



Contra  
Costa  
County

To: Board of Supervisors  
From: Anna Roth, Health Services Director  
Date: May 7, 2019

Subject: Temporary Hire of County Retiree Waiver of 180-day Sit-out Period in the Health Services Department

### **RECOMMENDATION(S):**

1. Consider waiving the 180 day 'sit out period' for Tanya Drlik, Integrated Pest Management Coordinator in the Health Services Department;
2. Find that the appointment of Ms. Drlik is necessary to fill a critically needed position; and
3. Approve and authorize the hiring of County retiree Ms. Drlik as a temporary County employee effective April 22, 2019 and serving through April 21, 2020.

### **FISCAL IMPACT:**

This action has an annual cost of approximately \$46,314 which is 100% funded by the County Agriculture and Public Works Departments.

### **BACKGROUND:**

Tanya Drlik retired from County service on March 29, 2019. For ten years, Ms. Drlik worked at the Hazardous Materials Division of the Health Services Department. As an Integrated Pest Management Coordinator, she managed and coordinated the County's Integrated Pest Management (IPM) program and implemented the IPM Policy with all County departments that use pesticides

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **05/07/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes: effective May 8, 2019

### **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: May 7, 2019

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

By: Jami Napier, Deputy

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

cc:

### BACKGROUND: (CONT'D)

including the Agricultural Commissioner and Public Works. She worked collaboratively with departments; and interacted with other government agencies, citizen's groups and the general public to disseminate information on pesticide use and best pest management policies.

Ms. Drlik was the first and only IPM Coordinator for Contra Costa County. She developed the program and has been successful in working with other County departments in implementing the IPM program. Because of her expertise, the Department is requesting to hire Ms. Drlik as a retiree to assist in continuing the implementation of IPM programs, and oversee a smooth transition while the department recruits and hires a permanent appointment for her position.

### CONSEQUENCE OF NEGATIVE ACTION:

There will be a gap in overseeing and continuing the implementation of the IPM programs, and the transition to the new IPM Coordinator will be a great challenge to the Health Services Department.

### CLERK'S ADDENDUM

**Effective hire date, May 8, 2019.**

### ATTACHMENTS

cost analysis