

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
BOARD ACTION SUMMARY

DEPT: Assessor

BOARD AGENDA #: B-11

AGENDA DATE: April 25, 2017

SUBJECT:

Approval to Rehire Lynne Baker Prior to the 180-Day Sit Out Period as Required by the Public Employee's Pension Reform Action of 2013

BOARD ACTION AS FOLLOWS:

No. 2017-210

On motion of Supervisor Withrow, Seconded by Supervisor Olsen
and approved by the following vote,

Ayes: Supervisors: Olsen, Withrow, Monteith, DeMartini, and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended


2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST:


ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Assessor BOARD AGENDA #: B-11
Urgent Routine AGENDA DATE: April 25, 2017



CEO CONCURRENCE: *pht* 4/5 Vote Required: Yes No

SUBJECT:
Approval to Rehire Lynne Baker Prior to the 180-Day Sit Out Period as Required by the Public Employee's Pension Reform Action of 2013

STAFF RECOMMENDATIONS:

1. Authorize the Stanislaus County Assessor to rehire Lynne Baker following her retirement as a part-time Senior Appraiser prior to the 180-day sit out period as required by the Public Employees' Pension Reform Act of 2013.
2. Certify that the rehiring of Lynne Baker in a part-time capacity as a Senior Appraiser is necessary to fill a critically needed position prior to the passage of the 180-day period.

DISCUSSION:

The ability to recruit a qualified Commercial/Industrial Appraiser is a very difficult task considering the shortage of these professionals in the Central Valley. The Assessor is forced to compete with higher salaries of local competitors and those of other communities. As a result, the Assessor typically must hire appraisers in an entry level capacity and train them over time to perform the advanced valuations required of the Commercial/Industrial and Agricultural Divisions. It typically takes three to five years of property tax appraisal experience before an appraiser has the necessary skills to be trained in the more difficult appraisals of commercial and agriculture properties. Revenue and Taxation Code Section 670 requires that only property tax appraisers who have been certified by the State Board of Equalization can perform the duties or exercise the authority of an appraiser as an employee of the state, any county or city and county.

March through June are crucial months for the Assessor and require the department to be fully staffed with seasoned appraisers because the Assessor is mandated to deliver the assessment roll to the Auditor on or before July 1 of each year. During these months, the Assessor's Office typically restricts vacation time and encourages employees to work weekends if time off is necessary.

Lynne Baker has been an employee with the Stanislaus County Assessor's Office since May 10, 1999. She retired on March 30, 2017 after nearly 18 years of service. Ms. Baker is a Senior Appraiser with experience in the Commercial/Industrial Division. She is a distinguished member of the department and has one of the highest production levels in the office. Her

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expertise and thoroughness are assets to the department and will be instrumental in completing the workload assigned to the Commercial Division.

Currently all valuation divisions are operating at or below their minimum staffing levels due to recent staff turnover. The Commercial Supervising Appraiser recently submitted his resignation letter and resigned effective March 25, 2017. Shuffling personnel at such a critical time of year would create a hardship on the various valuation divisions within the Assessor's Office and will severely impede the mandated production and delivery of a fair, accurate, and timely Assessment Roll.

POLICY ISSUE:

Government Code sections 7522-7522.74 describes the California Public Employees' Pension Reform Action of 2013 (PEPRA). The PEPRA, specifically section 7522.56, provides that a non-safety retired person shall not be eligible to be employed for a period of 180 days following the date of retirement unless the employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before the 180 days have passed and the appointment has been approved by the governing body in a public meeting. The appointment may not be placed on the consent calendar. Appointments under this section shall not exceed 960 hours per year.

FISCAL IMPACT:

Funding for this position is included in the Assessor's Office 2016-2017 Adopted Final Budget. The Assessor will utilize currently budgeted funds while continuing to recruit for a replacement Senior Appraiser.

Cost of recommended action:		\$	9,500
Source(s) of Funding:			
Department Revenue	9,500	\$	-
Funding Total:		\$	9,500
Net Cost to County General Fund		\$	-

Fiscal Year:	2016/2017
Budget Adjustment/Appropriations needed:	No

Fund Balance as of N/A

BOARD OF SUPERVISORS' PRIORITY:

Approval to rehire Lynne Baker prior to the 180-day sit out period as required by the PEPRA will enable the Assessor to complete the more difficult appraisals prior to the delivery of the 2017 Assessment Roll on or before July 1, 2017 and supports the Board's priority of Efficient Delivery of Public Services.

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STAFFING IMPACT:

The Assessor will recruit for a Senior Appraiser to fill the full-time position vacated by Lynne Baker while utilizing her on a part-time basis.

CONTACT PERSON:

Mercy Maya, Assistant Assessor-Administration, (209) 525-6566

ATTACHMENT(S):

N/A