



COUNTY OF HUMBOLDT

For the meeting of: 8/16/2022

File #: 22-1042

To: Board of Supervisors

From: Supervisor Rex Bohn

Agenda Section: Initiated by Board Member

SUBJECT:

Letter of Opposition for "Limited Duration Employment" (Supervisor Rex Bohn)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the Chair to sign the letter of opposition.

SOURCE OF FUNDING:

All County Departments

DISCUSSION:

The California Public Employee's retirement System (CalPERS) is proposing changes in the employment of annuitants. CalPERS is considering limited duration employment which allow for an annuitant to work 24 consecutive months. The 24 month limit could be extended for up to two additional 12-month periods if certain requirements are met. Such requirements include:

- The CalPERS-covered employer certifies the reason the work required under the appointment cannot be performed satisfactorily by a non-retired employee and that its governing body approve the appointment extension at a public meeting which cannot be on a consent calendar, and
- CalPERS receives the approved extension request for review by the end date of the initial appointment for the first extension request, or by the end date of the first extension for the second extension request, as applicable.
- The retired person cannot continue to serve in the same working after retirement appointment beyond the initial appointment of 24 consecutive months, or beyond the first extension of 12 consecutive months where that extension has been granted by CalPERS, as applicable, until an extension request is approved by CalPERS

Humboldt County, like other counties, have experienced significant difficulties in recruiting and retaining staff. With the social conditions and economic downturn, Humboldt County needs every option for streamlining the hiring process. Hiring annuitants who are qualified and trained personnel has been a necessity and successful while the county moves to fill vacant positions. Often an

annuitant can mentor a new employee as they gain experience and job familiarity.

The Board of Supervisors would like to consider a letter of opposition to CalPERS asking for no limited durations.

FINANCIAL IMPACT:

Financial impacts are unknown at this time. However, the inability to utilize annuitants could negatively impact all departments within the county.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to edit the letter.

ATTACHMENTS:

Letter to California Public Employees' Retirement System dated August 9, 2022.

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A