County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169

LEROY D. BACA, SHERIFF

October 7, 2008

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Dear Supervisors:

AUTHORIZE THE LOS ANGELES COUNTY SHERIFF'S DEPARTMENT TO RE-EMPLOY A RETIRED COUNTY EMPLOYEE ON AN INDEFINITE BASIS (ALL DISTRICTS) (3 VOTES)

SUBJECT

The Los Angeles County Sheriff's Department (Department) is requesting that your Board approve a Los Angeles County Employees Retirement Association (LACERA) member's return to work, thereby suspending the member's retirement benefits, and returning that member to active employment.

IT IS RECOMMENDED THAT YOUR BOARD:

Authorize the Department's re-employment of retired LACERA member, Ms. Diana Carroll, in compliance with the Los Angels County Employees Retirement Law of 1937.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTIONS

Consistent with the Board's policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department is requesting your Board's approval for the recent re-employment of Ms. Diana Carroll into active County service as a permanent intermediate typist clerk, Schedule 61J, Step 1, $2,246.36 per month. Ms. Carroll resigned from County service on July 13, 1988, and deferred her retirement until October 1, 2005, at which time she began receiving her retirement pension. In October 2007, Ms. Carroll applied for and passed the Intermediate Typist Clerk examination conducted by the Los Angeles County Department of Human Resources. After being certified on the list, Ms. Carroll was

subsequently interviewed and offered an intermediate typist clerk position with the Department's Medical Services Bureau and placed into the required background process. Although, Ms. Carroll indicated during the background process that she had previously worked for the County of Los Angeles from September 1, 1977, to July 13, 1988, it was not discovered at that time that she had deferred her retirement through LACERA and was currently receiving a retirement pension. Upon completion of the background process and after entering Ms. Carroll's appointment into CWTAPPS, a review of the archived CWTAPPS records indicated that Ms. Carroll's resignation code was listed as a deferred retirement. When contacted by the Department's Personnel Administration Bureau, Ms. Carroll stated that a week before her appointment date, she had spoken with a LACERA representative who instructed her to come to LACERA and complete a request in order to rescind her retirement. LACERA then contacted the Department's Personnel Administration Bureau and indicated that this was not sufficient and provided a copy of the procedures required for Board approval for this transaction. As instructed by those procedures, the Department is submitting this request for approval of Ms. Carroll's recent re-employment.

In order to avoid future incidents of this nature, the Department's Personnel Administration Bureau will be consolidating background processes and implementing procedures to ensure verification of resignation codes of archived records for applicants with prior County service before re-employment.

The Department has a critical need for clerical support within the Medical Services Bureau. Failure to fill these positions will result in our nursing and/or sworn personnel handling clerical duties, which may have a negative impact on their regularly assigned responsibilities. Ms. Carroll possesses the needed clerical experience to fulfill the Department's needs.

Background

Prior to 1991, County employees were prohibited from returning to County employment, except temporarily and under limited circumstances. Government Code Section 31680.4 now permits retirees to return to work on a permanent basis. Board adoption of policy on July 6, 1993, made that government code section operative.

Implementation of Strategic Plan Goals

This recommendation is consistent with the County's Strategic Plan Goal 1, Service Excellence, by utilizing experienced former employees to work in a position that would otherwise require being filled by an untrained person, thereby supporting our public safety mission.

FISCAL IMPACT/FINANCING

Funding for this position exists within the Department's Salary and Employee Benefits Fund.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

LACERA is governed by the Los Angeles County Employees Retirement Law of 1937. This action is in compliance with Government Code Sections 31680.4 and 31680.5, pertaining to retired members returning to active membership.

Ms. Carroll has been medically evaluated through the County and determined not to be incapacitated for the duties to be performed.

This Board letter has been reviewed and approved as to form by County Counsel.

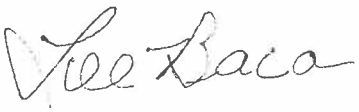
IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Upon approval by the Board, please return two adopted copies of this letter to the Department. The Department's contact for this requested Board action is Captain Joseph Fennell Jr., and he can be reached at (323) 981-5843.

Sincerely,



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SHERIFF