



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: February 10, 2015

Subject: Temporary Hire of County Retiree - Waiver of 180 day "Sit Out" Period

RECOMMENDATION(S):

1. CONSIDER waiving the 180-day "sit out" period for Glenn Howell, former Animal Services Director, in the Animal Services Department;
2. FIND that the appointment of Glenn Howell is necessary to fill a critically needed position; and
3. APPROVE AND AUTHORIZE the hiring of county retiree Glenn Howell, as a temporary County employee effective February 10 through August 31, 2015.

FISCAL IMPACT:

Cost savings. The costs of appointing Mr. Howell as a temporary county employee are offset by the reduction in costs from Mr. Howell vacating his previous full-time, permanent position.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **02/10/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: February 10, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: David Twa, County
Administrator (925) 335-1080

By: June McHuen, Deputy

cc:

BACKGROUND:

The Public Employees' Pension Reform Act of 2013 requires that active members who retire on or after January 1, 2013 must wait 180 days after retirement to return to work. The Act also allows the Board, based on a finding that the appointment is necessary to fill a critically needed position, may waive the 180 day period. Glenn Howell retired as the Animal Services Director on January 31, 2015. As the Animal Services Director, Mr. Howell was the department head for the Animal Services Department managing two facility locations and a FY 2014/15 operating budget of close to \$11 million with 78 FTE employees.

A recruitment has been conducted to find a qualified candidate to fill the vacancy that resulted from Mr. Howell's retirement. The County Administrator's Office and Human Resources Department are reviewing eligible candidates and conducting interviews for a new Animal Services Director. It is critical in the interim to have an experienced professional running the department. For these reasons, we are recommending the appointment of Mr. Howell as a temporary county employee for a period no later than August 31, 2015. In the case that successor candidate is appointed prior to August 31, 2015, the County Administrator will discontinue Mr. Howell's temporary appointment.

CONSEQUENCE OF NEGATIVE ACTION:

Failure to receive Board approval will result in the Animal Services Department having no management oversight.

CHILDREN'S IMPACT STATEMENT:

Not applicable.