



LEROY D. BACA, SHERIFF

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



August 28, 2012

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, Mr. Reinhardt Schuerger Jr., in compliance with the Los Angeles County Employees Retirement Law of 1937.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Retired former Los Angeles County (County) employee, Mr. Schuerger, employee number 230276, retired from active County service on October 31, 2010. 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 re-employment of retired Lieutenant Reinhardt Schuerger Jr., into active County service as a Lieutenant, Sheriff; item #2719A, Schedule 105A, Step 6, \$9,471 per month. Upon his return to County employment, Mr. Schuerger's retirement allowance will be cancelled until termination of his re-employment.

The Department has a critical need for a lieutenant within Leadership and Training Division with an expertise in the areas of Education Based Discipline (EBD) and leadership training for middle managers. EBD is an innovative alternative to traditional disciplinary suspensions that reduces management-employee conflict and embitterment that results from withholding employee's pay. It offers an optional behavior-focused education and training Department-wide that enhances communication, character, competence, and trust. The EBD mission is to develop an individualized remedial plan, working with the involvement of the employee, that emphasizes education, training, and other creative interventions, thereby promoting a more comprehensive and successful outcome.

Because of his extensive experience in the areas of EBD and leadership training for middle managers, Mr. Schuerger is uniquely qualified to teach line managers policy, procedures, and supervisory best practices. Filling this position will minimize overtime expenditures.

Implementation of Strategic Plan Goals

This recommendation is consistent with the County's Strategic Plan, Goal 1, Operational Effectiveness, maximizing public services by reinstating experienced former employees, and promoting sound and prudent fiscal practices by reducing overtime and training costs, thereby supporting and enhancing our public safety mission.

FISCAL IMPACT/FINANCING

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

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

LACERA is governed by the County's 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.

Prior to 1991, retired 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. The Board's adoption of the policy on July 6, 1993, made that Government Code Section operative.

Mr. Schuerger's recent medical evaluation through the County states that he met the requirements for Government Code Section §1031 (f) and that he was found suitable for employment as a peace officer for the County.

The 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

Because of his expertise in the areas of EBD and leadership training, Mr. Schuerger will be an invaluable asset to the Department. Upon approval by the Board, please return two adopted copies of this letter to the Department for further processing.

Sincerely,

A handwritten signature in blue ink that reads "Leroy D. Baca". The signature is written in a cursive style with a large initial "L".

LEROY D. BACA

Sheriff

LDB:KEH:st