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September 2, 2025

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**AUTHORIZE INTERNAL SERVICES DEPARTMENT TO EMPLOY A RETIRED
COUNTY EMPLOYEE ON A TEMPORARY BASIS AND GRANT AN EXCEPTION TO
THE 180-DAY WAITING PERIOD REQUIRED UNDER THE CALIFORNIA PUBLIC
EMPLOYEE'S PENSION REFORM ACT
(ALL SUPERVISORIAL DISTRICTS - 3 VOTES)**

SUBJECT

The Los Angeles County (County) Internal Services Department (ISD) is requesting the Board of Supervisor's (Board) approval to grant an exception to the 180-day waiting period required under the California Public Employee's Pension Reform Act of 2013 (PEPRA), before reemploying a retired County employee as 120-day rehired retiree. ISD affirms that this retiree is highly skilled and the services they will be providing are critical.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Waive the 180-day break in service requirement and reemploy retired County employee, Brian Bailey, on a 120-day, part-time, temporary assignment as a Principal Application Developer (Item #2526) within ISD's Purchasing & Contract Service.
2. Approve ISD's request for Mr. Bailey to receive compensation at the rate of \$76.31 per hour, for up to 960 work hours within a fiscal year, upon the Board's approval of his temporary reemployment to Principal Application Developer.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Prior to his retirement, Mr. Bailey was ISD's Purchasing and Contract Services lead for the Electronic Countywide Accounting and Purchasing System (eCAPs) function team and subsequently a key member for the Auditor-Controller's CGI Enterprise Resource Planning (ERP) upgrade to 4.x for all procurement-related items. Simultaneously, ISD is finalizing the Countywide e-Procurement contract with the highest ranked vendor that has been identified, through the County's solicitation process, to design and implement a modern end-to-end e-Procurement system (also known as a strategic sourcing or procure to pay suite), which will replace the County's current enterprise legacy system, enterprise automated procurement system (eCAPS – Procurement).

This new e-Procurement system will support both Countywide contracting and procurement. It will be the technical component of a broader strategy by the County to transform procurement through the optimal alignment of people, process, and technology that will (1) motivate and empower both County users and vendors to achieve heightened value from the County's enterprise procurement systems, and (2) will advance the coalesce of the governance and operational landscape for purchasing and contracting into a singularity representing all Countywide procurement.

The comprehensive web-based strategic sourcing and e-Procurement system will promote procurement transformation goals that are intended to:

- Increase efficiency and reduce cycle times and transaction costs by streamlining, automating, and standardizing procurement processes.
- Improve the consistency, quality, and availability of relevant information to support Countywide procurement planning and decision making.
- Improve flexibility for the County to efficiently modify workflows, business rules, user permissions, to adapt to frequent changes in laws, policies, and procedures.
- Expand and modernize available tools and resources to incorporate best practices related to the County's procurement business operations, including, but not limited to, vendor management, contract administration, collaborative contracting and purchasing, and strategic sourcing.

For over 15 years, Mr. Bailey served in a specialized capacity as the programming lead, providing technical guidance and direction to a team of application developers responsible for supporting and maintaining eCAPS – Procurement and the Countywide eCAPS Procurement Help Desk. Customers of eCAPS – Procurement include ISD's Central Purchasing and departmental purchasing operations across the County, encompassing receiving and invoicing functions. These operations facilitate the acquisition of approximately \$2 billion in goods and services for more than 38 County departments.

As a retiree, Mr. Bailey will serve as a key member of the ISD e-Procurement Transformation Team tasked with the alignment of future state procurement, as well as continuing to serve as lead programmer over eCAPS – Procurement, the CGI 4.x upgrade regarding procurement, and provide ongoing support of eCAPS Procurement Help Desk functions. This role includes system modification and infrastructure support, enhancements, and maintenance of documentation required as a part of the service continuity. In addition, he will support the Countywide e-Procurement implementation and subsequent integration of the new Software as a Service (SaaS) into the upgraded CGI 4.x ERP system. Mr. Bailey's historical knowledge of the County's eCAPS – Procurement and eCAPS Procurement Help Desk functions are vital to the successful implementation and transformation of the County's procurement system.

The request to waive the 180-day break in service requirement will provide ISD with the technical resource it needs to partake and maintain a critical system used by County departments and the vendor community.

Implementation of Strategic Plan Goals

Approval of the recommended actions is consistent with the County's Strategic Plan Goal North Star 3, Focus Area Goals D: Streamlined and Equitable Contracting and Procurement and E: Data-Driven Decision Making.

FISCAL IMPACT/FINANCING

ISD will utilize a current budgeted vacancy to fund the requested rehired retiree.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended action is consistent with PEPRA, which allows a person who retires from the County to serve without rescinding 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 is the only individual with the knowledge, skills and expertise required to perform work of a limited duration.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of this request will provide ISD with the technical expert it needs to participate in the design, architecture, and implementation of the County's new e-Procurement system.

Honorable Board of Supervisors
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Respectfully submitted,



MICHAEL OWH
Director

MO:QH:LG:MC:ct

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