



**PUBLIC REQUEST TO ADDRESS  
THE BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS  
HOLLY J. MITCHELL  
LINDSEY P. HORVATH  
JANICE HAHN  
KATHRYN BARGER

**Correspondence Received**

The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
80.		<b>Oppose</b>	Monisha Parker	<p>Strengthening the Temporary Reinstatement of Retired County Employees in Los Angeles County:</p> <p>The temporary reinstatement of retired county employees can offer valuable experience and knowledge while addressing staffing shortages. However, it's crucial to do so responsibly and transparently to ensure program effectiveness and fairness. Here are some suggestions for strengthening the process:</p> <p><b>**Policy and Implementation:**</b></p> <p><b>***Clear guidelines and limitations:**</b> Establish clear and transparent guidelines outlining eligibility criteria, duration of reinstatement, and allowable job functions. Limit reinstatements to critical needs not easily filled by other avenues.</p> <p><b>***Oversight and accountability:**</b> Implement a well-defined oversight process to monitor adherence to policies and prevent potential abuses. Conduct regular program evaluations to assess its effectiveness and address any emerging issues.</p> <p><b>***Open and transparent communication:**</b> Communicate the program's purpose, rationale, and selection criteria clearly to employees, the public, and stakeholders. Regularly publish relevant data and program outcomes to maintain transparency.</p> <p><b>**Selection and Qualifications:**</b></p> <p><b>***Skill-based selection:**</b> Emphasize skill matching and objective criteria when selecting retirees for reinstatement. Prioritize individuals with specialized skills or experience critical to addressing immediate needs.</p> <p><b>***Medical clearance:**</b> Ensure all reinstated employees meet relevant medical and fitness requirements for the assigned duties to protect both the individuals and the County.</p> <p><b>***Training and onboarding:**</b> Provide necessary training and onboarding to ensure reinstated employees are familiar with updated policies, procedures, and technology before assuming duties.</p> <p><b>**Compensation and Benefits:**</b></p> <p><b>***Market-based compensation:**</b> Offer reinstated employees wages commensurate with their skills and experience, aligned with market rates for comparable positions. Avoid exceeding typical compensation for full-time employees in similar roles.</p> <p><b>***Clear benefits structure:**</b> Clearly communicate the benefits available to reinstated employees, including any limitations or adjustments compared to</p>

			<p>those received as active employees or retirees.</p> <p><b>**Pension impact:**</b> Ensure understanding of potential impacts on pensions due to temporary reinstatement, including potential suspension or adjustments. Transparency and clear communication are key.</p> <p><b>**Sustainability and Long-Term Strategies:**</b></p> <p><b>**Focus on addressing workforce challenges:**</b> Use temporary reinstatement as a targeted solution for critical staffing gaps, not a substitute for robust workforce planning and recruitment strategies.</p> <p><b>**Invest in workforce development:**</b> Prioritize long-term investments in attracting and retaining talent, including employee training, career development programs, and competitive salary structures.</p> <p><b>**Succession planning:**</b> Encourage knowledge transfer from reinstated employees to current staff to ensure institutional knowledge retention and smooth transitions.</p> <p><b>**Additional Considerations:**</b></p> <p><b>**Equity and inclusion:**</b> Ensure the program aligns with County equity and inclusion principles, avoiding disproportionate benefits to specific groups. Consider targeted outreach to underrepresented groups with relevant skills.</p> <p><b>**Union agreements:**</b> Ensure compliance with any applicable collective bargaining agreements and address potential concerns of current employees regarding temporary reinstatement.</p> <p><b>**Community engagement:**</b> Consider opportunities for community input and feedback on the program's objectives and effectiveness.</p> <p>By implementing these suggestions and tailoring them to the specific context and needs of Los Angeles County, you can contribute to a more effective, transparent, and sustainable approach to temporarily reinstating retired county employees while addressing your immediate staffing needs and long-term workforce objectives.</p>
		<b>Item Total</b>	<b>1</b>
<b>Grand Total</b>			<b>1</b>