

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

DEPT: Chief Executive Office

BOARD AGENDA #: B-13

AGENDA DATE: July 11, 2017

SUBJECT:

Approval to Rehire Peggy Huntsinger for Limited Purposes Prior to the 180-Day Sit Out Period as Required by the Public Employees' Pension Reform Act

BOARD ACTION AS FOLLOWS:

No. 2017-391

On motion of Supervisor Monteith, 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: Chief Executive Office

BOARD AGENDA #: B-13

Urgent Routine

AGENDA DATE: July 11, 2017

CEO CONCURRENCE: 

4/5 Vote Required: Yes No

SUBJECT:

Approval to Rehire Peggy Huntsinger for Limited Purposes Prior to the 180-Day Sit Out Period as Required by the Public Employees' Pension Reform Act

STAFF RECOMMENDATIONS:

1. Authorize the Chief Executive Office to rehire Peggy Huntsinger as a Manager III, effective July 12, 2017, for limited purposes prior to the 180-day sit out period as required by the Public Employees' Pension Reform Act.
2. Certify that the rehiring of Peggy Huntsinger in a part-time capacity is necessary prior to the completion of the 180-day sit out period.

DISCUSSION:

The Chief Executive Office - Risk Management Division provides a number of essential programs and services for the County workforce, including employee benefits, disability management, liability claims administration and OSHA compliance/safety programs. The Division is supported by a staff of 12 employees. Due to recent promotions, transfers and retirements, the Division is currently operating with only three staff members with more than two years of experience in their current job functions. This level of turnover requires extensive training and supervision in order to support the legal requirements of these important compliance programs.

This agenda item requests Board approval to rehire former Assistant Risk Manager Peggy Huntsinger as a part-time Manager III to provide additional management and project support for department operations. The Public Employees' Pension Reform Act of 2013 requires the Board of Supervisors to approve the hiring of retired employees (excluding public safety) if returning to County employment within 180 days of retirement. Ms. Huntsinger has been retired from County service for 116 days, and therefore Board approval is required to confirm her return to County service prior to September 13, 2017.

If approved, Ms. Huntsinger will have two primary job assignments, including the implementation of a systems upgrade to manage employee leaves of absences, and the coordination of the County's annual employee wellness event scheduled for October 2017. Ms. Huntsinger has specialized training and experience in managing employee leave programs, including legal compliance with the Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA). In addition, Ms. Huntsinger is knowledgeable and skilled in the use of the County's PeopleSoft system which is used to manage compliance with employee leave

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programs. As a part-time employee, Ms. Huntsinger will complete a systems upgrade to improve the efficiency of employee leave requests and corresponding department approvals. The systems upgrade will also greatly improve the technical review process for Risk Management staff to confirm FMLA/CFRA leave eligibility within the mandated five-day response time. The alternative option to rehiring Ms. Huntsinger would be to contract with a qualified PeopleSoft consultant to complete this work, with a substantially higher cost and the need for existing staff to facilitate the contractor's work.

In addition to upgrading the PeopleSoft system, Ms. Huntsinger will be responsible for coordinating the County's annual Wellness Connect event in October 2017. Wellness Connect includes a wellness fair, health screenings, educational classes, and open enrollment vendor exhibits for County employees and retirees. This event requires significant coordination and logistics to support all of the internal and external partners necessary to facilitate activities at four separate locations. The 2016 Wellness Connect event provided health screenings to 1,277 employees and retirees. Due to the timing of this event, it is necessary to have management support in place for this event well in advance of October in order to ensure successful preparation and implementation of the event.

Ms. Huntsinger has over 21 years of experience in the Risk Management Division, all at the management level; she retired as the Assistant Risk Manager with extensive background and experience in all Division functions. Approval of this request will support the department's efforts to maintain compliance with mandated leave programs and to ensure the continuity of the department's employee wellness programs.

POLICY ISSUE:

Government Code sections 7522-7522.74 describe the California Public Employees' Pension Reform Action of 2013 (PEPRA). The PEPRA 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 180 days have passed. The appointment must be considered as a non-consent agenda item and approved by the governing body in a public meeting. The appointment may not be placed on the consent calendar and appointments under this section shall not exceed 960 hours per year.

FISCAL IMPACT:

Ms. Huntsinger will work an average of 20 hours per week earning \$47.02 per hour, consistent with her hourly pay rate upon retirement in March 2017. It is estimated that her assignment will last 6-8 months, for a total estimated cost of \$24,450 to \$32,600 in Fiscal Year 2017-2018. Funding for this position is supported in the current Risk Management budget.

BOARD OF SUPERVISORS' PRIORITY:

Approval to rehire Peggy Huntsinger for limited purposes prior to the 180-day sit out period as required by the Public Employee's Pension Reform Action of 2013 will enable the Chief Executive Office - Risk Management Division to continue to provide efficient oversight of the

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County's Benefits and Disability Management programs and supports the Board of Supervisors' priority of Efficient Delivery of Public Services.

STAFFING IMPACT:

Approval of this request will support the need to provide additional training and support for Risk Management staff and the continuity of department operations.

CONTACT PERSON:

Jody Hayes, Assistant Executive Officer, (209) 525-6333

ATTACHMENT(S):

N/A