

County of Los Angeles

June 16, 2026

Dawyn R. Harrison
County Counsel

Board of Supervisors

Hilda L. Solis
Supervisor, First District

Holly J. Mitchell
Supervisor, Second District

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Supervisor, Third District

Janice Hahn
Supervisor, Fourth District

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Supervisor, Fifth District

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 IMMEDIATE REEMPLOYMENT OF A
RETIRED COUNTY EMPLOYEE AND GRANT AN EXCEPTION
TO THE 180-DAY WAITING PERIOD REQUIRED UNDER
THE CALIFORNIA PUBLIC EMPLOYEES' PENSION REFORM ACT
(ALL DISTRICTS AFFECTED) (3 VOTES)**

SUBJECT

The Office of County Counsel 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) for retired County employee Millicent Rolon to return, without reinstatement from retirement, as a 120-day temporary employee to assist in providing critically-needed legal services to the Los Angeles County Sheriff's Department (Sheriff's Department). The Office of the County Counsel affirms that the retiree is highly skilled and the work she will be performing is critical.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Authorize County Counsel to immediately reemploy, without reinstatement from retirement, recent County retiree Millicent Rolon as a 120-day temporary employee.
2. Certify that Ms. Rolon's temporary reemployment is necessary to fill critical need at County Counsel; and waive the 180-day waiting period under PEPRA.
3. Approve the request to allow Ms. Rolon to immediately return as a 120-day temporary employee at the salary level commensurate with her salary prior to retirement, for up to 960 hours per fiscal year.



PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Effective March 27, 2026, then Senior Deputy County Counsel Millicent Rolon retired after 27 years of active County Service. Ms. Rolon began her career with the County in 1998, representing the Sheriff's Department, the Office of the District Attorney, the Office of the Public Defender, the Office of the Alternate Public Defender, and the Probation Department. From 1998 through March 27, 2026, as part of what is now known as the Justice and Safety Division, Ms. Rolon supervised high-exposure litigation, negotiated settlements in high-profile and high-exposure wrongful death and civil rights lawsuits, and mentored attorneys in supervision methods for litigated cases.

Ms. Rolon retired from the Justice and Safety Division as a highly skilled and experienced attorney who consistently managed a substantial and complex caseload. Notably, Ms. Rolon has supervised virtually all lawsuits brought in the last decade alleging sexual misconduct by correctional staff. Work in the Justice and Safety Division on these types of cases requires specialized training and extensive experience in civil rights case law and Prison Rape Elimination Act (PREA) regulations. Throughout her tenure, the Justice and Safety Division relied heavily upon her expertise in the most complex and intricate civil rights matters. Ms. Rolon is adept at spotting issues, recovering and analyzing evidence, preparing a defense, and making appropriate risk management decisions for these types of cases.

The Sheriff's Department has recently been served with a purported class action lawsuit and several individual lawsuits by large groups of plaintiffs alleging sexual misconduct by staff at Century Regional Detention Facility (CRDF). Subject to your Board's approval, Ms. Rolon will return to the Justice and Safety Division on a temporary basis, under the supervision of Assistant County Counsel Timothy J. Kral, to augment County Counsel's provision of legal services to the Sheriff's Department and to ensure operational continuity for the evaluation and defense of these new lawsuits and other similar lawsuits that may be filed in the future.

Given Ms. Rolon's extensive institutional knowledge, unique expertise in supervising and defending these types of civil rights lawsuits, and the time-sensitive need to evaluate and defend these new lawsuits, a critical need exists for Ms. Rolon to return and temporarily fill the requested position. Ms. Rolon will also provide sufficient information and training to existing permanent attorney staff in the Justice and Safety Division, as requested by Mr. Kral, so Ms. Rolon's 120-day status does not need to extend indefinitely.

In summary, County Counsel requests Ms. Rolon be reemployed as a 120-day temporary employee and that the 180-day waiting period under PEPRA be waived. It is further requested that Ms. Rolon's appointment be effective immediately, at an hourly rate of \$110.73 (Senior Deputy County Counsel, Step 10), for up to 960 hours per fiscal year.

FISCAL IMPACT/FINANCING

The Sheriff's Department has requested that County Counsel facilitate Ms. Rolon's temporary employment as outlined above and will reimburse the County's costs thereof.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The recommended actions support Goal 1, Operational Effectiveness/Fiscal Sustainability, of the County's Strategic Plan, maximizing public services by temporarily employing experienced former employees, and promoting sound and prudent fiscal practices by reducing overtime and training costs while mitigating risks and further liabilities.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

As specified in Government Code section 7522.56, PEPRA provides that a County retiree must usually wait 180 days from the date of retirement before returning as a temporary worker. An exception to this rule applies if the Board certifies, at a public meeting, that the employee's immediate appointment is necessary to fill a critically needed position; such requests may not be placed on the consent calendar. The pending request fully complies with PEPRA requirements.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will help ensure that critical needs of County Counsel, and its Sheriff's Department client, are met.

CONCLUSION

If there are any questions or any need for additional information, please contact my office.

Respectfully submitted,



DAWYN R. HARRISON
County Counsel

DRH:mag

c: Joseph M. Nicchitta, Chief Executive Officer
Edward Yen, Executive Officer, Board of Supervisors