



BOARD OF SUPERVISORS

April 8, 2025

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The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
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Los Angeles, California 90012

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Administrative Deputy II

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Dr. Solomon Shibeshi
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Assistant Director

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GET IN TOUCH

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Dear Supervisors:

**APPROVE THE REEMPLOYMENT OF RETIRED COUNTY
EMPLOYEE AS A 120-DAY TEMPORARY EMPLOYEE
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

SUBJECT

The County of Los Angeles (County) Aging & Disabilities (AD) Department 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 of 2013 (PEPRA), with regard to reemploying retired County employees as 120-day temporary employees.

IT IS RECOMMENDED THAT THE BOARD:

1. Authorize AD's immediate reemployment of Mr. Jorge Merchan as a 120-day temporary employee upon Board approval, waiving the 180-day waiting period required under Government Code Section §7522.56 (Code).
2. Approve the request to allow Mr. Merchan to be reemployed as a 120-day retiree at a salary level commensurate with his assignment for up to 960 total work hours in each of the Fiscal Years 2024-25 and 2025-26.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Mr. Merchan retired from County service on March 28, 2025, as AD's Information Technology Supervisor I. At the time of his retirement, he received an Additional Responsibilities Bonus (ARB) as the Information Technology Manager I (ITM I). He was responsible for managing all Software as a Solution (SaaS) applications, software development, and device management for the entire department. His work included being the technical lead for all Request for Proposals (RFPs) for the SaaS application that allows this

Aging & Adult Information & Assistance Line:
(800) 510-2020
Report Elder Abuse:
(877) 477-3646
Community & Senior Centers:
(800) 689-8514
Disability Information &
Access Line:
(888) 677-1199



department to operate. His expertise is critical as Adult Protective Services (APS) receives over 68,000 intake cases per year, Area Agency on Aging (AAA) provides referral services and meals to over 44,000 people, and AD managed Community and Senior Centers serve over 48,600 clients and provide over 309,000 service units per year, all of which rely on the SaaS application.

Mr. Merchan was with AD since 2007 (including the Community and Senior Services Department and the Workforce Development, Aging and Community Services Department), has 30 years of County service, and has met the normal retirement age. Mr. Merchan's strong institutional and industry knowledge, coupled with his strategic leadership, and project management skills made him invaluable to the successful delivery of numerous AD projects throughout the years.

Mr. Merchan was instrumental in streamlining and managing the technological implementation and automation of the following programs:

- **Information and Assistance Referral Line for Older Adults:** This "one stop shop" service line provides a range of referrals to older adults age 60 and older, including food resources, caregiver services, legal assistance, supportive services, and much more.
- **LA FOUND:** In addition to providing resources for community support services, this lifesaving service offers a free tracking bracelet for families and caregivers of individuals living with Alzheimer's, Dementia, Autism, and other cognitive impairments that increase chances of wandering. LA FOUND has distributed nearly 1,000 bracelets and has supported the safe return of 26 people.
- **APS Elder and Dependent Abuse Hotline:** APS investigates reports of alleged elder and dependent adult abuse and neglect referrals.
- **Volunteer Driver Mileage Reimbursement:** This program provides mileage reimbursements to volunteer drivers, including family members, when no other transportation services exist or when the client is too frail, ill, or unable to use public transportation.
- **Disability Information and Access Line:** This program and hotline assists adults with disabilities connects callers to local services such as accessible transportation to overcome those barriers. Callers can also receive information and referrals to services that promote independent living and address fundamental needs, such as food, housing, and transportation.
- **Elderly Nutrition Program (ENP):** This program is funded by the Older Americans Act and provides home-delivered meals and congregate meals to help older adults stay independent. It aims to reduce hunger, food insecurity, and malnutrition (poor nutrition/ imbalanced diet), while also promoting social interaction and improving overall health and well-being.

Implementation of Strategic Plan Goals

The recommended action supports Goal 1, Operational Effectiveness/Fiscal Sustainability, of the County's Strategic Plan, maximizing public services by reinstating experienced former employees, and promoting sound and prudent fiscal practices by reducing overtime and training costs.

FISCAL IMPACT/FINANCING

Funding for this position exists within AD's Fiscal Year 2024-25 budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Under the Code, a retiree must wait 180 days from the date of retirement before returning to work for the County on a temporary basis. An exception to this rule is allowable if the employer certifies that the employee's immediate reinstatement is necessary to fill a critically needed position and provided that the hiring has been approved by the Board in an open meeting.

AD requests that the Board grant an exception to this 180-day rule, recognizing the importance of Mr. Merchan assisting AD on projects, management and upgrade of applications, RFPs, and assisting in recruitment of staff to make this department more self-sufficient. Therefore, it is critical to have Mr. Merchan start as soon as possible. This type of work is only temporary until his replacement is recruited, transitioned, and trained.

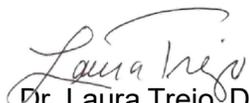
IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will help to ensure a successful continuation of technology projects to ensure that all deadlines are met.

CONCLUSION

Upon your approval of the recommended actions, AD will proceed to reemploy Mr. Merchan. Should you have any questions, please contact Mr. Mike Tsao, Administrative Deputy II, at MTsao@ad.lacounty.gov.

Respectfully submitted,


Dr. Laura Trejo, DSW, MSG, MPA
Director

LT:LCS:IP
MT:hk

C: Executive Office, Board of Supervisors
Chief Executive Office
County Counsel