



Contra
Costa
County

To: Board of Supervisors
From: Anna Roth, Health Services Director
Date: April 17, 2018

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 Mary J. Buscaglia, Health Services Administrator - Level C in the Health Services Department;
2. Find that the appointment of Ms. Buscaglia is necessary to fill a critically needed position; and
3. Approve and authorize the hiring of retiree Ms. Buscaglia as a temporary employee effective April 23, 2018 through March 31, 2019.

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$47,961 which is 100% funded by Hospital Enterprise Fund I.

BACKGROUND:

Mary Buscaglia retired from County service on March 30, 2018. Ms. Buscaglia worked at Health Services Department's Finance Division supporting the Contra Costa Health Plan for approximately five years. The health industry's state and federal mandates and reporting requirements are complex, and expertise in this industry is developed over time.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **04/17/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: April 17, 2018

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

By: June McHuen, Deputy

Contact: Jo-Anne Linares,
(925) 957-5240

cc:

BACKGROUND: (CONT'D)

Ms. Buscaglia handled the Health Plan's annual commercial (including employee) health premium rate setting and associated required state and federal reports. Due to the complexity of the process, it takes time and hands-on experience to acquire the necessary knowledge and skills to ensure tasks are accomplished accurately and timely. As we approach the annual commercial health premium rate setting period (May-July) for the 2019 rate premiums and reporting requirements (SB 546 and SB17) due in October, the department is requesting the hiring of Ms. Buscaglia as a temporary employee to manage and complete this process. In addition, Ms. Buscaglia will oversee a smooth transition while we recruit, hire, and train a permanent appointment for her position.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the accuracy and timeliness of the 2019 health premium rates and the state and federal reports will be compromised. Moreover, the department will spend additional funds on actuarials or other consultants who have the expertise to complete the tasks.