



# COUNTY OF HUMBOLDT

For the meeting of: 1/6/2026

---

File #: 25-1475

---

**To:** Board of Supervisors

**From:** Sheriff

**Agenda Section:** Consent

**Vote Requirement:** 4/5th

**SUBJECT:**

Resolution for the Temporary Employment of Retired Annuitant as Administrative Analyst II for the Humboldt County Sheriff's Office (HCSO) (4/5 Vote Required)

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt the attached resolution authorizing an exception to the one hundred eighty (180) day wait period of the California Public Employees Retirement System (CALPERS) for the employment of Dennis Griffin as a temporary retired annuitant Administrative Analyst II (class 0626B, salary range 444, step E) with the HCSO, as necessary to fill a critically needed position in the Backgrounds Division for a limited duration (4/5 Vote Required).

**STRATEGIC PLAN:**

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

**DISCUSSION:**

Dennis Griffin retired as a Correctional Lieutenant from the HCSO on Dec. 5, 2025, with more than 27 years of experience and knowledge within the agency. There is a critical need in the HCSO to conduct California Peace Officer Standards Training (POST) approved backgrounds. The HCSO will leverage Dennis' knowledge of POST standards to conduct agency backgrounds which will fill a critical need that is due to a shortage of deputies in the community. This employment is intended to be limited in duration until an alternative option to provide this service can be identified.

These investigations are confidential in nature therefore requiring personnel with experience in confidential information in addition to POST requirements. Mr. Griffin has conducted several confidential Internal Affairs investigations during his employment with the HCSO. Additionally, he has been involved in countless other assignments that require confidentiality including being the Correctional Facility Americans with Disabilities Act (ADA) department coordinator.

The HCSO is requesting approval of Mr. Griffin as a temporary retired annuitant Administrative Analyst II to fill a critical need and that the Board of Supervisors resolve that Mr. Griffin's employment is necessary before the expiration of the CalPERS 180-day wait period as required by California Government Code section 7522.56(f)(1). The attached resolution is necessary to comply with CalPERS requirements for an exception to the 180-day wait period for post-retirement employment.

**SOURCE OF FUNDING:**

General Fund (1100-221160)

**FINANCIAL IMPACT:**

<b>Expenditures (1100, 221160)</b>	<b>FY25-26</b>	<b>FY26-27 Projected*</b>	<b>FY27-28 Projected*</b>
<b>Budgeted Expenses</b>	<u>\$104,367.00</u>	<u>\$107,498.00</u>	<u>\$110,723.00</u>
<b>Additional Appropriation Requested</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<b>Total Expenditures</b>	<u>\$104,367.00</u>	<u>\$107,498.00</u>	<u>\$110,723.00</u>

*\*Projected amounts are estimates and are subject to change.*

<b>Funding Sources (1100, 221160)</b>	<b>FY25-26</b>	<b>FY26-27 Projected*</b>	<b>FY27-28 Projected*</b>
<b>General Fund</b>	<u>\$101,367.00</u>	<u>\$104,498.00</u>	<u>\$107,723.00</u>
<b>Fees/Other</b>	<u>\$3,000.00</u>	<u>\$3,000.00</u>	<u>\$3,000.00</u>
<b>Total Funding Sources</b>	<u>\$104,367.00</u>	<u>\$107,498.00</u>	<u>\$110,723.00</u>

*\*Projected amounts are estimates and are subject to change.***Narrative Explanation of Financial Impact:**

The Administrative Analyst II, Step E is \$35.46 per hour. Extra-Help salary & benefits are budgeted in the Backgrounds/Recruitment budget 1100-221160. The budget for fiscal year (FY) 2025-26 for extra-help salary and benefits for all extra-help staff working in the division is \$104,367.00. HCSO has spent 56.3% as of 12/19/2025. It is common for more of the extra-help budget to be spent in the first half of the year and then slows down as the fiscal year progresses due to the 960-hour cap for retired annuitants. HCSO will manage the extra-help hours to stay within the FY 2025-26 adopted budget. In the event more appropriations are needed to cover the extra-help for this division, HCSO will identify savings from other divisions to help cover any increases. There will be no additional general fund requested.

**STAFFING IMPACT:**

This extra-help position will fill a critical need in the Background Division to complete background investigations for the 50+ employees the Sheriff's Office hires annually.

**OTHER AGENCY INVOLVEMENT:**

N/A

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

The Board may elect not to approve the attached Board Resolution. This is not recommended as this position is vital to the continued hiring process for the HCSO and without it could cause the agency to not meet POST guidelines for employment backgrounds and slow down the hiring process.

**ATTACHMENTS:**

Attachment 1 - Board Resolution

Attachment 2 - Employment Offer Memo

**PREVIOUS ACTION/REFERRAL:**

Meeting of: N/A

File No.: N/A