



COUNTY OF HUMBOLDT

For the meeting of: 2/23/2021

File #: 21-183

To: Board of Supervisors

From: Child Support Services

Agenda Section: Departmental

SUBJECT:

Resolution for the Temporary Employment of Retired Annuitant as Child Support Specialist III in the Child Support Services Department

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the employment of Sharon Mitchell as a temporary retired annuitant Child Support Specialist III with the Child Support Services Department (Class 0147, Range 384, Step E, Position X1); and
2. Adopt the attached resolution for the exception of the 180-day wait period of the California Public Employees Retirement System.

SOURCE OF FUNDING:

Child Support Services 1380-206

DISCUSSION:

The Child Support Services Department is preparing to hire several new permanent positions, including Child Support Specialist III, Child Support Specialist I/II, and Staff Services Specialist. The recent retirement of several leadership positions in this department have left the remaining training team reduced and in need of assistance to train new incoming employees and assist with workload duties while training is ongoing.

Sharon Mitchell, retired from county employment on Nov. 14, 2020, with over 24 years of experience working with the Child Support Services Department. Most recently, she had been responsible for oversight of a team of Child Support Specialists and Child Support Assistants in the Child Support Worker's Compensation caseload and was the training coordinator for new employees and ongoing training opportunities. Mrs. Mitchell's vast experience in a variety of positions with the department would allow for flexibility that the department needs during this period of training and succession planning.

Mrs. Mitchell has offered her availability to provide temporary part-time employment beginning

March 8, 2021, and the department would like to appoint her as a retired annuitant on a part-time basis as a Child Support Specialist III, not to exceed 960 hours in the 2020-21 fiscal year. The appointment of Mrs. Mitchell will provide department-wide support while new staff is trained and orientated and will ensure continuity of services.

Therefore, the Child Support Services Department is requesting approval to hire Sharon Mitchell as a temporary retired annuitant Child Support Specialist III and that the Board of Supervisors resolve that Mrs. Mitchell's employment as a temporary retired annuitant is needed 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 needed to comply with CalPERS requirements for an exception of the 180-day wait period for post-retirement employment.

FINANCIAL IMPACT:

Sharon Mitchell will be hired as a Child Support Specialist III, at Step E at \$26.29 per hour. She will not work more than 20 hours per week, for a total of not more than 960 hours for the fiscal year. The approximate cost per month is \$2,103 for a total of \$8,412 for 4 months. It is anticipated that Mrs. Mitchell will begin March 2021 and continue through the 2020-21 fiscal year.

The Child Support Services Department budget can support this salary, there will be no impact to the general fund.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

At the Board's Discretion

ATTACHMENTS:

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

Attachment 2: Government code sections 7522.56 and 212244

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A