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April 15, 2025

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:

**APPROVE THE TEMPORARY REEMPLOYMENT OF A RETIRED COUNTY  
EMPLOYEE AS A 120-DAY TEMPORARY EMPLOYEE FOR  
THE DEPARTMENT OF PUBLIC HEALTH – ORAL HEALTH PROGRAM  
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

**SUBJECT**

Request approval for the return of retiree Maritza Cabezas, DDS, MPH, as a 120-day retiree, to continue playing a crucial role in providing critical support to the Department of Public Health's Oral Health Program, and waive the required 180-day wait period following the date of her retirement.

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Find that, as a result of Dr. Cabezas's retirement on, March 29, 2025, it will be critically necessary to address key grant deliverables for the Oral Health Program (OHP) and that she is uniquely qualified to assure the coordination and completion of these key dental public health activities.
2. Approve the request of the Director of the Department of Public Health (Public Health), or designee, to allow Dr. Cabezas to be reemployed as a 120-day retiree, as a part-time Dental Specialist (Item #4767N) effective date of Board approval, at a salary level commensurate with the assignment, for up to 960 total hours of work in a fiscal year, and waive the required 180-day waiting period following the date of her retirement.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTIONS**



**BOARD OF SUPERVISORS**

**Hilda L. Solis**  
First District

**Holly J. Mitchell**  
Second District

**Lindsey P. Horvath**  
Third District

**Janice Hahn**  
Fourth District

**Kathryn Barger**  
Fifth District

Under the California Public Employees' Pension Reform Act of 2013 (PEPRA), a person who retires from the County of Los Angeles (County) may 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 Public Health 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. Public Health has determined it is necessary to fill this critical position and the recommended actions will satisfy these requirements under PEPRA.

The OHP strives to reduce disparities in oral health while improving overall health status. The goal of the program is to reduce the burden of oral disease, especially among vulnerable populations, through collaborative partnerships that improve awareness about healthy habits, increase access to preventive dental care services, and advance evidence-based best practices. Public Health OHP receives grant funds from the California Department of Public Health (CDPH) through Proposition 56, the California Healthcare, Research and Prevention Tax Act of 2016.

To monitor the burden of dental disease and identify inequities, the CDPH Office of Oral Health (OOH) assesses California's children every five years using a protocol referred to as the Smile Survey. The CDPH OOH collects data for all regions of the State except in Los Angeles County, where the responsibility falls on Public Health OHP as part of an agreement with the State to receive CDPH Prop 56 funding. Dr. Cabezas will be instrumental in the completion of the Smile Survey 2025 as her experience overseeing the prior 2020 Smile Survey will help to ensure that the report is complete, accurate, and meets all grant requirements.

Another key goal for the OHP is implementing the Kindergarten Oral Health Assessment (KOHA) at schools with the greatest number of low-income children, also known as "priority schools." OHP staff are implementing KOHA on-site at priority schools as well as collaborating with local stakeholders to provide screenings. The OHP has several memoranda of understanding (MOU) currently in place with priority schools and school districts implementing KOHA, with future plans for more partnerships. Under Dr. Cabezas's leadership, and with the support of the State Proposition 56 Oral Health grant, the OHP has built a robust infrastructure to ensure the capacity to plan, implement, assess, and evaluate a comprehensive KOHA program. Dr. Cabezas has built strong relationships with community partners, dental providers, dental clinics, and grass roots organizations. Her extensive network of stakeholders will assist the OHP in continuing to connect with additional oral health providers to promote educational awareness of KOHA and implement on-site KOHA screenings.

The timely return of Dr. Cabezas as a part-time Dental Specialist will ensure the continuity of the Smile Survey efforts, critical MOU development, and the KOHA mandate. Dr. Cabezas has over 32 years of experience serving vulnerable residents in the County and was a full-time credentialed Dental Director II for more than 12 years. She provided clinical assessments, data analysis, policy and program development, team leadership, and external stakeholder coordination in her role. Dr. Cabezas secured the initial grant for the OHP, built the program from the ground up, and

successfully completed its second five-year renewal. She has proven to be a crucial asset to Public Health and the County.

### **Implementation of Strategic Plan Goals**

The recommended actions support: North Star 1, Make investments that transform lives with a focus area goal of Healthy Individuals & Families; and North Star 2, Foster vibrant and resilient communities with a focus area goal of Public Health, of the County's Strategic Plan.

### **FISCAL IMPACT/FINANCING**

The cost of the recommended actions will be absorbed within Public Health's existing funds from Proposition 56, the California Healthcare, Research and Prevention Tax Act of 2016.

There is no net County cost associated with this action.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The recommended actions are compliant with PEPRA.

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

Implementation of the recommendations will ensure that Public Health has the capacity to successfully complete the Smile Survey 2025 and fulfill the KOHA mandate, both of which are key requirements under our grant from the State. The goals of the Smile Survey 2025 and KOHA are to help diminish disparities in oral health, reduce the health burden of oral disease, particularly among school-age children, and connect children to a dental home.

Respectfully submitted,



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Director

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

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