director, Ms. Vaillancourt's former position. She will also be eligible for all benefits currently offered to extra help employees, including the Wellness Program, mileage reimbursements for work related out-of-County travel, and participation in the County's Commute Alternatives Programs.

County Counsel has reviewed and approved the resolution as to form.

Approval of this agreement contributes to the Shared Vision 2025 outcome of a Collaborative Community by ensuring the Human Resources Department can effectively and efficiently coordinate human resources related activities.

FISCAL IMPACT:

There is no increase in net County cost associated with the recommended action. Appropriations to cover extra help costs are included in the Human Resources Department's Budget.