



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** COUNTY MANAGER

**File #:** 18-1065

Board Meeting Date: 12/4/2018

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** Mike Callagy, County Manager  
**Subject:** Resolution Certifying the Critical Need for Retiree Retention

**RECOMMENDATION:**

Adopt a resolution authorizing the immediate retention of retired Director of the Project Development Unit, Deborah J. Bazan, through an agreement with D. Bazan Consulting, LLC., as a consultant to provide capital project management assistance, pursuant to Government Code Section 7522.56(f)(1), and finding that the nature of employment and appointment is necessary to fill a critically-needed position before the 180-day post-retirement 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 County Manager's Project Development Unit (PDU) oversees and manages all ground up construction performed by the County of San Mateo. The PDU is currently comprised of a Director, a Manager, two Management Analysts, a Senior Accountant, and three Project Managers. In addition, to execute its functions the PDU contracts with various independent contractors with specialized expertise related to capital construction including project managers, engineers, and cost estimators. The PDU is currently overseeing and managing more than \$500,000,000 in County capital projects.

While the anticipated completion dates for these projects varies, it is estimated that significant work on the projects will continue for at least the next three years.

Deborah Bazan has, since November 2017, been the Director of the PDU overseeing its staff and the County's capital projects. As such, she has been involved in all aspects of the planning, design, and construction of ongoing and currently anticipated capital projects. Prior to assuming the role of Director of PDU, Ms. Bazan Served as the Lieutenant in charge of Sheriff's Office Jail Planning Unit, which completed construction on the \$165,000,000 Maple Street Correctional Center in 2016.

After more than 28 years of County service, Ms. Bazan retired on November 30, 2018. Ms. Bazan offers unique skills, expertise, and knowledge, each of which are essential to ensuring the successful completion of County capital projects.

The County Manager's Office seeks Deborah Bazan's return to the County through an independent contractor agreement with Deborah Bazan Consulting LLC for project management services and support for the ongoing County capital projects. Ms. Bazan's extensive experience, knowledge, and abilities will be critical to ensuring the continued success of ongoing and anticipated capital projects.

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 effective and efficient completion of various County capital projects each of which will offer significant benefit to the residents of San Mateo County.

**FISCAL IMPACT:**

There is no increase in net County cost associated with the recommended action. Costs associated with the retention of Ms. Bazan through Deborah Bazan Consulting LLC will be covered by the budgets for capital projects.