



COUNTY OF LOS ANGELES

Public Health

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July 12, 2016

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

Dear Supervisors:

**MEDICAL HEALTH PROVIDER FOR THE DEPARTMENT OF PUBLIC HEALTH –  
COMMUNITY HEALTH SERVICES  
(ALL SUPERVISORIAL DISTRICTS)  
(3 VOTES)**

**SUBJECT**

Request approval for the immediate return of retiree Celerino Brucal, M.D., as a 120 day retiree, to provide direct patient care in public health clinics.

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Find that, as a result of Dr. Brucal's retirement on March 30, 2016, it is critically necessary to address significant provider shortages and that Dr. Brucal 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. Brucal to return as a part-time physician, effective date of Board approval, at the rate of \$443 per session, which is consistent with his final salary level, for up to 145 sessions or \$64,332 in one fiscal year.

**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

**ADOPTED**

BOARD OF SUPERVISORS  
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33 July 12, 2016

LORI GLASGOW  
EXECUTIVE OFFICER

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 recommended actions 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 207,000 patient clinic visits and field services per year and addresses 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 specifically in Service Planning Areas (SPA) 1 and 2, including at DPH's Antelope Valley Health Center (AVHC) which is located approximately 50 miles north of downtown Los Angeles.

Prior to his retirement, Dr. Brucal was a full-time physician for SPA 2, responsible for the tuberculosis (TB) clinics at the Glendale Health Center and sexually transmitted disease (STD) clinics at the North Hollywood Health Center, and occasionally covering the TB and STD clinics at AVHC. During a period of significant provider shortage in 2014, he provided primary coverage for all of the TB clinics in the Glendale and Pacoima Health Centers, which included direct patient care and directing household contact investigations for active TB cases. Serving as the expert lead for the contact investigation team, Dr. Brucal provided consultation to local primary medical doctors regarding TB cases and worked collaboratively with nursing staff, the TB Control Program, and public health investigators, as needed, to provide guidance and assist with legal interventions.

Dr. Brucal's timely return as a part-time physician will ensure the continuity of clinic operations within CHS' public health clinics by assisting with the following: 1) providing TB and STD clinic coverage in CHS' public health clinics; 2) training and teaching new staff and residents rotating through the public health clinics; and 3) providing critical mentorship and peer review of new physicians and physician specialists as they are trained in CHS' TB clinics.

Additionally, the Los Angeles County Employee Retirement Association (LACERA) requires that members who retire before the Normal Retirement Age of their retirement plan must achieve a 90 day bona fide separation of service from the County prior to reemployment, in order to comply with Internal Revenue Service requirements. The LACERA Board of Retirement established the Normal Retirement Age for members in Plan D as 57. Since Dr. Brucal was older than the Normal Retirement Age at retirement, the requirement that he wait 90 days to commence reemployment is not applicable.

**Implementation of Strategic Plan Goals**

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

**FISCAL IMPACT/FINANCING**

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

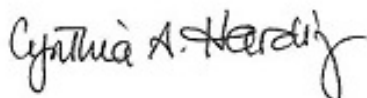
**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The recommended actions are in conformance with the California Public Employees' Pension Reform Act of 2013. The requirement by the Internal Revenue Service that LACERA members achieve a bona fide separation of service prior to temporary reemployment with the County is not applicable because Dr. Brucal's age at retirement exceeded the normal retirement age for Plan D members.

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

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

Respectfully submitted,



Cynthia A. Harding, M.P.H.  
Interim Director

CAH:ev  
#03647

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