



OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES

HALL OF JUSTICE

ROBERT G. LUNA, SHERIFF



February 27, 2024

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:

**AUTHORIZE THE SHERIFF'S DEPARTMENT TO REINSTATE A RETIRED COUNTY
EMPLOYEE AS A 120-DAY TEMPORARY EMPLOYEE
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

The Los Angeles County (County) Sheriff's Department (LASD) is requesting that the Board of Supervisors (Board) grant an exception to the 180-day waiting period required under the California Public Employees' Pension Reform Act (PEPRA) of 2013 concerning reinstating retired County employees as 120-day temporary employees.

IT IS RECOMMENDED THAT THE BOARD:

1. Authorize LASD to immediately reinstate Ms. Elizabeth Quesada as a 120-day temporary employee upon Board approval, waiving the 180-day waiting period required under Government Code 7522.56.
2. Approve the request to allow Ms. Quesada to return at a rate and classification commensurate with her assignment for up to 960 total work hours in a fiscal year.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Ms. Quesada retired from County service on November 25, 2023, as a Senior Department Employee Relations Representative (Sr. DERR) and was the LASD subject matter expert regarding employee performance management issues and discipline.

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

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Ms. Quesada has 30 years of experience in the LASD Advocacy Unit and was responsible for managing the bonus removals, probationary evaluations, Liberty Interest hearings, improvement needed performance evaluations, plans for improvements, performance expectation memos, unsatisfactory performance evaluations, job abandonment hearings, and Civil Service Commission (CSC) matters including meeting minutes, hearing officer reports, final decisions, and arbitration awards.

The Advocacy Unit has two Sr. DERR positions. The Sr. DERRs receive, analyze, manage, and respond to CSC and Employee Relations Commission actions regarding employee discipline. Every month, the Sr. DERRs track 100 to 150 ongoing civil service cases in an extensive and detailed manner and research similar administrative cases and past practices to ensure the recommended discipline is within the LASD's guidelines for discipline. With the retirement of Ms. Quesada, the unit is left with one Sr. DERR incumbent who just passed probation and is still new to LASD. There are insufficient personnel in the Advocacy Unit to assume the responsibilities of the vacant Sr. DERR position while awaiting the hiring of a new Sr. DERR to fill the vacancy.

Unlike other County departments, candidates that accept employment with the LASD undergo a lengthy and comprehensive background process that typically takes six to nine months due to working in an environment with direct access to sensitive law enforcement information and criminal justice systems. During the background process, candidates sometimes fail or accept other job offers, causing the LASD to restart the hiring process. This results in an extremely long delay in filling vacant positions. In the case of the last Sr. DERR vacancy, it took eight months from the date LASD made the job offer to the candidate to the date of the candidate's first day of employment.

Ms. Quesada's return on a part-time basis will ensure that LASD executives and management continue to receive crucial guidance in handling complex and sensitive employee performance management cases requiring discipline. This is only temporary until such time that a new Sr. DERR is recruited, transitioned, and trained.

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 LASD's existing budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Under 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 after a period of 180 days has elapsed, following the date of retirement. However, the person may commence service before the 180-day waiting period following the date of retirement as long as the department certifies that the position is critically needed and that the retired person has the skills required to perform the work within a limited time. The recommended actions are in conformance with PEPRA.

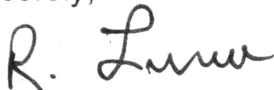
IMPACT ON CURRENT SERVICES (OR PROJECTS)

Implementation of these recommendations will ensure that the LASD has a subject matter expert who is critically needed to advise executives, management, and various committees overseeing employee performance management and discipline.

CONCLUSION

Should additional information be required, please contact Administrative Services Manager III Gabriella Orozco-Atienza, Personnel Administration Bureau, at (213) 229-3145.

Sincerely,



ROBERT G. LUNA
SHERIFF