



COUNTY OF HUMBOLDT

For the meeting of: 7/19/2022

File #: 22-855

To: Board of Supervisors

From: DHHS: Administration

Agenda Section: Departmental

SUBJECT:

Temporary Employment of Retired Annuitant as Program Manager - Department of Health and Human Services, Behavioral Health. (4/5 vote required.)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the employment of Cathy Rigby as a temporary retired annuitant Program Manager - Department of Health and Human Services (DHHS) Behavioral Health (BH), (class 0934, salary range 523, step E) (4/5 vote required); and
2. Adopt the attached resolution for an exception to the 180-day wait period.

SOURCE OF FUNDING:

Behavioral Health Fund (1170)

DISCUSSION:

Cathy Rigby, Program Manager - BH, retires from county employment on July 15, 2022 with 13 years of experience working for DHHS, BH. Ms. Rigby has most recently been working as the Mental Health Services Act (MHSA) Coordinator and as the Ethnic Services Manager (ESM). These roles are critical to the operation of Behavioral Health, both for the responsible management of the MHSA plan, updates and all associated duties, as well as to fill the required ESM position that works to promote culturally responsive services and programming. Ms. Rigby has agreed to stay on in an extra help capacity to assist during the transitional period while a new Program Manager, serving as the MHSA Coordinator and ESM, is brought on board and oriented to the complexities of these roles and associated tasks. This will provide uninterrupted operation of critical programs and services within DHHS BH and ensure on going engagement with staff and the community, serving to provide continuous support to our most vulnerable populations.

The requested approval of Mrs. Rigby as a temporary retired annuitant Program Coordinator to fill a critically needed position requires that the Board of Supervisors resolve that Cathy Rigby's employment is needed and authorize an exception to the California Public Employees Retirement System one hundred eighty (180) day wait period (California Government Code Section 7522.56(f)

(1)). Adoption of the attached resolution will satisfy the requirements for an exception to the 180-day wait period for post-retirement employment.

This action to hire Ms. Rigby does not apply to the hiring freeze your Board approved on June 28, 2022 as it is for an extra help position.

FINANCIAL IMPACT:

The employment of Cathy Rigby as a temporary retired annuitant Program Manager is projected to cost \$54,444.28 for salary and benefits in FY 2022-23. Salary and benefit expenditure related to this Program Manager position will be accommodated through salary savings from vacant position in the proposed budget for FY 2022-23, DHHS-Mental Health Administration budget unit 1170-424. This expenditure will be reimbursed through Federal Financial Participation for Medi-Cal administration and Mental Health Services Act.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service and investing in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board may choose not to approve, however this is not recommended as denial would result in DHHS, BH being unable to manage the MHSA plan and the requirements for culturally responsive services and programming.

ATTACHMENTS:

Attachment 1: Resolution for Exception to the 180-day wait period

Attachment 2: Government code sections 7522.56 and 21224

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A