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**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

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May 13, 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:

**AUTHORIZE THE DEPARTMENT OF CHILDREN AND FAMILY SERVICES TO TEMPORARILY
EMPLOY A RETIRED COUNTY EMPLOYEE
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

The Department of Children and Family Services (DCFS) is requesting the Board of Supervisors (Board) grant an exception to the 180-day waiting period required under the California Public Employee's Pension Reform Act (PEPRA) of 2013, with regard to reemploying retired County employees as 120-day rehired retirees.

IT IS RECOMMENDED THAT THE BOARD:

1. Waive the 180-day waiting period to reemploy retired County employee, Edie Shulman, as a 120-day rehired retiree with DCFS to serve as the Inter-Agency Council on Child Abuse and Neglect (ICAN) subject matter expert on the Guide to Effective Response to Domestic Abuse (GERDA), a multi-agency project that she led for more than 10 years and is finally expected to roll out in the summer of 2025.
2. Approve the request to allow Ms. Shulman to return as a Children Services Administrator III, at a rate of \$82 per hour for up to 960 total hours of work in a fiscal year.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

In 2002, the California State legislature, in recognizing the prevalence of domestic violence (DV) in society and the long-lasting harm to children in homes with family violence, passed Senate Bill 1745.

This legislation required law enforcement, child welfare, prosecutors, child abuse/domestic violence experts, and community-based organizations, serving abused children and victims of DV, in each California county, to develop protocols for their response to incidents of DV in homes where a child resides.

ICAN and the Domestic Violence Council (DVC) formed a working committee of representatives from multiple county, city and community agencies to develop these required protocols, forming GERDA, and released them in 2016. At that time, your Board issued a motion directing that an Executive Committee be formed to provide administrative oversight for the distribution, training, and implementation of GERDA.

GERDA outlines the goals for best practices for professionals in Los Angeles County who respond to and work with families where there is domestic abuse. GERDA is based on the framework that early intervention to mitigate the harmful effects of domestic abuse requires collaboration among law enforcement, child protective services, and the community. The protocol helps to ensure that the immediate and long-term safety and emotional needs of the children and victim will be met.

Due to new leadership at the DVC, ICAN took full responsibility for developing and implementing training on the GERDA protocols, working collaboratively with an Executive Committee of agency liaisons to develop this comprehensive and unique training. The training covers key topics for first responders and others managing DV cases that involve children, including GERDA History, Training Objectives, Core Values, Coercive Control, Power and Control Wheels, Diverse and Underserved Communities, Victim's Rights and Protective Orders, Agency Roles and Responsibilities, and Domestic Violence Shelter-Based Agencies/Crisis Shelters.

The GERDA training addresses the harm to children when exposed to domestic abuse. It is important to understand that children are not passive witnesses; they often will engage in problem-solving behaviors and take measures to protect victims. The training is intended to be a dynamic training and reference manual that supplements the policy and practices of the impacted agencies.

As a result, DCFS seeks to rehire a uniquely qualified retired County employee to coordinate and facilitate the completion of all of the necessary GERDA implementation requirements by June 2025. Ms. Shulman retired from County service on February 27, 2025, with an extensive history working in child welfare, and specialized expertise in numerous ICAN committees and projects. Additionally, she developed vital relationships with ICAN leadership, key contacts, and partners.

Further, Ms. Shulman was the lead for GERDA, including protocol and training development, since its inception. She has comprehensive and historical knowledge about GERDA, DCFS Training, and the UCLA Luskin Center to finalize the eLearning for placement on Talent Works. Considering the time sensitivity of GERDA's implementation, her immediate appointment is requested.

Implementation of Strategic Plan Goals

Approval of these recommendations will further the County of Los Angeles Strategic Plan, Strategy III.3, Pursue Operational Effectiveness, Fiscal Responsibility, and Accountability to continually assess our efficiency and effectiveness, maximize and leverage resources, and hold ourselves accountable.

FISCAL IMPACT/FINANCING

The cost of the recommended actions will be absorbed within the Department's existing budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended actions are consistent with PEPRA, 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 a limited duration.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

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

CONCLUSION

Upon approval by the Board of Supervisors, it is requested that the Executive Officer/Clerk of the Board send an adopted stamped copy of the Board letter and attachments to the Department of Children and Family Services.

Respectfully submitted,



BRANDON T. NICHOLS

Director

BTN:JF:SM:sm

c: Executive Officer, Board of Supervisors
Chief Executive Officer
County Counsel
Auditor-Controller
Human Resources
Los Angeles County Employees Retirement
Association