



SACHI A. HAMAI
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

"To Enrich Lives Through Effective And Caring Service"

Board of Supervisors
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July 31, 2018

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

54 July 31, 2018

CELIA ZAVALA
ACTING EXECUTIVE OFFICER

**AUTHORIZE THE CHIEF EXECUTIVE OFFICE TO EMPLOY A
RETIRED COUNTY EMPLOYEE ON A TEMPORARY BASIS
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

The Chief Executive Office (CEO) is requesting that the Board of Supervisors (Board) grant an exception to the 180-day waiting period required under the California Public Employee's Pension Reform Act of 2013 (PEPRA), with regard to reinstating retired County employees as 120-day retirees.

IT IS RECOMMENDED THAT THE BOARD:

1. Reinstatement retired County employee, Robinetta Campbell-Mack, as a 120-day retiree in the CEO to maintain continuity in the management of key functions during a critical time in the Employee Relations Division as an exception to the 180-day waiting period required under PEPRA. Ms. Campbell-Mack is uniquely qualified to provide this continuity on a temporary basis.
2. Approve the CEO's request to allow Ms. Campbell-Mack to return as a Principal Analyst, CEO, at a rate of \$75.53 per hour, which is equivalent to the top step of the position, for up to 960 total hours of work in a fiscal year.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Ms. Campbell-Mack will return to assist the County with labor negotiations. She will be the lead negotiator for at least two contracts and will assist with other contracts as needed during the final

months of the intensive bargaining process.

Ms. Campbell-Mack possesses decades of staff, administrative, and managerial experience in County government, including 14 years of experience with the CEO. In her most recent assignment as Senior Manager, CEO, she was responsible for leading, coordinating, and monitoring the activities and services related to labor relations through strategic negotiation efforts. She also served as the chief negotiator for fringe benefit agreements and served as the County's advocate before the Employee Relations Commission in arbitration matters, and unfair labor charge administrative hearings.

Implementation of Strategic Plan Goals

The recommended actions support Goal 3, Realize tomorrow's government today by pursuing operational effectiveness, fiscal responsibility and accountability.

FISCAL IMPACT/FINANCING

The cost of the recommended actions will be absorbed within Department's existing budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended action is consistent with PEPRA, which allows a person who retires from the County to 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 Board certifies the position is critically needed and the retired person has the skills needed to perform work of a limited duration.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

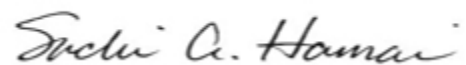
None.

The Honorable Board of Supervisors

7/31/2018

Page 3

Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:ADC:SMW

AY:PG:kj

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Los Angeles County Employees Retirement
Association