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COUNTY OF LOS ANGELES

21 January 22, 2019

CELIA ZAVALA
EXECUTIVE OFFICER

~~January 08, 2019~~ January 22, 2019

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:

CHANGE OF EMPLOYMENT STATUS AND ESTABLISH THE SALARY FOR INTERIM DIRECTOR, LOS ANGELES COUNTY HEALTH AGENCY (UC) ALL DISTRICTS (3 VOTES)

SUBJECT

Recommendation to change the employment status and establish the salary for Earl Fred Leaf to continue to serve as Interim Director, Los Angeles County Health Agency (UC), for the County of Los Angeles. In addition, approve Earl Fred Leaf, a retired Los Angeles County Employees Retirement Association (LACERA) member, to suspend his retirement benefits and return to his full-time employment with the County of Los Angeles.

IT IS RECOMMENDED THAT THE BOARD:

1. Change the employment status and establish the salary for Earl Fred Leaf for the position of Interim Director, Los Angeles County Health Agency (UC), at an annual salary of ~~\$434,361.12~~ \$404,190.00, effective ~~January 17, 2019~~. Mr. Leaf, a currently retired employee, would be re-employed ~~January 17, 2019~~ January 22, 2019, subject to the approval of LACERA's Board of Retirement.
2. Instruct the Director of Personnel to execute an at-will employment contract for Mr. Leaf, which is approved as to form by County Counsel.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of the recommended action is to approve the change of employment status for Mr. Leaf from a 120-day retiree to a full-time employee, and to establish the salary for Mr. Leaf as the Interim Director, Los Angeles County Health Agency (UC).

On January 9, 2018, the Board of Supervisors appointed Mr. Leaf to the position of Interim Director of the Health Agency. At that time, Mr. Leaf's employment status was a 120-day retired employee. Mr. Leaf wishes to rescind his retirement and resume permanent County employment status.

Mr. Leaf possesses over 30 years of professional experience in the County, including executive management experience in the Department of Health Services. Most recently, Mr. Leaf has been a 120-day retiree serving as the Interim Director, Los Angeles County Health Agency (UC), after the resignation of Dr. Mitchell Katz in December 2017. Preceding this, he was a 120-day retiree serving as a Senior Manager, CEO, working on a statewide replacement plan for health coverage, and the County's position on the repeal and replace health care bill entitled "American Health Care Act." Prior to those assignments, Mr. Leaf served as Supervisor Antonovich's Senior Health Policy Advisor, where he coordinated all policy matters related to the Department of Health Services, Public Health, Mental Health, and Homelessness. Additionally, Mr. Leaf successfully served as the Acting Director of Health Services, where he was responsible for the overall management and operations of the Department. As the Chief Deputy Director/Chief Operating Officer of Health Services, Mr. Leaf directed the administration of the County network of hospitals, comprehensive health centers, health centers, and network of public-private partners to ensure the provision of a broad array of health services.

Implementation of Strategic Plan Goals

Approval of these recommendations will further the County of Los Angeles' Strategy III.3, Pursue Operational Effectiveness, Fiscal Responsibility, and Accountability to continually assess our efficiency and effectiveness, maximize and leverage resources, and hold ourselves accountable.

FISCAL IMPACT/FINANCING

The cost of the recommended salary will be absorbed within the Los Angeles County Health Agency's current budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended salary will provide appropriate compensation to Mr. Leaf to perform the duties of Interim Director, Los Angeles County Health Agency (UC).

LACERA is governed by the County 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 this Government Code provision operative in Los Angeles County.

The Board letter has been reviewed and approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Implementation of these recommendations will provide leadership for the Los Angeles County Health Agency.

Respectfully submitted,

A handwritten signature in black ink that reads "Sachi A. Hamai". The signature is written in a cursive, flowing style.

SACHI A. HAMAI
Chief Executive Officer

SAH:JJ:MM:MTK
NV:LR:mst

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Health Agency
Human Resources