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**ADOPTED**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

October 02, 2018

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

50      October 2, 2018

CELIA ZAVALA  
EXECUTIVE OFFICER

Dear Supervisors:

**APPROVE THE IMMEDIATE APPOINTMENT OF A RECENT  
COUNTY RETIREE AS A 120-DAY TEMPORARY EMPLOYEE,  
AND WAIVE THE USUAL 180-DAY WAITING PERIOD  
(ALL DISTRICTS AFFECTED) (3 VOTES)**

**SUBJECT**

The Office of the County Counsel ("County Counsel") requests that the Board approve the immediate appointment of recent County Counsel retiree Roger H. Granbo as a 120-day temporary employee, and waive the usual 180-day waiting period under the California Public Employees' Pension Reform Act ("PEPRA") of 2013.

**IT IS RECOMMENDED THAT THE BOARD:**

1. As a result of the retirement of County Counsel employee Roger H. Granbo on August 30, 2018, find that it is necessary for the County to immediately receive (before 180 days have passed) ongoing legal advice from Mr. Granbo concerning the settlement of the Department of Justice investigation of the Sheriff's Department's law enforcement practices in the Antelope Valley since Mr. Granbo possesses extensive knowledge and expertise about this subject that are critically needed as the Sheriff's Department moves toward compliance with the terms of the settlement agreement.
2. Based on the foregoing findings, approve the immediate appointment of Mr. Granbo as a 120-day temporary employee, and waive the usual 180-day waiting period under Government Code section 7522.56.

## **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Effective August 30, 2018, County Counsel employee Mr. Granbo retired from active County service. Mr. Granbo has been an invaluable legal advisor to numerous County departments over the last thirty-three and a half years, particularly the Sheriff's Department, and more recently he was involved in the successful negotiation of the settlement of the Department of Justice investigation of the Sheriff's Department's law enforcement practices in the Antelope Valley. United States of America v. County of Los Angeles and the Los Angeles County Sheriff's Department, Case No. CV 15-03174 JFW-FFM. Until his retirement, Mr. Granbo was the exclusive attorney handling this matter and he worked closely with the Sheriff's Department's Compliance unit in their efforts to come into compliance with the terms of the settlement agreement. Mr. Granbo was involved in selecting the Court appointed monitors and has an excellent working relationship with them, as he does with the Department of Justice attorneys handling this matter. This settlement has been ongoing for over 3 years and it is expected that the Department will come into compliance with the terms of the agreement in the next 12-18 months. Retaining Mr. Granbo's knowledge and experience will not only maintain valuable continuity in the matter but is considered essential to the Department coming into timely compliance and bringing this matter to a successful conclusion.

County Counsel requests that your Board approve the immediate appointment of Mr. Granbo as a 120-day temporary employee and waive the usual 180-day waiting period under PEPRA (as set forth in Government Code section 7522.56).

## **Implementation of Strategic Plan Goals**

The recommended actions support Goal 1, Operational Effectiveness/Fiscal Sustainability, of the County's Strategic Plan, by maximizing public services through the immediate appointment of critically needed retirees as temporary employees, and the promotion of sound and prudent fiscal practices by reducing overtime and training costs.

## **FISCAL IMPACT/FINANCING**

Funding for this position exists within County Counsel's budget.

## **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

Under Government Code section 7522.56, a County retiree must ordinarily wait 180 days from the date of retirement before returning to work for the County on a temporary basis. An exception to this rule applies if your Board finds at a public meeting that the individual's immediate appointment is necessary to fill a critically needed position, as is the case here. The request for such an appointment may not be placed on a consent calendar.

## **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

This action will ensure continuity in this lengthy and important settlement process and will also help to ensure that the Department continues to make strides in its efforts to come into compliance with the terms of the agreement.

## **CONCLUSION**

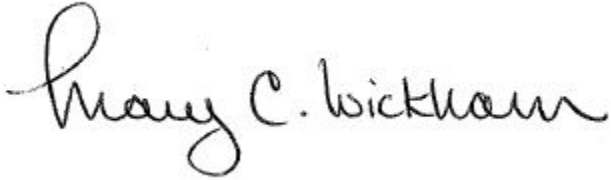
The Honorable Board of Supervisors

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Mr. Granbo's extensive involvement in this matter make it critically important for him to be immediately appointed as a 120-day temporary employee to ensure that indispensable legal services continue to be provided to the Board and the Sheriff.

Respectfully submitted,

A handwritten signature in black ink that reads "Mary C. Wickham". The signature is written in a cursive style with a large initial "M" and a distinct "C" before the last name.

MARY WICKHAM

County Counsel

MCW:RSG:ds

c: Jim McDonnell, Sheriff

Sachi A. Hamai  
Chief Executive Officer

Celia Zavala, Acting Executive Officer  
Board of Supervisors