



MARK PESTRELLA, Director

**COUNTY OF LOS ANGELES**  
**DEPARTMENT OF PUBLIC WORKS**

*"To Enrich Lives Through Effective and Caring Service"*

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IN REPLY PLEASE  
REFER TO FILE

April 23, 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:

**APPOINT A RECENT PUBLIC WORKS RETIREE AS A 120-DAY  
TEMPORARY EMPLOYEE AND WAIVE THE 180-DAY WAITING PERIOD  
(ALL DISTRICTS)  
(3 VOTES)**

**SUBJECT**

Public Works requests that the Board appoint recent Public Works retiree, Susan Herman, as a 120-day temporary employee without reinstatement from retirement and waive the 180-day waiting period under the California Public Employee's Pension Reform Act of 2013.

**IT IS RECOMMENDED THAT THE BOARD:**

1. Certify that it is necessary for recently retired Public Works employee, Susan Herman, who possesses extensive and unique expertise, to immediately return as a 120-day temporary employee to provide critically needed expertise on the high-profile homelessness initiatives in the County.
2. Appoint Susan Herman to serve as a 120-day temporary employee at Public Works without reinstatement from retirement; waive the 180-day waiting period under California Public Employee's Pension Reform Act of 2013; and approve the Director's request that Susan Herman be employed as a Public Works Consultant II at a rate of \$101.46 per hour for up to 960 hours of work in each fiscal year.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The purpose of the recommended action is to immediately appoint Susan Herman as a 120-day temporary employee without reinstatement from retirement and to waive the 180-day waiting period. Ms. Herman will assist the County to train and transition successor staff and ensure continuity of

service for quality of life and homelessness initiatives. Ms. Herman retired from County service on March 29, 2024, as the Senior Manager, CEO of Public Works, and has expertise in the County's response to the homelessness crises as well as the requisite knowledge needed to implement critical services to our communities.

**Implementation of Strategic Plan Goals**

The recommendation supports the County Strategic Plan: Strategy 111.1, Continually Pursue Development of our Workforce; and Strategy 111.3, Pursue Operational Effectiveness, Fiscal Sustainability, and Accountability, by maximizing public services through the appointment of a critically needed retiree as a temporary employee without reinstatement from retirement, and the promotion of operational effectiveness, fiscal responsibility, and accountability.

**FISCAL IMPACT/FINANCING**

Ms. Herman will be employed at a rate of \$101.46 per hour for up to 960 hours in Fiscal Years 2023-24 and 2024-25. The cost of the recommended action will be absorbed within Public Works' existing budget and various funds.

**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

Under California Public Employee's Pension Reform Act of 2013, a County retiree must ordinarily wait 180 days from the date of retirement before returning to work as a temporary employee without reinstatement from retirement (Government Code Section 7522.56). The recommended action is consistent with California Public Employee's Pension Reform Act of 2013, which allows a person who retires from the County to serve without reinstatement from retirement or loss or interruption of benefits provided by the retirement system, before a period of 180 days following the date of retirement as long as the Board certifies the position is critically needed and the retired person has the skills needed to perform work of limited duration. The request for such an appointment may not be placed on a consent calendar.

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

None.

**CONCLUSION**

Please return an adopted copy of this letter to Public Works, Administration.

The Honorable Board of Supervisors

4/23/2024

Page 3

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mark Pestrella". The signature is fluid and cursive, with the first name "Mark" written in a larger, more prominent script than the last name "Pestrella".

MARK PESTRELLA, PE

Director

MP:ME:abc

c: Auditor-Controller  
Chief Executive Office (Chia-Ann Yen)  
County Counsel  
Executive Office  
Department of Human Resources  
Los Angeles County Employees Retirement  
Association