

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

DEPT: Community Services Agency

BOARD AGENDA #: B-11

AGENDA DATE: July 25, 2017

SUBJECT:

Approval to Rehire Christine Almen, for Limited Purposes Prior to the 180-day Sit Out Period as Required by the Public Employees' Pension Reform Act of 2013

BOARD ACTION AS FOLLOWS:

No. 2017-425

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

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

Noes: Supervisors: None

Excused or Absent: Supervisors: Monteith

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**

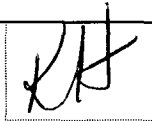
DEPT: Community Services Agency
Urgent Routine

BOARD AGENDA #: B-11

AGENDA DATE: July 25, 2017

CEO CONCURRENCE: *phx*

4/5 Vote Required: Yes No



SUBJECT:

Approval to Rehire Christine Almen, for Limited Purposes Prior to the 180-day Sit Out Period as Required by the Public Employees' Pension Reform Act of 2013

STAFF RECOMMENDATIONS:

1. Authorize the Community Services Agency (CSA) to rehire Christine Almen as Manager III, effective July 26, 2017, for limited purposes 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 Christine Almen in a part-time capacity is necessary prior to the completion of the 180-day sit out period.

DISCUSSION:

The Community Services Agency (CSA) is requesting to re-hire Christine Almen, retired Manager III of the Community Services Agency Administration Division, as part-time Manager III. Ms. Almen retired from the Community Services Agency on March 17, 2017, with three (3) years of experience as Manager III acting as the Agency's Emergency Disaster Coordinator overseeing Care and Shelter, Emergency Response, Disaster Preparedness, and Continuity of Operations Plans. In addition, Ms. Almen served as the Training Compliance Officer, the Public Information Officer (PIO) and was responsible for CSA's Strategic Plan and Performance Outcomes. Ms. Almen has extensive training in the area of Emergency Management, including Care and Shelter Operations, and National Incident Management System Training – ICS 100, ICS 300, ICS 400, and ICS 700 as required in performing the roles as Emergency Disaster Coordinator.

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. Almen has been retired from County service since March 7, 2017, and therefore Board approval is required to authorize her limited return to county service for up to a 3 month period.

The Agency is facing critical deadlines to complete, finalize and submit both the Care and Shelter Plan and the Annual Training Compliance Report. In addition, the Agency is working to finalize the initial business and facility Master Plan report. Given this significant and important work, the Agency believes it is very important that Ms. Almen temporarily return to assist in performing these essential functions. It will also be instrumental for Ms. Almen to assist in training the Agency's new Emergency Disaster Coordinator upon their hire.

Approval to Rehire Christine Almen, for Limited Purposes Prior to the 180-day Sit Out Period as Required by the Public Employees' Pension Reform Act of 2013

In her position, Ms. Almen played a major role in ensuring CSA was prepared to serve in the Agency's official capacity for Care and Shelter when an emergency/disaster arises in Stanislaus County or surrounding areas. She worked diligently to ensure CSA's Management team is prepared to respond and understands their role in the event of an emergency/disaster. Earlier in 2017, the proclamation of a local emergency due to flooding by the Board of Supervisors has tested CSA's ability to respond to the residents affected by natural disasters, and highlighted the critical role the Public Information Officer plays during such emergencies.

Ms. Almen's responsibilities as the Disaster Coordinator, Training Compliance Officer, and coordinator of the Master Plan were reassigned upon her retirement. William Ryan assumed all responsibilities as the Disaster Coordinator due to his extensive background and training, however since then, Mr. Ryan has decided to retire from the County effective August 3, 2017. At this time the Agency does not have a Manager that has the knowledge or training required for this assignment. Responsibility for the Training Compliance Officer and the Master Plan coordination were reassigned to two managers within the StanWORKs division. Due to recent transfers and retirements, the individuals assigned to these projects are no longer available. The Division is currently operating with four manager vacancies. Recruitments are underway to fill these vacancies

Upon Ms. Almen's retirement, the Agency began recruitment efforts to fill the position. The Agency coordinated recruitment efforts with the Chief Executive Office. A job offer was made to a candidate; however, the candidate declined the position on July 17, 2017. The Agency is currently evaluating additional candidates and expects to make a job offer within the next two weeks. The individual selected will need extensive training in the area of Emergency Disaster Coordination.

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 the 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. Appointments under this section shall not exceed 960 hours per year.

In summary, it is requested that Ms. Almen be authorized to return to assist the Community Services Agency in a limited capacity for up to a 3 month period.

FISCAL IMPACT:

Ms. Almen 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 up to 3 months, for a total estimated cost of \$11,300 in Fiscal Year 2017-2018. Funding for this position is supported in the current budget. This position will be funded through savings acquired through current Department vacancies.

Approval to Rehire Christine Almen, for Limited Purposes Prior to the 180-day Sit Out Period as Required by the Public Employees' Pension Reform Act of 2013

BOARD OF SUPERVISORS' PRIORITY:

Approval of this appointment supports the Board's priority of Efficient Delivery of Public Services by ensuring that the Community Services Agency continues to provide efficient oversight for Disaster Coordination, Care and Shelter Planning and Training Compliance.

STAFFING IMPACT:

Approval of this request will support the need to complete the Care and Shelter Plan, complete the Annual training plan, and provide essential training and support to the newly hired Disaster Coordinator.

CONTACT PERSON:

Kathryn M. Harwell, Director (209) 558-2500

ATTACHMENT(S):

None