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DIRECTOR OF PERSONNEL

# COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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May 12, 2026

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 HUMAN RESOURCES TO EMPLOY A  
RETIRED COUNTY EMPLOYEE ON A TEMPORARY BASIS  
(ALL DISTRICTS – 3 VOTES)**

**SUBJECT**

The County of Los Angeles (County) Department of Human Resources (DHR) 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 (PEPRA) of 2013 to allow the reemployment of a retired County employee as a 120-day temporary employee.

**IT IS RECOMMENDED THAT THE BOARD:**

1. Authorize DHR to immediately reemploy Dr. Sepideh Souris as a 120-day temporary employee upon Board approval, waiving the 180-day waiting period required under California Government Code Section 7522.56.
2. Approve the request to allow Dr. Souris to return at a rate and classification commensurate with her assignment for up to 960 total hours of work in a fiscal year.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Dr. Souris retired from County service effective March 30, 2026, from her position as the Senior Human Resources Manager of the Occupational Health and Leave Management Division. She possesses the advanced subject matter expertise necessary to develop and lead the Countywide Behavioral Threat Assessment and Management (BTAM) Program in accordance with California Labor Code Section 6401.9.

*To Enrich Lives Through Effective and Caring Service*

Dr. Souris will continue to assist DHR with the establishment, implementation, and maintenance of the BTAM Program. Her immediate reemployment is necessary because the BTAM Program is in active development. The County must promptly address current unmet compliance obligations under California Labor Code Section 6401.9, and DHR does not currently have another employee with her combination of subject matter expertise, program knowledge, and executive-level experience to perform this work without interruption. She will serve as the operational lead of the program and primary liaison to the Countywide Executive BTAM Oversight Board. In this capacity, she will implement and direct the BTAM Program's daily operations; ensure that the program's practices align with national behavioral threat assessment standards, County policy, and enterprise-level risk mitigation strategies; coordinate multidisciplinary team and case management; oversee the establishment of data governance; and support the Executive BTAM Oversight Board in fulfilling its Countywide governance mandate.

Dr. Souris is an accomplished professional with over 29 years of progressively responsible occupational health and safety, administrative, and management experience in the County, including serving as a Senior Human Resources Manager from 2021 to 2026 and Chief of Psychological Services from 2016 to 2021 in DHR. Prior to that, she served as the Chief of Psychological Services from 2004 to 2016 in the Chief Executive Office. Other appointments include Supervising Psychologist, Mental Health Clinical Program Head, and Clinical Psychologist II in the Department of Mental Health from 1997 to 2004.

### **IMPLEMENTATION OF STRATEGIC PLAN GOALS**

Approval of these recommendations will further the County's Strategy 111.3, Pursue Operational Effectiveness, Fiscal Responsibility, and Accountability, by enabling the County to continually assess our efficiency and effectiveness, maximize and leverage resources, and maintain accountability.

### **FISCAL IMPACT/FINANCING**

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

### **FACTS AND PROVISION/LEGAL REQUIREMENTS**

The recommended action is consistent with PEPRA, which allows a person who retires from the County to serve, without rescinding retirement and without loss or interruption of retirement benefits, before a period of 180 days have elapsed from the date of retirement, provided that the Board certifies the appointment is necessary to fill a critically needed position and that the retired person has the skills needed to perform work for a limited duration.

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

Implementation of these recommendations will ensure that DHR maintains the capability to continue to support critical departmental and Countywide projects without interruption.

Respectfully submitted,



LISA M. GARRETT  
Director of Personnel

LMG:RC:JAB  
CC:DMA:gc

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Los Angeles County Employees Retirement Association