



OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES

HALL OF JUSTICE

ROBERT G. LUNA, SHERIFF



August 11, 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 LOS ANGELES COUNTY SHERIFF'S DEPARTMENT
TO EMPLOY A RETIRED COUNTY EMPLOYEE ON A TEMPORARY BASIS
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

The Los Angeles County (County) Sheriff's Department (Department) requests 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 concerning reemploying retired County employees as 120-day temporary employees.

IT IS RECOMMENDED THAT THE BOARD:

1. Authorize the Department to reemploy Ms. Lisa Finkelstein as a 120-day temporary employee upon Board approval, waiving the 180-day waiting period required under Government Code section 7522.56.
2. Approve the request to allow Ms. Finkelstein to return as an Administrative Services Manager I at a rate of \$56.34 per hour for up to 960 total work hours in a fiscal year.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Ms. Finkelstein retired from County service on May 30, 2026, as the Chief, Public Health Records and Research from the Department of Public Health's (DPH) Operations Support Bureau. In this capacity, she managed the DPH's Vital Records

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

A Tradition of Service
— Since 1850 —

Division, ensuring compliance with all applicable laws, regulations, standards, and guidelines while maintaining efficient and effective operations. As the director of the Vital Records Division, Ms. Finkelstein was also responsible for budget development and financial management, as well as evaluating and hiring personnel for the division.

Ms. Finkelstein possesses direct, hands-on recruitment experience, including initiating and developing recruitment bulletins, advertising positions, interviewing and hiring candidates at various levels, recruiting managers for the Health Information Management Division, and hiring clinical administrative and support staff. Notably, she led the recruitment, interviewing, and hiring of over 35 veteran interns for difficult-to-recruit clerical positions, coordinated employment workshops to help candidates navigate the government application process, and collaborated with County human resources experts to update class specifications and develop job bulletins for new positions, demonstrating a thorough understanding of the end-to-end government hiring lifecycle.

Her experience analyzing and resolving personnel needs, formulating procedures to ensure efficient departmental operations, and conducting audits for regulatory compliance aligns directly with the position's requirements to assess the effectiveness of the Deputy Sheriff Trainee (DST) hiring process, identify causes of delay, and develop strategies for improvement. Combined with her proven ability to analyze data, prepare reports, and present recommendations to senior leadership, she has the foundational knowledge of recruitment and analytical expertise necessary to evaluate the DST hiring process and develop meaningful strategies to improve recruitment outcomes and candidate retention.

Therefore, the Department requests that the Board approve the employment of Ms. Finkelstein as a temporary 120-day employee effective immediately, thus waiving the 180-day waiting period required under PEPRA.

Implementation of Strategic Plan Goals

The recommended actions support the County's Strategic Plan North Star II: Foster Vibrant and Resilient Communities; Focus Area Goal C: Public Safety: Enhance the safety of the public and our communities by addressing the risks, danger, harm, and conditions that cause, drive, or can help mitigate unlawful activity and crime, and supports law enforcement accountability and transparency; Strategy ii: Operational Enhancement: Enhance organizational and administrative operations, and training of our public safety entities, to better serve the community.

FISCAL IMPACT/FINANCING

The cost of the recommended action is estimated to be \$54,091.20 and will be absorbed by the Department's existing budget. Specifically, the Department will utilize a vacant, budgeted Deputy Sheriff position, position identification number 10085350, allocated to Personnel Administration Bureau (fund organization number 15722). It is contemplated that such actual costs, determined by the County's Auditor-Controller, may increase after the date of execution of this agreement by any amendments to the County of Los Angeles Salary or other ordinance relating to salaries.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Under PEPRA, a person who retires from the County may serve without reinstatement from retirement or loss or interruption of benefits provided by the retirement system after a period of 180 days has elapsed, following the date of retirement. However, the person may commence service before the 180-day waiting period following the date of retirement as long as the department certifies that the position is critically needed and that the retired person has the skills required to perform the work within a limited time. The recommended actions are in conformance with PEPRA.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Implementing these recommendations will ensure the Department retains a subject-matter expert to successfully develop and implement critical departmental and Countywide projects.

CONCLUSION

Should additional information be required, please contact Administrative Services Manager III Gabriella Orozco-Atienza, Personnel Administration Bureau, at (213) 229-1720.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Luna".

ROBERT G. LUNA
SHERIFF