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December 20, 2016

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

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

75 December 20, 2016

LORI GLASGOW
EXECUTIVE OFFICER

APPROVE THE TEMPORARY REINSTATEMENT OF A RETIRED COUNTY EMPLOYEE AS A 120 DAY TEMPORARY EMPLOYEE FOR THE DEPARTMENT OF PUBLIC HEALTH - COMMUNITY HEALTH SERVICES (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

SUBJECT

Request approval for the return of retiree Laurene Mascola, M.D., as a 120 day retiree, to provide direct patient care in public health clinics, prior to the required 180 day wait period following the date of retirement.

IT IS RECOMMENDED THAT THE BOARD:

1. Find that, as a result of Dr. Mascola's retirement on July 31, 2016, it is critically necessary to address significant provider shortages and that Dr. Mascola is uniquely qualified to assure the continuation of physician-provided patient care services in public health clinics.
2. Approve the request of the Interim Director of the Department of Public Health (DPH), or her designee, to allow Dr. Mascola to be reinstated as a 120 day retiree as a part-time Clinic Physician MD (Item #5468J) effective date of Board approval, at the rate consistent with her final salary level.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Under the California Public Employees' Pension Reform Act of 2013 (PEPRA), a person who retires from the County may serve without reinstatement from retirement or loss or interruption of benefits

provided by the retirement system before a period of 180 days following the date of retirement, as long as the department can certify that it is necessary to fill a critical position and the hiring is approved by the Board of Supervisors in a public meeting. The Department has determined it is necessary to fill this critical position and the recommended action will satisfy these requirements under PEPRA.

DPH's Community Health Services (CHS) addresses health inequities in targeted populations to promote and sustain healthy living in Los Angeles County. CHS' clinic and field operations oversee approximately 186,000 patient clinic visits and field services per year and address numerous enteric and respiratory outbreaks and other communicable diseases.

CHS has been faced with a shortage of physicians due to retirement, transfers, personnel/performance issues, and candidates' lack of clinic specialties. In addition, CHS has experienced difficulty recruiting qualified physicians who are willing to work in our clinics. Of special need is clinicians for Service Planning Areas (SPA) 1 and 2, including at DPH's Antelope Valley Health Center which is located approximately 50 miles north of downtown Los Angeles. CHS has also canvassed the DHS physician registry and has been unable to recruit qualified candidates.

Dr. Mascola is Board Certified in Pediatrics and is specialized in Preventive Medicine and Travel and Tropical Medicine. Dr. Mascola served as the Chief of DPH's Acute Communicable Disease Control Program for over 25 years. Her expertise will be utilized to assist DPH with managing and monitoring of communicable disease outbreaks and individual cases; provide STD clinic coverage in CHS' public health clinics, including SPAs 1 and 2; and treat latent tuberculosis infections in patients seen in DPH's clinics. Dr. Mascola's timely return as a part-time physician will ensure the continuity of clinic operations within CHS' public health clinics.

Implementation of Strategic Plan Goals

The recommended action supports Goal 1, Operational Effectiveness/Fiscal Sustainability, of the County's Strategic Plan.

FISCAL IMPACT/FINANCING

The cost of the recommended action will be absorbed within DPH's existing budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended action is in conformance with the California Public Employees' Pension Reform Act of 2013.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

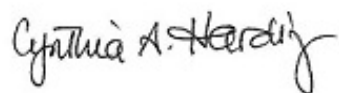
Implementation of this recommendation will ensure that DPH has the capability to continue to provide primary care services by qualified physicians.

The Honorable Board of Supervisors

12/20/2016

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Respectfully submitted,

A handwritten signature in black ink that reads "Cynthia A. Harding". The signature is written in a cursive style with a large, stylized initial 'C'.

Cynthia A. Harding, M.P.H.

Interim Director

CAH:os

#03786

c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Department of Human Resources
LACERA